

# BRYANT

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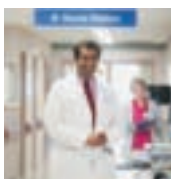
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## PRESIDENT'S MESSAGE

Earlier this summer we were pleased by a story in *U.S.A. Today* that recognizes our business program among the top 10 in the country. This most recent acknowledgement joins several prestigious national rankings garnered by the University this year. Among the many accolades, Bryant was ranked second on *U.S. News & World Report's* list of up-and-coming universities in our region and 18th in the employer survey conducted by *Bloomberg BusinessWeek*.

It has been an absolutely spectacular year for Bulldog athletics as well. In only our second year of full Division I eligibility, Bryant became the first school in history to win six spring championships and also secured its first Northeast Conference (NEC) Brenda Weare Commissioner's Cup. On the heels of six championship titles in the NEC, Bryant baseball, softball, golf, men's lacrosse, women's lacrosse, and men's tennis all advanced to NCAA tournaments. As the University's student-athletes broke numerous conference and school records while earning high academic marks, we proudly earned the moniker "Tittletown."

These successes—which are the result of hard work by our dedicated faculty, students, coaches, and administrators—mean we cannot rest on our laurels. Our strategic plan, *Vision 2020: Expanding the World of Opportunity*, ensures that we continue on a trajectory of excellence.

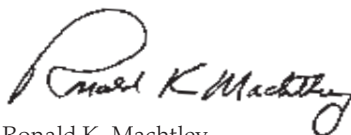
In this issue of *Bryant* we explore the intersection of business and the fastest growing sector of the U.S. economy: healthcare. Americans spend a collective \$2.8 trillion on healthcare annually, from hospital stays to prescription drugs, and more than 18 million people are employed in this arena that is so vital to society and quality of life.

Bryant alumni have been distinguished leaders in the healthcare sector for decades. But, as the accomplished alumni and trustees share with us on the following pages, balancing mission-driven organizational goals with expert management skills and financial acumen has never before been so crucial to the health of businesses. Bryant is building on our historic strengths in business and moving into healthcare to answer this call.

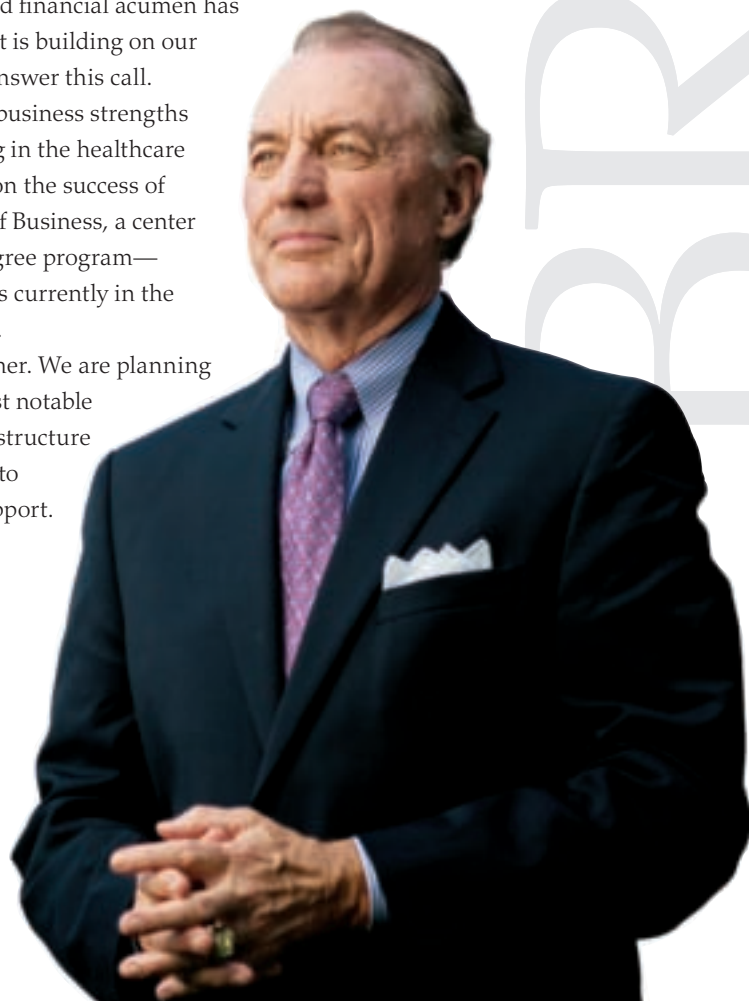
Our School of Health Sciences will leverage Bryant's core business strengths to position students for the best career opportunities emerging in the healthcare sector. The School of Health Sciences' plans include building on the success of the Bryant MBA to develop a healthcare focus in the College of Business, a center for economic policy in healthcare, and the School's clinical degree program—the Master of Science in Physician Assistant Studies—which is currently in the process of accreditation and will begin classes in January 2015.

The entire campus has been abuzz with activity this summer. We are planning for an Academic Innovation Center that will be one of the most notable academic classroom facilities in the country, and even the Unistucture dome is being renewed for the future. Kati and I look forward to our 19th year at Bryant and are grateful for your continued support. We hope that you will return to campus and share in our accomplishments soon.

Sincerely,



Ronald K. Machtley  
President





*Fellowship Health Resources, Inc. President and CEO Debra Paul strives to find the balance between fulfilling the nonprofit's mission and evaluating the delivery of crucial services including crisis stabilization and hospital diversion. In 2013, she led the organization in a fiscal turnaround essential to continuing programs such as residential/group living at Fellowship House, pictured here.*

## CEO cultivated skills that ensure paths to recovery

### DEBRA PAUL '85, '94 MBA

In sixth grade, Debra Paul '85, '94 MBA, knew she wanted to go to college and become a CPA. Her mother recommended she begin saving immediately and so she did, creating lifetime habits of fiscal responsibility at the core of her career to this day.

After earning her undergraduate degree from Bryant and her CPA certification, Paul returned to Bryant to pursue a Master of Business Administration

BY NANCY KIRSCH

# The Business of Health and Wellness:

BRYANT ALUMNI EMBRACE THE OPPORTUNITIES AND MANAGE THE CHALLENGES IN HEALTHCARE'S CHANGING LANDSCAPE.

The business of healthcare—the nation's fastest-growing economic sector with more than 18 million employees—is changing at an unprecedented pace. No other sector has as great an impact on quality of life.

In 2012, U.S. healthcare expenses totaled \$2.8 trillion, or nearly \$9,000 per person. An aging population has increasingly complex medical needs. With electronic recordkeeping and insurance regulations impacting direct patient care, some experienced practitioners are retiring early, while medical school enrollments are declining. An expected national short-

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Healthcare is the fastest-growing sector of the U.S. economy, employing more than 18 million people. In 2012, Americans spent a collective \$2.8 trillion on healthcare, from hospital stays to prescription drugs.

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age of 130,000 physicians in 10 years will mean growth opportunities for nurse practitioners and physician assistants.

Bryant's recently announced School of Health Sciences is well positioned to address these imminent issues and

emerging trends by preparing students to be leaders and innovators in an industry that continues to evolve and change.

This new academic initiative builds on the University's core expertise as a business school—evidenced by four featured alumni with career-long experience at the intersection of business and wellness. From different companies and perspectives, they are navigating these turbulent times with leadership and management skills learned at Bryant and refined by decades of experience.

## WHEN SUCCESS IS CRITICAL, CHANGE IS ESSENTIAL

**Mary MacIntosh '97 MBA** is the CFO of Home & Hospice Care of Rhode Island, the nation's second oldest hospice and Rhode Island's largest hospice agency. In 2008, with the nonprofit agency struggling, she helped lead it to financial stability. Faced with increased competition and more regulations, agency leaders knew they needed a stronger infrastructure. The necessary adjustments, reports MacIntosh, required "a complete change in culture—from the board to the staff."

Ninety percent of the hospice agency's income is derived from one source: Medicare. "That's a high-risk situation,"

degree. Working in the team-driven environment of public accounting at KPMG, she appreciated Bryant's emphasis on team projects.

Paul advanced to leadership positions at KPMG and Women & Infants Hospital, and now is President and CEO of Fellowship Health Resources, Inc., a nonprofit behavioral health agency that treats individuals with profound and persistent mental illness.

"The most difficult cases come to FHR, that's what we're known for," she

explains. "Our goal is to get individuals on a path to recovery and live independently, although the paths to recovery and treatment plans are different for every one of our individuals."

Paul credits her success developing fine-tuned skills at improving the bottom line, communicating with dedicated staff, and understanding the organization's important mission. "We've been very successful with many difficult cases," she says with obvious pride.

explains MacIntosh. It requires staff to constantly monitor Medicare practices, policies, and changes; provide quality services that can be reimbursed; and carefully scrutinize income and expenses. The agency's annual income was recently reduced by \$500,000, due to the govern-

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The U.S. healthcare industry will add 5.6 million new jobs in the next six years, according to Georgetown University's Center on Education and Workforce. At present, 18 percent of the nation's real gross domestic product is connected to healthcare—that's nearly one-fifth of all goods and services produced in the country.

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ment's two percent sequestration cut for Medicare, says MacIntosh. To remain vigilant about how care is delivered with increasing financial constraints, MacIntosh periodically shadows patient visits.

Despite the challenges, MacIntosh is proud to report that Home & Hospice Care was named a "Top 100" hospice provider in both 2013 and 2014 based on benchmarks for quality of care, meeting patient and family expectations, and communication. The independent evaluation affirms that the tough decisions and painful choices have helped preserve an important healthcare service in Rhode Island.

#### LEADING THROUGH EFFECTIVE COMMUNICATIONS

**Debra Paul '85, '94 MBA**, is president and CEO of Fellowship Health Resources, Inc. (FHR). The nonprofit behavioral health organization operates in seven states with 620 employees providing services to individuals of all ages with severe, persistent mental illness.

"Mental illness is not a sexy disease. The United States still has a long way to go with stigma," asserts Paul, acknowledging that her dedicated, front-line workers have extremely difficult, low-wage jobs.

With 94 percent of its patients on Medicaid, FHR must be vigilant in evaluating how it delivers services while fulfilling its mission. When the organization needed to correct a \$1 million deficit over a four-month turnaround period, it required an organizational-wide commitment, explains Paul. Effective communication was key as the solution emerged: senior management pay cuts, furlough days for all employees, program reductions, and a significant workforce reduction.

"My goal was to have employees in all seven states hear the exact same news at the exact same time," says Paul. She launched new communication modes—including town hall meetings—for all employees. "Communicate, communicate, communicate is the only way to lead," asserts Paul.

As they face operational challenges, Paul and her team are continually inspired by success stories from those that FHR serves. For example, the Studio 35 Program is a fully-integrated healing arts program offering dance, music, and visual arts opportunities to clients. And, through the Peer Services program, more than two dozen staff with lived experience have been certified to work with new clients.

#### UNDERSTANDING RISK AND PROVIDING "RIGHT" CARE

With 35 years of experience at diverse healthcare companies, **Nicholas Balog '78**, the CEO of WhiteGlove Health, Inc., has seen a lot of changes in healthcare, but nothing like the reform efforts currently taking place. "Purchasers are looking for value," he says. "Healthcare organizations



*By shadowing patient visits, Mary MacIntosh understands the delivery of care that earned Home & Hospice Care of Rhode Island recognition as a "Top 100" hospice by an independent firm evaluating the quality of care and communication for families and patients dealing with life threatening illnesses. The second oldest hospice in the country, HHCRI recently underwent a complete change in organization culture to remain in the black.*

are going to be paid for outcomes rather than providing services. At the end, it's a very positive thing and patients will come out ahead."

Operational excellence is essential if a company is to fulfill its promises to customers, says Balog. "What gets measured gets improved." His startup company provides health-related services to client companies' employees and also works to reduce unnecessary hospital admissions, readmissions, and emergency room visits.

"Bringing innovation to healthcare is my passion," notes Balog, who in 2013 helped create Healthy Rhode Island, an initiative designed to improve population health, provide better patient experiences, and reduce healthcare costs.

Given an aging population, increased prevalence of obesity and related chronic

conditions, and 40 million more people seeking healthcare through the Affordable Care Act, providers must provide the "right care at the right time and in the right setting," says Balog.


Healthcare providers must understand low-, rising-, and high-risk patients, and implement appropriate interventions for specific populations. "The next new frontier for purchasers of healthcare is having access to transparent information on the cost and quality of care," he says.

#### **A GROWING NEED FOR BEHAVIORAL HEALTH SERVICES**

**Jack DeVaney '74** is the president of Horizon Health, a company that manages behavioral health programs in hospitals across the United States. The company provides a full continuum of behavioral

*"Physicians will need physician assistants and other health professionals to support them in providing the right care at the right time in the right place with the right skill level to be cost effective."*

**SANDRA COLETTA '88 MBA**  
COO of Care New England and  
President and CEO of Kent Hospital



## Hospice workers make a difference every day

#### **MARY MACINTOSH '97 MBA**

"My job is to ensure there's a hospice here 100 years from now," says Mary MacIntosh '97 MBA, vice president and CFO of Home & Hospice Care of Rhode Island. The non-profit agency provides palliative and end-of-life hospice care to nearly 4,000 individuals annually, as well as offering counseling and support services to their families.

Years ago, after a promotion at Lifespan, MacIntosh decided that she needed to build her skills. She enrolled as a part-time student in Bryant's Master of Business Administration program, while working full-time and raising a young family.

"The quality of my Bryant education was on par with what I could have gotten

anywhere in the country," says MacIntosh, who was able to apply classroom knowledge in 'real-time' to her work.

While some patients are admitted to the agency's 24-bed Philip Hulitar Inpatient Center, Home & Hospice Care's staff visits and treats the vast majority of patients in their homes, assisted living facilities, nursing homes, hospitals, and elsewhere. "We provide care to homeless people under bridges; if someone needs hospice care, we'll go wherever they are," MacIntosh somberly explains.

Working in this specialized healthcare field requires finding ways to balance the bottom line with a critical mission to serve people facing their last days of life, MacIntosh says with pride, "We make a difference every day."

*“We need to continue the attention to quality, but we need a laser focus on controlling costs.”*

**KATHLEEN HITTNER, M.D.**  
*Past Bryant Trustee  
Rhode Island Health Commissioner  
Former Senior Vice President of Lifespan*

health services and assists hospitals in measuring the success of a patient’s treatment. “Behavioral health services and treatment programs are customized based on the population and the individual needs of those being treated,” says DeVaney. “There’s no such thing as a cookie-cutter approach.”

“Mental health is vastly underserved in this country,” notes DeVaney. Although he sees the stigma in seeking services declining, providing access to behavioral health treatment for those suffering with mental illness must remain a national priority.

“There’s been a slow erosion in the public sector for mental health support,” he adds. “That’s manifested today with people showing up in emergency rooms in the midst of a mental health crisis seeking mental health services. It has been a relatively new phenomenon that has occurred over the past decade.”

## Ensuring patients receive needed support

Measuring results also is important. “People who pay for services demand to see results,” insists DeVaney, adding that measuring mental health outcomes is essential.

Americans 65 and older will represent 20 percent of the population by 2030, presenting a further challenge. “The elderly, who often are frail, socially isolated, and frequently have concomitant medical

## Bringing innovation to healthcare

### NICHOLAS BALOG '78

“Bryant gave me the opportunity to live the values my parents had instilled in me—being responsible, making good choices, and knowing there are consequences for bad decisions,” says Nicholas Balog '78. “Professors created a culture that brought out the best in me academically and as a person.”

After earning a Master of Public Administration degree from Yale University, Balog held roles of increasing responsibility in numerous companies, including PhyCor, Inc., a physician practice management company; Healthways Inc., a provider of specialized, comprehensive healthcare solutions; and The Advisory Board Company, a consulting firm.

While with The Advisory Board, Balog returned to Rhode Island to help develop a plan to transform the state’s healthcare system. “As a native New Englander, I loved being here in the middle of significant healthcare reform.”

Balog recently was named CEO of WhiteGlove Health, a for-profit company based in Austin, TX. He brings to this position his 35 years of senior management experience with six different healthcare companies in Florida, Massachusetts, Tennessee, and Virginia. He possesses broad and deep expertise in strategic planning, healthcare reform, business operations, and performance improvement, among other competencies.



## JACK DEVANEY '74

As a sophomore transfer student, Jack DeVaney '74, now the president of Horizon Health, a national healthcare company based in Lewisville, TX came to appreciate the University's rigorous academic focus.

"I had not been the best of students," he notes. "At Bryant, I understood the challenges and found that the professors held us to extremely high standards. I worked very hard to meet or exceed those expectations, both at Bryant and beyond."

DeVaney went on to excel in the U.S. Army and later earned a Master of Public Administration and a Master of Social Work.

At Horizon Health, the country's largest provider of mental health management services to acute care hospitals, DeVaney oversees more than 500 employees, primarily nurses, psychologists, social workers, and therapists, who provide services to patients receiving behavioral health treatment across the country.

A champion of setting high standards, DeVaney works with his dedicated staff to ensure they get the support they need to serve the patients who depend upon them.



problems, also have one of the highest suicide rates. One of the challenges we as a society face is to be able to successfully address the mental health issues of this rapidly growing population," says DeVaney, "and Horizon Health is very focused on developing treatment programs that will meet these needs."

*"It's going to be a challenge for our country to ensure that we have sufficient services available. It's a real problem when you're running a hospital and people are using the emergency department as their primary source to address behavioral health issues," says Jack DeVaney, president of Horizon Health, one of the largest providers of mental health management services to acute care hospitals in the United States.*



*With 40 million more people expected to seek healthcare through the Affordable Care Act, providers must offer the right care at the right time and in the right setting. As business cycles change, organizations have a fiduciary responsibility to evolve and operational excellence is essential. "Bringing innovation to healthcare is my passion," says Nick Balog.*

*"There's not enough money to go around; things are going to have to be done differently. Creating and executing that new delivery model will be both challenging and meaningful."*

**GEORGE VECCHIONE '06H**  
Bryant Trustee, Special Advisor to the CEO  
of the Mount Sinai Health System,  
Former President and CEO of Lifespan

# The Bryant MBA

## JUST WHAT THE DOCTOR ORDERED

BY MARIA CALIRI

*For-profits Rising*

*Business Pressures Mount for Physicians*

*5 Tips to Improve a Hospital's Brand*

These recent headlines speak volumes about the state of contemporary healthcare. Although high-quality care is still their primary focus, healthcare providers cannot ignore the increased pressure to control costs, create efficiencies, and remain financially solvent.

**T**HE FEE-FOR-SERVICE healthcare delivery system—where providers are paid for each service—has evolved into a “pay for performance” model that rewards providers for meeting operational measures for quality and efficiency. In this regard, healthcare organizations have started to bear a close resemblance to some Fortune 500 companies. Providers of all types—from pharmacists to hospital administrators—have realized that this “new normal” requires business acumen that matches their scientific know-how.

To address their knowledge gaps, health professionals return to the classroom. Many have made their way to Bryant’s Master of Business Administration (MBA) program, augmenting what they learned in clinical rotations by joining study teams and working on case studies with other MBA students. We spoke with four of these graduates who have successfully integrated the critical business aspects of health and wellness into decades-long careers in medicine.

### PRESCRIPTION FOR PROMOTION

In the late 1980s, registered pharmacist **Richard Charest, Rh.P., '94 MBA** was promoted to pharmacy supervisor at Woonsocket (R.I.) Hospital, today, Landmark Medical Center. “That experience piqued my interest, and it became evident that an MBA was absolutely required for advancement to leadership.”

Charest’s decision to pursue the degree served him well, as he rose steadily through the executive ranks. In January 2007, he became president of Landmark Medical Center, while also serving as president and CEO of Rehabilitation Hospital of Rhode Island, a position he has held since 2000. Throughout the journey that brought him to the executive office, Charest continually applied the knowledge he gained in Bryant’s MBA program.

“The analytical decision-making skills I learned are absolutely essential,” he stresses. “The Bryant MBA program provided exposure to every aspect of business, allowing for strategic thinking that is fed by comprehensive skill sets that were shaped and developed throughout our courses of study.”

Charest’s skills certainly were put to the test during a recent five-year period when Landmark operated under receivership. In December 2013, a judge granted final approval to Ontario, CA-based Prime Healthcare Services for the purchase of Landmark. A for-profit health system, Prime Healthcare owns and/or operates 25 acute-care hospitals in six states.

“During that time, my goal was to evolve from receivership and save the community and rehab hospitals,” explains Charest. “We needed to employ turn-around and cash preservation strategies that ensured we’d make it to the finish line, while also trying to maintain a sense of business as usual.”

“The number one asset of a service industry is its employees,” he continues. “The uncertainty of receivership wreaks havoc with their sense of security. It can destabilize organizational culture. My MBA provided the knowledge to anticipate what would happen and to manage changes in the organization.”

## DOCTORS' ORDERS: LEARN THE BUSINESS OF MEDICINE

Like Charest, area physicians highly regard Bryant's MBA degree. **Dr. Kwame Dapaah-Afriyie '09 MBA** of The Miriam Hospital in Providence, R.I., describes his Bryant degree as "an invaluable tool."

Dapaah-Afriyie is director of The Miriam's division of hospitalist medicine, a medical specialty dedicated to the delivery of comprehensive medical care to hospitalized patients. "I have been able to develop and achieve most of our division's strategic goals. The accounting and finance courses provided me a framework for better understanding the business of medicine."

"The program teaches you the principles that matter," agrees **Dr. Tilak Verma '01 MBA**, a regional medical

tration that it was important to get ahead of the curve and not be reactive to industry trends," he says.

"Conversely, I walk my group through our department's profit and loss statement to provide them with a keener understanding of the big picture."

Drs. Verma and Gopalakrishnan also point to lessons they learned about teamwork as one of the MBA program's primary benefits. "Teamwork is a new lesson in medicine," says Dr. Verma. "Physicians, by nature, are very independent—the solo captains of their ship."

Bryant's MBA degree challenges this "hero model" by moving students through the program in a cohesive group called a cohort. Within each cohort, students benefit from working with a study team

## A HEALTHY PROGNOSIS FOR THE FUTURE

Given the ever-changing healthcare industry and its growing complexity, more providers are expected to earn MBA degrees. In the United States alone, more than 60 dual MD/MBA programs now are offered, with more being developed. The PharmD/MBA has become a standard option at most pharmacy schools.

This is a win-win situation for all stakeholders. As consumer-driven healthcare, paying for routine claims from a consumer-controlled account rather than a fixed health insurance benefit, gains popularity, consumers are careful about where they spend their healthcare dollars. They are seeking—and healthcare



director for UnitedHealthcare who also specializes in sleep disorders. "You learn to read a balance sheet. You learn about break-even analysis. These skills were especially useful to me when I served as a trustee for Landmark Medical Center. The board members spoke a different language, and the MBA helped me understand."

Echoing that sentiment is **Dr. Paari Gopalakrishnan '09 MBA**, director of the Inpatient Medical Group at Kent Hospital in Warwick, R.I. "My MBA allows me to speak both languages. Within the last four years, the number of hospitalists on my staff nearly doubled. To get funding for these positions, I used predictive modeling, a skill obtained in the Bryant MBA program, and proved to the adminis-

tration that allows in-depth collaboration on class projects and assignments, enhanced by the use of technology.

For Dr. Gopalakrishnan, the cohort concept was a bit unnerving. "In medical school, I knew what I needed to know and took a test. My success or failure was entirely on me. I was anxious about working in a group of five people and the fact that more than half of my grade was dependent on others."

Yet, it is that experience that he draws upon daily, working collaboratively with a staff of more than 30, as well as hospital administrators and other stakeholders. "I still rely on my cohort," he notes. "We stay in touch on a monthly basis and bounce ideas off each other. Though they are not clinicians, they work in the healthcare industry, so I appreciate their perspective."

providers are learning to deliver—the best care at the most reasonable cost.

"We have to eliminate the waste in medicine and deliver services efficiently without compromising quality," says Dr. Gopalakrishnan. With an influx of practitioners gaining the necessary business skill sets to meet this objective, the future of healthcare may look different. But the results, so far, are promising.

*Pictured above, left to right, Dr. Paari Gopalakrishnan '09 MBA, Richard Charest, Rh.P., '94 MBA, Dr. Tilak Verma '01 MBA, and Dr. Kwame Dapaah-Afriyie '09 MBA*

*Maria Caliri is manager of Internal Communications at Tectra and a contributor to Bryant magazine.*

# The Time

BY MICHAEL J. GRAVIER

Effective supply chain managers in healthcare must be supreme adapters, but they are typically poorly positioned to do so. Supply chain management runs second to labor and talent with regard to expense and decision-making influence in healthcare. But this is changing as costs of materials, pharmaceuticals, and services—the supply chain side of healthcare that currently makes up 40 to 45 percent of costs—are projected to overtake labor costs in as soon as eight years. Healthcare supply chain management may become the core issue in the healthcare cost debate.

**INCREASING RELIANCE ON  
ADVANCES IN TECHNOLOGY REQUIRES  
SUPPLY CHAIN MANAGERS  
TO INCREASE THEIR INFLUENCE  
IN HEALTHCARE**

The Affordable Care Act is a monumental effort to shift healthcare's focus from revenues (fee for service) to efficiency (managing costs). The shift from focusing on revenues (how much) to focusing on efficiency (how well) has already occurred across many industries. The reason is simple: the power of managing costs acts as a multiplier for the capability of the healthcare system.



# Has Come

## IMPROVING OUTCOMES

Imagine that you are running a small practice on \$1 million that spends 95 percent of revenue to stay in business. Is it better to find an additional 10 percent in revenue, or to reduce costs by 5 percent? Increasing revenue by 10 percent results in a margin of \$55,000. Reducing costs by 5 percent results in \$50,000 added to the margin, for a total margin of \$100,000—almost double the margin relative to increasing revenue.

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*Imagine that you are running a small practice on \$1 million that spends 95 percent of revenue to stay in business.*

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The multiplication effect of efficiency results in less resources expended and more patients served. Furthermore, organizations have much more control over costs than revenue.

History across many other industries shows that increased efficiencies result from improved quality and less rework in the system. This suggests that an additional benefit to improved efficiencies should be improved patient outcomes.

Improving patient outcomes has been the Holy Grail of healthcare since it was revealed that inconsistent care and medical “mistakes” are America’s fifth leading cause of death.

Much of the “problem” with America’s poor health outcomes results from a fragmented system lacking transparency. The calling cards of supply chain management are integration and transparency, and the two reinforce each other.

In many ways, healthcare is anathema to supply chain managers. “Gag clauses” with suppliers, arbitrary pricing and

accounting obfuscated by complex (and arbitrary) coding coupled with a complicated system of payers all undermine transparency and undermine accountability for outcomes. Poor quality and poor efficiency go hand-in-hand, and nowhere more so than healthcare.

## SIMPLE TRUTH

As important as the voices of the care providers might be, the truth is that increasing reliance on advances in technology requires supply chain managers to increase their influence in healthcare to have the right materials, pharmaceuticals and services available to patients through venues that won’t rely on hospitals and clinics.

Increasing direct contact between supply chain managers and patients will shift the power in the supply chain. This shift will be much like how power shifted from manufacturers to retailers with the advent of point-of-sales systems.

Whoever “sees” customer demand has the power. The increasing rapidity of technologies advances in the healthcare industry suggests that more care will be provided from the comfort of the patient’s home, or at least from the local retailer.

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## *Increasing direct contact between supply chain managers and patients*

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How can a supply chain manager prepare for the change to come? Supply chain managers must focus on managing relationships. Supply chain networks consist of nodes (the centers of value creation) and links between the nodes (the supply chain relationships). Both the major centers of value in healthcare and the links are undergoing massive change.

Supply chain managers must become open to discovering new relationships with new centers of value creation, and adapt both old and new relationships by mixing and matching capabilities. By discovering, shaping, integrating and focusing a coalition of suppliers on patient care, supply chain management will structure and influence the future of healthcare.

*This article originally appeared in the Spring 2014 issue of Supply Chain World. Visit [scw-mag.com](http://scw-mag.com) for more.*



*Associate Professor of Marketing and Supply Chain Management Michael Gravier, Ph.D., has shared his knowledge of supply chain management with students at Bryant University since 2007. He was recently*

*appointed to the Board of Directors for the Institute of Supply Management (ISM) Logistics and Transportation Group.*

*To his classroom, Gravier brings 12 years of experiences as a logistics readiness officer in the United States Air Force, where he achieved the rank of major. In 2003, as part of the United States joint task force in Liberia, he was responsible for finding the solutions to problems such as how can we bring in supplies when improvised explosive devices (IEDs) are littering the access routes, and children as young as age 10 are holding guns, ready to hijack any shipment? “Liberia was in the midst of a violent civil war,” he says, “and the U.S. military was there to offer stability and support operations. But while I was coordinating these logistics, I was thinking, ‘I wonder if there’s a way to apply this streamlined healthcare to civilians in the States.’”*



# *The* BUSINESS

## Emerging trends in the healthcare economy stretch beyond hospital walls

**T**HE BUSINESS OF HEALTHCARE is getting a shot in the arm. After years of moderate increases, about 3 to 4 percent annually, trends point toward more rapid growth in healthcare expenditures.

Altarum Institute, an Ann Arbor, MI-based think tank, reported that annual growth in healthcare spending as of February 2014 was 6.7 percent, the highest rate since late 2007. In short, as the country continues to recover from the recession, Americans are spending more money to get—and stay—healthy.

This is good news for the health sciences sector but not just for doctors and hospitals. The healthcare economy reaches far beyond hospital walls, and diverse enterprises are capitalizing on a multitude of business opportunities in the medical supplies and services field.

To take a look at these opportunities, *Bryant* magazine turned to three alumni—**Vincent Coppola '95**, **Laurence Gumina '89**, and **Dave Pezzullo '89**—for their views on emerging trends in the business of wellness.

### HELPING THE HEALTH PLANS

“Everyone talks about how broken or how wasteful the healthcare system is,” says **Vincent Coppola '95**, president of the Musculoskeletal Health Management division of MedSolutions. “But that just means there is so much opportunity. Everyone is trying to fix it.”

This creates a niche for a company like Coppola’s, which offers medical management services. That means it makes sure the right medical procedures are used to treat the right symptoms. By out-

# of BEING WELL

*Laurence Gumina '89, president and CEO of Ohio Presbyterian Retirement Services (OPRS), greets Dr. Tennyson Williams, an independent living resident at Westminster-Thurber Community, Columbus, Ohio. OPRS serves and cares for more than 73,000 individuals through its subsidiaries, OPRS Communities and Senior Independence Home Health and Hospice.*



**LAURENCE GUMINA '89**  
*President and CEO*  
*Ohio Presbyterian Retirement*  
*Services*

During school breaks in his junior and senior years at Bryant, Laurence Gumina '89 worked at a nursing home to earn extra money. Had you told him then that retirement facilities and services would become his life's work, Gumina might not have believed you. But after graduation, and a brief stint in banking, he returned to healthcare and never looked back.

Gumina has held executive roles at Princeton, NJ-based Springpoint Senior Living and Bayshore Community Health Services, a hospital-based health care provider also in New Jersey. Today, he runs Ohio Presbyterian Retirement Services, the largest continuing care provider in Ohio—and the 12th largest not-for-profit multi-site senior living organization in the country.

Gumina says that he's seen the senior living industry that originated as a bricks-and-mortar-focused business move to what's now a home and community-based model of care. "It is an opportunity to reinvent ourselves, and it's a privilege," he says. "I love what I do. We are serving the greatest generation that ever lived."

sourcing this process to a supplier, health plans can focus on building a provider network and managing their fee schedules. The aim is to provide quality care for specialty services such as cardiac imaging and radiation, while reducing fiscal waste and keeping premiums low, according to Coppola.

In late 2013, MedSolutions acquired Triad, the company Coppola had built from the ground up. The Triad acquisition adds musculoskeletal care, such as knee, hip, and spine surgeries, as well as chronic pain management, to MedSolution's portfolio of benefits. "Health plans are looking for partners and vendors to manage certain specialties because, ultimately, we can do it better," Coppola says. "Our goal is to get patients the right care as quickly

as possible. When you do that, you save health plans a lot of money."

This type of diversification within the medical insurance field helps support what Coppola calls an alignment of incentives. "The industry is trying to get rid of the dynamic that the doctors will charge as much as they can and the health plans pay as little as they can," he says.

**INTEGRATED CARE**

Collaboration among industry sectors gives players the opportunity to work together, rethink business models, capitalize on each others' areas of expertise, and share the risks and rewards. In the post-acute care and retirement services industry, **Laurence Gumina '89** sees the same need to work together. Gumina, president and CEO of Ohio Presbyterian Retirement Services (OPRS), oversees the largest provider of continuing care retirement communities and services in Ohio, a state with one of the most rapidly aging populations.

Partnerships between hospitals, healthcare providers, and insurers hold

"BABY BOOMERS ARE DEMANDING  
 HEALTHCARE SUPPORT ON THEIR TERMS—  
 WHEN THEY WANT IT,  
 WHERE THEY WANT IT, AND HOW THEY WANT IT."

LAURENCE GUMINA '89  
*President and CEO of Ohio Presbyterian Retirement Systems*



“THE DAILY CONSUMPTION PHENOMENON  
HAS CHANGED OUR BUSINESS DRAMATICALLY.  
OUR CUSTOMERS WANT ONE-ON-ONE SOCIAL INTERACTION...  
PEOPLE WANT TO BECOME PART OF A COMMUNITY;  
THEY WANT A SUPPORT SYSTEM.”

DAVE PEZZULLO '89  
*Executive Vice President of Worldwide Operations for Herbalife*





**DAVE PEZZULLO '89**  
*Executive Vice President,  
Worldwide Operations  
Herbalife*

When Dave Pezzullo graduated from Bryant in 1989, he joined one of the “Big Four” accounting firms like many of his classmates. He accepted a job offer to work in the tax department of Ernst & Young from Arthur Young himself. Pezzullo recalls that it was a great time to be a Bryant graduate: “I felt better prepared and more confident than people coming out of the larger universities. Other schools graduated accounting students; Bryant was turning out accountants.”

After serving in executive roles in finance for large multinational companies including Smithfield Foods, Cookson America, and Sunbeam, Pezzullo moved to the West Coast to join Herbalife in 2004. Initially, he oversaw the finance, accounting, and tax and treasury functions of the wellness product giant.

When an opportunity opened up on the operations side of the business, Pezzullo jumped at the chance, assuming the position of executive vice president of worldwide operations. “I’m very process-driven,” he says. “I’m not a pure numbers guy. I need to understand what’s behind the numbers and trace the business back to its root.”

promise for improved access to services and support for customers while meeting the goals of all, according to Gumina. For example, acute care institutions are incentivized to keep people out of the hospital. “Hospitals can be penalized if a patient is back within 30 days,” Gumina explains. “Our relationships allow us to integrate pre- and post-discharge care in rehab facilities, nursing centers, or even in patients’ homes.”

When considering the future of healthcare partnerships, both Gumina and Coppola cite the Medicare Shared Savings Program for Accountable Care Organizations (ACOs). When the Affordable Care Act went into effect, it created an opportunity for groups of healthcare providers to come together voluntarily to form ACOs and provide coordinated care to Medicare patients. “Doctors are becoming their own health plans,” Coppola says. “There’s shared risk, but if they manage cost, there’s also the opportunity for shared savings.”

Gumina says that these partnerships make good sense—for patient care and business: “We’re helping patients at every stage of health improve outcomes and control costs.”

**BEING HEALTHY, EVERY DAY**

Along with the increased focus on teamwork among industry players, trends in patient populations—whether it’s those who are aging or those fighting to main-

tain a healthy weight—are transforming the landscape of public health care.

Pew Research says 10,000 baby boomers turn 65 every day. Gumina describes how his organization stays competitive by reinventing care and service options to meet the needs of tomorrow’s residents. One way is by hiring executive chefs at their retirement communities and changing the image of culinary services in senior living. Of the baby boomers, Gumina says, “They are demanding healthcare support on their terms—when they want it, where they want it, and how they want it.”

In the business of providing products that promote wellness, **Dave Pezzullo '89** is seeing similar changes in response to customer needs. Pezzullo is executive vice president of worldwide operations for Herbalife, a company that produces wellness goods, including protein shakes, vitamins, nutritional supplements, and bath and body care products sold through independent distributors.

Propelled by the obesity epidemic, demand for Herbalife’s weight management products is at an all-time high. But the way those products are being delivered to consumers has dramatically changed since the company first offered diet solutions in the early 1980s. Like the baby boomers, customers trying to get and stay fit want services on their terms. A new concept, which the company calls “daily consumption,” pairs customers with Herbalife distributors who they can see every day instead of connecting monthly for product deliveries as in the past.



**VINCENT COPPOLA '95**  
*President, Musculoskeletal  
 Health Management division  
 MedSolutions*

“OUR GOAL IS TO GET PATIENTS  
 THE RIGHT CARE AS QUICKLY AS POSSIBLE.  
 WHEN YOU DO THAT, YOU SAVE HEALTH PLANS  
 A LOT OF MONEY.”

VINCENT COPPOLA '95  
*President of MedSolutions' Musculoskeletal Health Management division*

Vincent Coppola '95 has built a career by learning to get comfortable with being uncomfortable. “To be successful you’ve got to do something outside of your comfort zone,” he says. “When the work starts getting routine, that’s when it’s probably time to go.”

Coppola started working in finance but pursued new and interesting opportunities in strategy roles at companies including JPMorgan, CIGNA Healthcare, and General Electric. At the latter, then-CEO Jack Welch once mentioned that he admired Coppola’s *alma mater*. “He raved about Bryant. It really made me proud,” he says.

Eventually, Coppola landed at Blue Shield of California. He then parlayed a decade of medical industry experience into launching Triad Healthcare. His musculoskeletal health management firm achieved rapid growth and was recently bought by MedSolutions. Coppola doesn’t rule out creating another healthcare company from the ground up someday. “To build a business from scratch, from an idea on paper, it’s so rewarding,” he says. “And ultimately it’s making a difference. We are bringing down costs and helping patients get the right care faster.”

“The daily consumption phenomenon has changed our business dramatically. Our customers want one-on-one, social interaction at a Herbalife Nutrition Club,” Pezzullo says. “It’s why the Weight Watchers and Jenny Craigs of the world are successful. People want to become part of a community; they want a support system.”

Managing operations for daily cash-and-carry of their products has been a challenge for Pezzullo and his team, which includes Herbalife CFO **John DeSimone '89**, especially in countries like China and India that don’t have the same infrastructure as the United States. “As the middle classes are growing in places around the world, so are middle-

class issues like weight management. China is starting to catch fire for us,” he says. “When we look at challenges from an operational standpoint, it’s my job to make sure that we don’t slow that growth down.”

Right now, growth is the name of the game for companies looking to capitalize on the business of health and wellness. As Gumina notes, “We’re at an exciting time in the healthcare industry. Through innovations come new services, new relationships, and new opportunities.”

*Stasia Walmsley is a freelance writer.*

# PHILANTHROPY *in action*

## SANTANDER AND BRYANT: AN INSPIRING COLLABORATION

One of Bryant's most significant strategic partners is Santander Bank and Santander Universities. This spring, having completed an initial three-year agreement, Santander agreed to extend that partnership agreement for an additional three years while also continuing generous support of Bryant's Sophomore International Experience, the World Community Scholarship, and the Women's Summit®.

The new agreement includes additional annual support for the creation of the Santander Faculty Research Collaboration Award. This award will foster research between Bryant faculty and universities around the globe, with a preference given to projects that propose collaborations among institutions that are partner schools within Santander Universities. At the signing, Maria Tedesco, managing director, Santander Retail Banking, cited the growing relationship between Bryant and Santander, the value of their partnership and programs, and Santander's ongoing support of these initiatives.

These gifts are important to Bryant and its students because they help to further

the University's institutional goals: internalization of campus and community and preparing our students for success in the international economy.

### *Real-world advice from a world bank*

At another spring event, two members of the Santander Shareholders group Ryan Hergueter, director of investments for Santander's Treasury Group, and Colleen Gallahue, portfolio manager for Santander's Derivatives Portfolio, enthralled students from Professor Peter Nigro's Bank Management course by applying textbook material to real-world situations. Students had been discussing the impact of shrinking bank margins, tighter regulation, and stress tests when evaluating bank performance.

"We are one of the few schools that have a Bank Management course, which our students benefit from in both the interview process and job market," says Nigro. "They start their career well ahead of their counterparts; these types of presentations help students realize how much they actually know about banking."



*International Business major Margaret Wong '14 (Freemont, CA) thanks Santander for its generous support of the Sophomore International Experience (SIE)*

"It's a good feeling to know our experiences working in the financial industry can help shed light for students looking to enter banking as a profession," says Gallahue.

### *Confidence and cultural competency*

Another special event held on campus in April provided an opportunity for key representatives from Santander Universities to meet some of the Sophomore International Experience (SIE) students they are helping. Bryant President Ronald K. Machtley said, "We are so grateful to Santander for their support of myriad Bryant programs, particularly SIE. It's transformational when students go abroad for the first time. What is amazing is that 44 percent of Bryant students who choose to study abroad for a semester or a year have first been on an SIE trip."

Eduardo Garrido, director of Santander Universities, noted that his organization has agreements with 1,135 institutions of higher education worldwide. "Bryant fits very well in what we do," he said. "Like President Machtley, we agree that a global experience is essential to success. SIE is a great program, and we also believe it is life-changing."



*Maria Tedesco, managing director of Santander Retail Banking, takes part in a signing ceremony with President Ronald K. Machtley, agreeing to a new three-year commitment with Bryant in support of study abroad programs, a faculty fund for international collaboration, the World Community Scholarship, and the University's renowned Women's Summit®.*



Jeff '91 and Kim (Roy) '92 Fryer

### Continuing a legacy of supporting quality education and giving back

Jeff '91 and Kim (Roy) '92 Fryer of Southington, CT, had parents who sacrificed to provide their Bryant education and who demonstrated the importance of giving back.

Jeff, a CPA, is vice president and chief tax officer at Alexion Pharmaceuticals, a leading global biopharmaceutical company focused on developing life-transforming therapies for patients with severe and life-threatening rare diseases. Headquartered in Cheshire, CT, with a manufacturing operation in Smithfield, the company employs more than 1,900 people worldwide.

The work, Jeff says, is challenging, exciting, and important and he's proud of the role he and his team play in driving shareholder value and in doing so on a global scale. He regularly shares his experience and expertise with Bryant students through the Alumni Job Shadow Program as well as through visits to Accounting Professor Michael Lynch's classes.

As a junior, Jeff took his first tax class with Lynch. "He became more than just a professor to me. He's been a mentor and a friend.

"Professor Lynch guided me as a student to pursue a career in tax, something that was a bit nontraditional at the time. He encouraged me to begin working on my master's degree in tax immediately after graduation and to decline job offers to become an auditor with a couple of the big accounting firms. If not for his advice, there's no way I would have the career I do today."

The Fryers returned to campus this spring with sons Ryan and Chris—Jeff as a guest speaker in Lynch's class, and Ryan as a prospective student.

"Bryant was a great school back when we were students here," says Kim. "It's even better today. All the changes are pretty amazing."

When the couple evaluated their philanthropic priorities, Bryant was high on the list. Having named the University in their estate plan, the Fryers are members of the 1863 Society.

"If it weren't for Bryant, we would not have achieved the success we have realized," Jeff says. "We hope current students will see

*We agree that a global experience is essential to success. SIE is a great program, and we also believe it is life-changing.*

EDUARDO GARRIDO, DIRECTOR OF SANTANDER UNIVERSITIES

others, like us, paying it forward, and one day, those young people will follow in our footsteps. Giving back makes us feel good."

### Scholarships to create a lifetime of opportunity

For years, Mary Dupont '68, '93H, experienced professional success at KPMG, one of the Big Four auditors. After retiring, Dupont decided to give back to Bryant University, which "gave me a terrific opportunity to gain an outstanding education as long as I was willing to invest the time and effort," she says. "I owe Bryant for my entire career trajectory, which was incredibly special. The whole environment at Bryant is focused on building and enriching their students' desire to provide service and opportunity to help those in need. I'm incredibly impressed with what is going on there."

As a tribute to her alma mater, Dupont and her husband Robert Decelles are establishing an annual scholarship and they have pledged to set up an endowed scholarship. The scholarship will go to Bryant students who are veterans or children of veterans, or students who are enrolled in the Social Entrepreneurship program. Dupont and Decelles have also made a gift to Bryant in their will to further enhance their endowed scholarship.

"Veterans have made major sacrifices on our behalf," Dupont says. "Many of them come back and are in just horrific economic situations. We want to do something to support those returning veterans and their children."

Since retiring from KPMG, Dupont has been the president and treasurer at the EffortTZ Foundation, a non-profit organization that works to provide quality education to impoverished children in Tanzania.

"We have seen firsthand the impact that specific scholarships can have on people," she says. "We wanted to do the same

thing at Bryant. Now having initiated the scholarships, we have a closer and tighter connection to Bryant that is a lasting legacy."

### Providing an opportunity for New York City students to benefit from the Bryant Experience

For Tom Boelsen '77, moving away from New York City to attend Bryant University was one of the best decisions he ever made.

"I had a great four years here," he says. "I received such a wonderful education and met people here who are friends for life."

Now, Boelsen wants to ensure that his fellow New Yorkers have the same opportunity. To help more students from his region attend Bryant, Boelsen and his wife Karen have established an annual scholarship for a student from the New York area.

"It's important that students from New York City see Bryant as a great place to go to school," he says. "A few students from our local schools have started to head that way and I really want to make sure that trend continues."

Among those students is Boelsen's son Kyle, a 2012 graduate, who, like his father, graduated with an accounting degree.

"Bryant really gave me a great foundation," Tom Boelsen notes. "I was one of the first in my family to graduate and I'm proud that Kyle was able to follow me. I'm always appreciative of it and I recognize that not everyone has those opportunities."

Immediately after graduating from Bryant, both Tom and Kyle landed jobs at PricewaterhouseCoopers, now known as PwC, the world's second largest professional services network and one of the Big Four auditors. The elder Boelsen went on to work at NBC, Olsten Health Services, and Care Centrix. He is currently doing consulting work.

"All of it stemmed from my education here at Bryant," Boelsen stresses. "Having just seen my son go through the Bryant experience, I am excited to give other New York students that same opportunity."



Tom '77 and Kyle '12 Boelsen



Mary Dupont '68, '93H

# CLASS OF 2014



University President Ronald K. Machtley presents an honorary degree to Commencement speaker Richard Fisher, president and CEO of the Federal Reserve Bank of Dallas.

## “Never let your brains go to your head,” Dallas Fed chief tells graduates

Dark clouds gave way to sunny skies just in time for Bryant University’s 151st Commencement on Saturday, May 17.

**Richard Fisher**, president and CEO of the Federal Reserve Bank of Dallas and a voting member of the Federal Open Market Committee, the nation’s principal monetary policymaking body, told the 754 graduates that “success comes to those who best put their talents in context.”

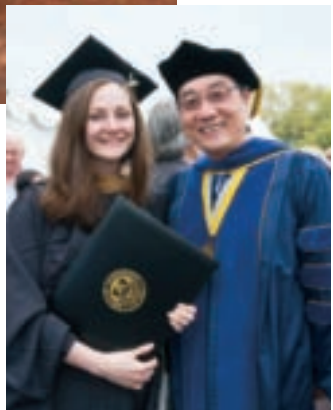
In his address to graduates, Fisher noted: “To achieve success, you will need to keep your superb education and your considerable talent in perspective. Brains and the gift of talent are necessary, but they are insufficient for success in life.”

Fisher, the brother of **Michael Fisher ’67**, outgoing chair of Bryant’s Board of Trustees, left the graduates with a quote from their mother, Magnhild “Babe” Andersen Fisher, “Never let your brains go to your head.”

The University awarded two other honorary degrees during the undergraduate Commencement exercises.

**Joyce M. Roché**, president and CEO of the 150-year-old nonprofit organization Girls Inc., received an honorary doctorate in human letters.

**Scott C. Donnelly**, the chairman, and chief executive officer of Textron Inc., received an honorary doctorate in business administration.



Caitlyn Witkowski, Bryant’s first Master of Science in Global Environmental Studies recipient, with her mentor, Professor Hong Yang, Ph.D., Bryant vice president for international affairs.

President Ronald K. Machtley called the Class of 2014 unforgettable.

“This is one of the best classes that will ever step foot at Bryant University,” he said. “You have been everything we could ever hope for. We have marveled about how you have been so friendly to us here on campus.”

On Thursday, May 15, **Robert A. DiMuccio**, chairman, president, and CEO of Amica Insurance Company, delivered the Commencement address and was awarded an honorary degree at the Graduate Program Commencement. In addition to 101 degrees awarded to students in the Graduate School of Business, the University awarded the first five master’s degrees in the College of Arts and Sciences.



Robert A. DiMuccio, chairman, president, and CEO of Amica Insurance Company, is awarded an honorary degree at the Graduate Program Commencement exercises.

# Bryant Earns Top Rankings



## Commencement Generates National Media Coverage

Bryant's 151st Commencement exercises made headlines around the world, including *Today* on NBC and ABC's *Good Morning America* as well as multiple stories in *The New York Times*, after graduates were encouraged to participate in an innovative social media Tagboard in lieu of snapping "selfies" with President Machtley while receiving their diplomas.

The 2014 Commencement Tagboard served as a sophisticated cross-platform hashtag aggregator, collecting more than 1,300 Bryant posts within seconds of their appearance on social media networks such as Facebook and Twitter. The images below are just a few examples of the many posts that streamed in before and after the graduation ceremonies.



**As the national conversation regarding outcomes for higher education gains increasing attention, Bryant is well positioned in several prestigious rankings. Among these:**

- College Factual ranks the University's business program among the Top 10 in the United States, as published by *USA Today* in July. These rankings by major are based



on a selection of characteristics including overall quality of the school and the starting and mid-career salaries of graduates within the major, among other

factors. Bryant ranked #4 in Management, #5 in Marketing, and #6 in International Business.

- Bryant also appears in *Money Magazine's* inaugural "Best Colleges List," described by *The New York Times* as one of the most successful attempts to address value and outcomes. The *Money* rankings examine quality, affordability, and alumni earnings.



- Poets and Quants for Undergraduates, a website launched by former *BusinessWeek* executive director John Byrne, aims to "create a helpful community of people in undergraduate business education."



An article notes that Bryant's employer ranking climbed 17 spots over the previous year and that this particular ranking is equivalent to a stockholder's confidence in a company's value.

At the same time, Bryant continues to rise in national rankings that assess academic excellence among U.S. colleges and universities.

Among them:



- Bryant ranks second on a list of "up-and-coming" universities in our region, and 14th in the Regional Universities (North) category, according to the most recent *U.S. News & World Report* rankings.

- Our International Business program is 16th in the nation, according to *Bloomberg Businessweek's* rankings of business specialty programs. *Bloomberg Businessweek* also ranks Bryant's undergraduate business program among the top 50 in the country and 18th in a survey of employers.



- The Princeton Review ranks Bryant among "The Best 379 Colleges" in its 2015 edition, and also among "The Best 295 Business Schools."

Engaged educators and dedicated researchers play a critical role in Bryant's success.



*Kirsten Hokeness, Ph.D., center, works with students on her research to determine why people get sick when exposed to mold.*

**FACULTY RESEARCH COLLABORATION ENHANCES STUDENT LEARNING**

Bryant's science labs are home to a variety of research projects conducted by students and faculty, including **Kirsten Hokeness, Ph.D.**, assistant professor of science and technology. Hokeness is looking at the effects of mold on the immune system, to determine why people get sick when exposed to mold.

"There really is a lot that's not known about immune response," Hokeness says. "With mold, it's a big concern recently as a cause of elevated illnesses and allergies. We know it's bad, but we don't know why it's bad."

Hokeness found specific volatiles in mold are toxic to cells responsible for development of the immune system. The mold

causes certain aspects of the immune system to be weaker when fighting diseases.

"The university places a big emphasis on research," she says. "It's important for faculty members to continue to do research because it keeps us current."

Students assist in Hokeness' research, as they are directly involved as part of their coursework.

"Undergraduates can do a year of research with faculty which counts as a course credit or participate in fellowship programs. There are many great opportunities here for scientific research," says Hokeness.

**PROFESSOR HONORED AS RI DISTINGUISHED WOMAN**

**Sandra Enos, Ph.D.**, professor of Sociology and Service Learning, has been named one of Rhode Island's most "distinguished" women by the University of Rhode Island.

Enos was featured in a photography exhibit at URI throughout March. She was one of more than 100 women who were chosen because of the impact they have made on their communities.

"I am delighted to be in this company of women who serve our many communities in so many ways," Enos says. "This reminds us that a vibrant justice-seeking community cannot rely on one or two heroes to step forward to take on this world. Instead, we can remind ourselves that we have a great deal to be thankful for."

At Bryant, Enos is also the coordinator of service learning and social entrepreneurship programs. She is also the founder of emerging social enterprise Brains.Toys.Games, which seeks to address the issue of toy shortages in low-income communities.

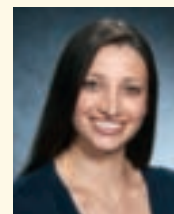


*Sandra Enos, Ph.D.*

Enos has authored publications on campus-community partnerships, mothering in prison, mass incarceration and women, foster care policy, the history of child welfare in Rhode Island, and other topics.

**LESSON IN LAUGHTER TAKES FIRST PLACE AT TEACHING COMPETITION**

Laughing during a classroom lecture may not be in the lesson plans for many college professors.



But Assistant Professor of Marketing **Stefanie Boyer, Ph.D.**,

has recruited *Stefanie Boyer* Melissa Bowler, artistic director of the Providence Improv Guild, to provide a lighthearted style to teach sales methods to her students.

In April, Boyer and Bowler traveled to Miami to attend the National Conference in Sales Management. Their presentation won first place out of 14 at the conference's teaching competition.

"When the students think that they are having fun, they let their defenses down and learn a lot more," Boyer says.

The winning lesson was judged on originality, creativeness, ease of use and effectiveness.

Boyer says that Bowler helps teach sales students how to adapt in any situation.

"That's something that's very difficult to teach in a classroom," she says. "Doing role play is getting them active and it really makes them excel in the classroom. The experience they are



getting is so much more than they would if it was lecture-based.”

Boyer says Bryant’s small class sizes encourage this type of teaching.

“In other places I have taught, it’s harder to connect with students one-on-one and to do these unique types of innovative teaching,” she says. “But the environment here at Bryant allows us to do something different and creative.”

### FACULTY INNOVATORS EXCELLING

Bryant faculty continue to implement unique and innovative teaching methods in the classroom. The Bryant learning experience emphasizes experiential learning and integration across disciplines. Bryant faculty are encouraged to utilize distinct approaches that encourage interactive learning experiences.

#### Flipping the Classroom

Professor **Jack Trifts, Ph.D.**, makes sure students in his finance class do not sit in class listening to him lecture. Instead, they prepare for class time with Trifts by viewing his lectures online in 15-minute videos. That allows Trifts to use classroom time to interact with students, ensuring that they understand the material.

“I came to a realization that my best teaching was occurring in my office, not in the classroom,” he says. “It happened when a student would come to me, needing help with a specific issue and they had the opportunity to meet with me one-on-one. In a traditional classroom setting, you don’t get that opportunity.”

Having the lectures online frees classroom time to do different things. Typically, he circles the room meeting with as many students as he can, answering questions and helping them with exercises.

“If you were to stick your head in my classroom, the first thing you would say is, ‘Where is the instructor?’” Trifts says. “But I’m usually at a table meeting with a small group of students.”

The result, Trifts believes is that the students are achieving greater success in mastering the information and concepts. He



*Brian Blais, Ph.D., is among the accomplished Bryant faculty who integrate technology into their teaching.*

has seen his students’ grades increase by 10 points since implementing the method. Trifts says the small class sizes at Bryant present a unique opportunity to incorporate this teaching method.

“It’s impossible to do this in a 300 person lecture hall,” he says. “You can only do it with no more than 35 students.”

#### Teaching With Technology

Throughout its more than 150-year history, Bryant University has earned a distinguished reputation for innovative academic programs and technology that are marketplace driven and highly attuned to the emerging needs of industry and society.

As technology evolves, so does the Bryant faculty. Professors enhance their classes through the use of different technologies to benefit students. At Bryant’s annual Research and Engagement Day, several faculty members shared their experience

with technologies they are using in the classroom and beyond.

They include:

- **Elaine Notarantonio, Ph.D.**, professor of marketing, has students use Lenovo tablets to do marketing consulting work. The students utilize the tablets for field work, interviews, and pictures relating to their marketing campaigns.

- **Brian Blais, Ph.D.**, assistant professor of science and technology, uses an app to record his voice and put together lesson tutorials that students can access outside the classroom.

- **Mary Ella Gainor**, accounting lecturer, presents much of her material through Blackboard, an online tool. This allows her to free classroom time so students can go deeper into the material and develop critical thinking skills.

### FACULTY PRESENT AT PHILADELPHIA CONFERENCE

Several members of the Bryant University faculty attended the annual Northeast Decision Sciences Institute conference in Philadelphia in March. The conference featured presentations of original research papers; Ph.D. and new faculty development seminars; a placement service; case writing; and other interesting innovations in the business field.

Presentations included:

- **James Bishop, Ph.D.**, professor of mathematics, on the implications of interest rate fluctuations on defined benefit retirement plans.

- Professors of Mathematics **John Quinn, Ph.D.**, **Alan Olinsky, Ph.D.**, and **Phyllis Schumacher, Ph.D.** on Benford’s Law and imputation of missing data.

- **Suhong Li, Ph.D.**, professor of computer information services and **Terri Hasseler, Ph.D.**, professor of English and cultural studies, on incorporating creativity in teaching.

Students and faculty put learning into action, and accomplished speakers engage students, faculty, and staff as well as the wider community.

**MICHAEL FISHER '67 STEPS DOWN AS CHAIR OF THE BOARD, SUCCEEDED BY WILLIAM J. CONATY '67**

In May, **Michael E. Fisher '67** presided over his last Commencement as chair of the Bryant University Board of Trustees, after two outstanding terms at the helm. He is succeeded by **William J. Conaty '67**, who most recently served as the board's vice chair.

"It has been a distinct honor to work closely with Ron Machtley, various trustees, and faculty and staff as we all seek to further elevate Bryant in the realm of

society garners national recognition among the country's top colleges and universities and successfully competes against NCAA Division I opponents, among many other recent accomplishments.

Fisher is among Bryant's most accomplished alumni and he and his wife, Karen, are among the ten most generous philanthropists in Bryant history. His distinguished career in the financial services arena included leadership positions as the managing director and chief executive officer of the U.S. Defined Benefit Business of



*Outgoing Bryant Board of Trustees Chair Michael E. '67 Fisher and his wife Karen L. Fisher*

group of Bankers Trust Company, and senior vice president and chief marketing officer with Chase Investors Management Corporation.

Fisher credits his Bryant education for his business success, and his pride runs as deep as his roots. "Though it was a very different institution back in the 1960s, much of the 'bedrock' of the old Bryant remains intact," he says.

In 2007, Fisher was inducted into Bryant's Athletic Hall of Fame. He is on the board of the Archway Investment Fund, served on the National Alumni Council and the Campaign Steering Committee for *The Campaign for Bryant*. He previously was a member of Bryant's board from 1992-2001.

**A lasting Bryant legacy**

Fisher and his wife, Karen, committed to a significant leadership gift last year to fund the Karen L. and Michael E. Fisher Scholarship for Athletic and Academic Excellence. They have also included the University in their estate plans.

The Fishers' recent leadership gifts to the university complement their decades-long support of Bryant, and in recognition of their generosity last fall the trans-

formed student center was named the Michael E. '67 and Karen L. Fisher Student Center in their honor. The center is now a visually stunning facility that is the hub of student life and a welcoming destination for all who visit campus.

"Karen and I have done our best to support the financial needs of individual Bryant students, serve as mentors, and, more broadly, financially sponsor a variety of academic and athletic initiatives," says Fisher. "Though we plan to stay very involved with Bryant, we hope that we have made a difference in students' lives—and in the life of this vibrant university."



*Incoming Bryant Board of Trustees Chair William J. Conaty '67*

**William J. Conaty '67 named chair**

Incoming chair of the University Board of Trustees **William Conaty '67** retired from the position of senior vice president for human

*"I'm very grateful that during my tenure at Bryant I've had the opportunity to work with five exceptional chairmen of our Board of Trustees: Jack Wolfe '99H; Jack Callahan '56, '05H; Tom Taylor '63, '98H; Mike Fisher '67; and now Bill Conaty '67.*

*Bryant has made enormous strides during these past 20 years, and our great achievements would not have been possible without the leadership and support of the Board. We thank Mike Fisher for his dedicated service and look forward to working with Bill Conaty as incoming chair."*

**BRYANT UNIVERSITY PRESIDENT RONALD K. MACHTLEY**

higher education," said Fisher, who will serve as a board member for one additional year.

During Fisher's tenure as chair, Bryant successfully realized a number of transformative institutional goals and embarked on the bold Vision 2020 strategic plan, *Expanding the World of Opportunity*. Today the Univer-

Barclays Global Investors and managing director and head of institutional business for Strong Capital Management. He previously served as senior vice president and chief marketing officer of Equitable Life Insurance Society, senior vice president and chief marketing officer for the investment management

resources at General Electric after a distinguished 40-year career with the company, which he joined upon his graduation from Bryant. As the human resources leader for GE employees worldwide, Conaty was widely acclaimed for his track record of innovation and is the architect behind many of GE's frequently cited HR practices in the areas of workforce differentiation and succession planning.

He has served as chairman of both the National Academy of Human Resources and the HR Policy Association. Among many other activities, he has served as a member of the Board of Directors of Goodyear Tire & Rubber Company and been lauded as "one of the most highly respected people in his field and a true business leader," by Goodyear Chairman, President and Chief Executive Officer Richard J. Kramer.

He is the co-author of *The Talent Masters: Why Smart Leaders Put People Before Numbers* (Random House 2010), a book highly recommended by his former GE CEO Jack Welch.

After his retirement from GE, he formed Conaty Consulting, LLC, where he continues to be a role model for turning HR organizations into strategic business partners. He has served as a personal advisor to top companies worldwide, is often featured in *The Wall Street Journal* and *BusinessWeek*, and is a sought-after speaker.

Conaty was the captain of Bryant's 1967 baseball team, and his love of the sport has never wavered. A generous leadership gift from him and his wife, Sue, transformed Bryant's baseball and softball complex in 2012. Conaty Park was dedicated in their honor and is now home to Bryant's outstanding Division I baseball and softball teams—both 2014 Northeast Conference Championship winners.

A Distinguished Alumni Award recipient in 2000, Conaty was inducted into Bryant's Athletic Hall of Fame in 2013. Now in his second term on Bryant's board, he has been a President's Society member since 2006, and a Founder's Society member since 2011.

## UNIVERSITY BREAKS GROUND ON SCHOOL OF HEALTH SCIENCES

In May, Bryant marked its strategic entry into healthcare education with its groundbreaking for a Physician Assistant Learning Center.

The new facility will serve as the home for Bryant's Master of Science in Physician Assistant Studies program. The Unistructure

addition will include two physician assistant classrooms and state-of-the-art clinical simulation laboratories. A two-story glass curtain wall on the north and east elevations will provide abundant natural light.

The physician assistant program began accepting applications in April and the inaugural class of 32 students will begin the 27-month program in January 2015.



Boston Marathon bombing survivor Jarrod Clowery, third from left, stands with Bryant students who helped make a reality his dream of establishing the Heroes Hearts nonprofit foundation.

## STUDENTS HELP BOSTON MARATHON BOMB SURVIVOR REALIZE DREAM

The bomb that exploded during the 2013 Boston Marathon nearly killed Jarrod Clowery, a construction worker from Stoneham, MA. But that "one second of evil... was followed by endless seconds of good," he says, citing the selfless acts of first responders and healthcare professionals, and get-well letters from children around the world. The experience gave Clowery a new focus: establish an organization aimed at preventing bullying and celebrate ordinary heroes. But how? He had no business background.

Today, Clowery shares his message of hope, compassion, and kindness through Heroes

Hearts Foundation, an organization created by Bryant sophomores in Christopher Ratcliffe's Management Principles and Practices course.

"Most groups work with established nonprofits," says Ratcliffe, "but beginning in the fall of 2013 and continuing through spring 2014, my students helped Jarrod build and launch Heroes Hearts Foundation from the ground up. They developed a mission statement, created a business plan, navigated the legal process required for nonprofit status, and developed a website. They secured speaking engagements and helped Clowery to hone his presentation skills."



The Koffler Rotunda in the Unistructure underwent major surgery this summer as the 43-year-old acrylic dome panels were replaced. The new panels are thicker, with a dark bronze tint, providing better year-round insulation.

**SPOTLIGHT ON: CAMPUS  
 (CONTINUED)**

**RICHARD JOSEPH NAMED  
 INTERIM PROVOST**

Richard Joseph, J.D., has been named interim provost and chief academic officer, assuming overall responsibility for the Division of Academic Affairs and its administrative reports. A former academic administrator, his distinguished record includes academic degrees from Harvard, Oxford, and the University of Texas, a rich teaching background, and successful academic leadership and managerial experience.



*Richard Joseph*

While maintaining and coordinating day-to-day administrative obligations, Joseph is simultaneously leading the academic initiatives of Bryant's Vision 2020 Strategic Plan that assures the University's continued success and trajectory of academic excellence.

From 2006 to 2013, Joseph was provost and vice president for academic affairs at Hult International Business School (formerly the Arthur D. Little School of Management), where, from 2006 to 2007, he also served as global dean and professor. From 1993 to 2006, he was a director and faculty member at the University of Texas at Austin.

He is a prolific author and editor of books, chapters, and papers.

Joseph holds a J.D. from The University of Texas at Austin, a M.Litt. from Oxford University, and a B.A. from Harvard College. He also studied at the Université Paris Sorbonne and Princeton University.

**CULTIVATING A  
 GLOBAL PERSPECTIVE**

Global engagement is a cornerstone of the University's strategic vision. Bryant students had myriad occasions to engage in internationally focused learning experiences during the spring semester, including:

- A presentation by Sergei Khrushchev, who spoke about his work in Ukraine and Russia in the 1990s. Khrushchev is the son of Nikita Khrushchev, who led the Soviet Union during the Cold War
- A discussion on global disease trends with Katherine Smith, Ph.D., assistant professor of ecology and evolutionary biology at Brown University
- An afternoon with Charles "Chas" Freeman, Jr., who participated in Bryant's U.S.–China Institute's China seminar series. An American diplomat, businessman and writer, Freeman served as the Chinese interpreter for President Nixon during his historic visit to China in 1972
- A Global Community Hour with **Dmytro Bashchynsky '14**, whose presentation about his home country of Ukraine included information about its culture, cuisine and traditions.

Internationally-focused learning experiences like those offered this semester contribute to the global perspective students need for success in the international marketplace. Khrushchev discussed Ukraine's economic considerations and featured personal anecdotes and reflections which shed light on the tense situation between Ukraine and Russia.



*Among a number of accomplished speakers on campus this spring was Sergei Khrushchev, the son of Nikita Khrushchev, who led the Soviet Union during the Cold War. He shared his experience working in Ukraine and Russia in the 1990s with students, staff, and members of the public.*

"We were pleased to have Sergei share his unique, personal perspective on Ukraine with our community," said Bryant University President Ronald K. Machtley. "Providing our students with direct exposure to such crucial events of world history prepares them for leadership roles in today's global arena."

Smith's talk discussed conservation medicine, a new field that studies effects of environmental change on infectious disease. Smith highlighted global disease trends, species invasion, and disease spread. Freeman spoke about the current state of China and its relations with the United States, Taiwan, North Korea, Russia, and more.

Before his lecture, Freeman toured the campus with President Machtley. "I am impressed at what the University has done to focus on China," Freeman said. "It is incredibly far-sighted, which will pay off for students."

**Benjamin Heinemeyer '14** of Bethel, CT, appreciates speakers like Freeman coming to campus. "It gives students the opportu-

nity to have the real-world perspective of someone who has really experienced what we are learning about."

See more at: <http://www.bryant.edu/news/news-articles/2014/04/17/beyond-borders-opportunities-to-cultivate-global-perspective-abound/#sthash>.

**ARAMARK CHOSEN AS  
 FOOD SERVICE PROVIDER**

Aramark (NYSE: ARMK), a \$14 billion global provider of food services, has been selected as Bryant's new food service provider. The contract went into effect on May 18.

An outside food service consultant worked with a community-wide Bryant Food Service Committee, including staff and students, to carefully review proposals from four national companies. The committee examined the technical response on food service and management, as well as cost, and met with the three finalists that included Sodexo, the company that had served Bryant for the last 12 years.

Bryant is committed to a learning environment where healthy behaviors are an integral part of helping students to achieve their personal best. Offerings such as an Einstein Bros.® Bagels and Provisions on Demand, a retail outlet on campus, were attractive concepts offered by Aramark, as were the company's healthy menu items and internationally-themed cuisine. Partnerships with local restaurants were also among the ideas proposed.

"The Aramark team listened carefully to our community and developed a creative plan to meet our dining needs," says James Patti, Bryant's executive assistant to the president and associate vice president for strategic initiatives. "We are thrilled to welcome them to our community and eager to work closely together to deliver an exceptional dining experience at Bryant."

In 2014, Aramark was ranked by FORTUNE as one of the "World's Most Admired Companies," and by Ethisphere as one of the "World's Most Ethical Companies."



Aramark's healthy menu items and internationally themed cuisine are attractive to the Bryant community.

## HASSENFELD INSTITUTE FOR PUBLIC LEADERSHIP ASSISTS RHODE ISLAND VOTERS

JOB ONE: LEADERSHIP is an initiative by the Hassenfeld Institute for Public Leadership at Bryant University, *The Providence Journal*, and Rhode Island PBS. The program is designed to assist voters as they consider which candidates have the potential to provide effective leadership for Rhode Island for the next four years.

"Voters need to focus like a laser on the ability of office seekers to be effective and visionary leaders," says Hassenfeld Institute for Public Leadership Founding Director Gary Sasse. "Rhode Island's major challenge is the lack of effective leadership at the state level that has the political will to connect the dots."

The initiative includes a poll measuring public opinion about elected officials, leadership questions for gubernatorial candidates, and a public discussion.

Learn more about JOB ONE: LEADERSHIP, a Hassenfeld Institute of Public Leadership initiative to assist voters as they



Alan G. Hassenfeld '85H, chairman of the Executive Committee of Hasbro, Inc., chats about the work of the Hassenfeld Institute for Public Leadership with Founding Director Gary Sasse and Bryant President Ronald K. Machtley. The institute's work is supported through a gift from the Hassenfeld Family Initiatives, LLC.

consider candidates for public office, at [www.bryant.edu/news/university-news/story](http://www.bryant.edu/news/university-news/story).

## REDAY OFFERS A WEALTH OF LEARNING OPPORTUNITIES

Bryant University held its fourth annual Research and Engagement Day (REDay) on April 23. The daylong event showcased the research and creative contributions of students, faculty, and staff, featuring more than 85 faculty and 330 students who demonstrated the intellectual, creative, and interactive activities they've been engaged in. From case studies to panel discussions to poster presentations, REDay featured a remarkable depth and breadth of information.

Psychology students presented their current research that drew from cognitive, developmental, and educational psychology.

**Delaney Carr '14** of Tewksbury, MA, examined factors contributing to student achievement in charter high schools in Boston. "After taking an educational psy-

chology class, I developed an interest in educational policy and the achievement gap that exists in the United States," Carr says. "I chose to research the effectiveness of Boston area charter schools because they are one of many methods that work to close this gap."

Carr found that the schools' expectations and guidelines of teachers, encouragement of parental involvement, and how long the schools had been in existence to be contributing factors to student achievement.

"REDay is a great opportunity for us to display our research," Carr says. "It allows us to advertise the breadth and depth of projects that we may have worked on for an entire semester or academic year."

Business students presented marketing and advertising plans for real-world companies. The plans entailed all aspects of corporate communications including social media and mobile applications. Featured companies included Luna Pharmaceutical, Navigant Credit Union, the Pawtucket Red Sox, and the Ronald McDonald House of Providence.

Ken Bain, Ph.D., who wrote the bestselling book *What the Best College Teachers Do* and its sequel, *What the Best College Students Do*, was the keynote speaker. In his speech, Bain emphasized the value and importance of research.

"It was an eye-opening experience to hear him fortify what I've been thinking," says International Business major **Huy Nguyen '16** of Swansea, MA. "I learned that intelligence is not a fixed trait and that everyone can reach his or her goals by putting in the work needed to do so."

In only the second year of full Division I eligibility, Bryant's student-athletes break conference and school records

### BULLDOGS SET CONFERENCE RECORD WITH SIX SPRING CHAMPIONSHIPS

Now in its second full season of eligibility in Division I athletics, Bryant University is boldly taking its place among the nation's elite programs. In an unprecedented spring season, Bryant saw six of its teams advance to the NCAA tournament on the heels of a record-setting Northeast Conference Championship titles in golf, men's lacrosse, women's lacrosse, softball, baseball and men's tennis. The first school in conference history to win six spring championships, Bryant also secured its first NEC Brenda Weare Commissioner's Cup.

### LACROSSE: A HISTORIC SEASON

After qualifying for its first D-I NCAA Tournament appearance a year ago, the men's lacrosse team took it a big step further in 2014, this time beating the tournament's No. 2 overall seed, Syracuse, in the opening round



of the NCAAs in what might be the university's biggest athletic accomplishment since the full transition to Division I.

In addition to setting a school record for wins (16), the 2014 Bulldogs won the first tournament game in school history, beating Siena in a play-in game at Bulldog Stadium. That set up the rematch with Syracuse. Bryant jumped out to an early lead at the Carrier Dome and held off a furious rally by the Orange to earn a 10-9 win and advance to the NCAA quarterfinals where they were defeated by Maryland.

Head coach **Mike Pressler** said: "To beat Syracuse at the Carrier Dome on four short days is a monumental win for our program."



Under the guidance of eighth-year head coach Pressler, the Bulldogs have developed into a D-I powerhouse, winning three consecutive Northeast Conference championships and earning two trips to the NCAA Tournament. **Kevin Massa '15** (Huntington, NY) won his second consecutive NEC Player of the Year Award while **Gunnar Waldt '16** (Freeland, MD) won the Defensive Player of the Year Award and **Tucker James '18** (Essex Falls, NJ) earned Rookie of the Year.

The women's lacrosse program, coached by **Jill DePetris-Batcheller**,



*Bryant President Ronald K. Machtley congratulates coach Mike Pressler on the men's lacrosse team upset win over second-seeded Syracuse at the Carrier Dome in the NCAA finals. That triumph generated national news stories highlighting the redemption of Pressler, who devoted the past eight years building the Bryant program. The stories also noted the unique bond between Pressler and Machtley, who saw Pressler as a "great coach who had been treated badly."*

won its first NEC Championship, earning its first trip to the NCAA Division I Tournament by beating Wagner in the conference finals.

Sophomore attack **Lauren Descalzo '16** (Hauppauge, NY) led the Bulldogs with 10 goals and an assist to earn the Tournament MVP award. Bryant's magical run through the NEC set up a first round NCAA showdown where they fell to regional powerhouse Boston College.

### DIAMOND JUBILEE

The softball team had a dominant year, winning their first NEC championship and earning a berth in the NCAA Softball Championships. The Bulldogs dominated the NEC this year, finishing 32-22 and earned a trip to Norman, OK where they fell to Oklahoma and Hofstra in the first round.

In what was a banner year for several players and coaches, the Bulldogs raked in most of the NEC postseason awards. **Elle Madsen '16** (Wheat Ridge, CO) finished the regular season 22-9 with a 2.68 ERA and 137 strikeouts as the NEC Softball Player of the Year, one of six Bulldogs to earn All-NEC honors. In just her first season as head coach, **Shayne Lotito** and her assistants

earned the NEC Staff of the Year Award.

Bryant's baseball team won its second consecutive NEC Championship in dramatic fashion by defeating Sacred Heart, 6-2, in 12



innings on May 24. The win set up another trip to the NCAA Tournament for the Bulldogs, who headed into the tournament with a stellar 42-14 record. Their season came to a close with a heartbreaking 2-1 loss to Southern Louisiana at Alex Box Stadium. They wrapped up their second straight 40-win season with a 42-16 record.

The Bulldogs featured three major award winners—NEC Pitcher of the Year **Craig Schlitter '14** (Guilford, Conn.), NEC Rookie of the Year **Matt Albanese '17** (East Haddam, Conn.) and NEC Coach of the Year **Steve Owens**. The Bulldogs also placed seven players on the All-NEC First Team, the most of any team in the conference, and two on the All-NEC Second Team.

## TOURNAMENT-BOUND

Far and away the best team in the region, Bryant's men's tennis team ran the table against NEC competition, sweeping its conference foes during the regular season and coasting through the conference tournament to advance to the NCAA Tournament for the first time in school history. With three First Team All-NEC selections and the

ment in just its sixth season in Division I.

In another first in team history, Ultimate Frisbee, a club sport, earned a trip in the Division III College Championships in Westerville, OH, where they finished in ninth place. Tournament play followed a season in which the Bulldogs placed second in the New England Regional Competition.



NEC Coach of the Year Ron Gendron, the Bulldogs entered the NAAs without having lost a match since March 30th. In the first round of the NCAA Tournament, Ohio State defeated the Bulldogs.

The men's golf team capped a historic season by holding off a late surge by Fairleigh Dickinson in Daytona Beach to win its first NEC Tournament and earn a trip to the NAAs for the first time in school history.

Led by **Ryan Tombs '17** (Bedford, NH), who shot 3-under par in the NEC Tournament, Bryant advanced to the Columbia Regional of the NCAA Tourna-

## BUCKING FOR A SPOT WITH THE COLTS

**Jordan Harris '14** set a new standard when he became the first ex-Bulldog to sign a contract with



Jordan Harris '14

an NFL team. Harris, the school record-holder for catches (193), receiving yards (3,735) and touchdown receptions (31), signed a free-agent contract with the Indianapolis Colts and has reported to rookie mini-camp in an attempt to land a spot on the team's 53-man roster.

## AUBREY MABLE '14: SUCCESS ON THE FIELD, IN THE CLASSROOM, AND BEYOND

**Aubrey Mable '14** (Aurora, CO) had never heard of Bryant University until she was recruited to play softball. But she quickly knew that she made the right decision.

"I like the idea of having small class sizes, and being a name and a face, as opposed to just a number in the crowd," Mable says. "I have had the opportunity to participate in Division I athletics at an extremely competitive level. The sense of community that I felt at Bryant, the second I stepped foot onto the campus, is something that is unparalleled to any campus that I visited."

A communication major with a psychology concentration and minors in marketing and business administration, Mable experienced success on the field, in the classroom, and beyond. The shortstop captained the Bryant softball team to its first Northeast Conference Regular Season

title, leading the team in several major statistical categories. While doing that, she was named to the Capital One Academic All-District I team, the first Bryant softball team to receive that honor.

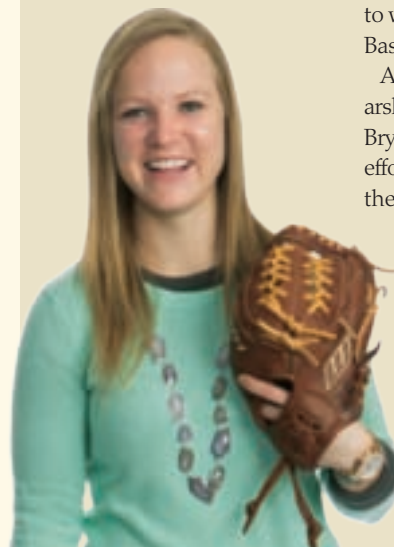
The Bryant faculty has been with her every step of the way, says Mable. "In one word, they are amazing," she says. "They're extremely helpful. They're always there to give one-on-one help if you need it."

Mable traveled to Germany and Spain during her sophomore year, and studied for a semester in New Zealand her junior year. As a video production intern at Bryant, she traveled to China to assist with two video documentary projects. Last summer, she interned with Turner Entertainment Network in the TNT and TBS business operations department.

After pursuing several opportunities across the country, Mable accepted an offer to work for Major League Baseball's Colorado Rockies.

Academic and athletic scholarships allowed Mable to attend Bryant. "There's a high level of effort that goes into maintaining these scholarships," she says.

"And it's hard work every day, on the field and in the classroom. The success I've been able to achieve has made it all worth it."



To view Mable's video story, visit [www.bryant.edu/videos](http://www.bryant.edu/videos).

Keep up with the latest Bulldog news at [www.bryantbulldogs.com](http://www.bryantbulldogs.com).

Bryant students participate in a myriad of learning experiences that reach far beyond campus.

### HERSTORY AWARDS HONOR BRYANT WOMEN

Each spring, the Gertrude Meth Hochberg Women's Center honors women students who have enhanced the quality of life for the community of women at Bryant with HerStory awards. The awards cap HerStory month, which is dedicated to promoting issues that affect women's lives.

"These women have increased awareness on key gender issues in the Bryant community," says Toby Simon, assistant to the Dean of Students and director of the Hochberg Women's Center. "They are extraordinary leaders and are fabulous role models for all women on campus."

This year's award recipients were:

- **Felicity Abreu '14**, of Providence, RI.
- **Paige Andrews '14**, of Middleboro, MA.
- **Carli De Laura '14**, of Gales Ferry, CT.
- **Molly Martuscello '14**, of Dover, NH.

- **Wankelley Medina '14**, of Boston.
- **Kelsey Nowak '14**, of Litchfield, NH.
- **Laura Sprague '16**, of Charlton, MA.
- **Dawnette Wallace '14**, of Christiansted, Virgin Islands.

### CLASSROOM LEARNING HELPS MAKE RELAY FOR LIFE A BIG SUCCESS

When **Abigail Blecker '16** of Berkeley Heights, NJ, was participating in the Innovation and Design Experience for All (IDEA) program as a first-year student, she never expected she would be putting the skills she learned to use so quickly. Months later, she was named assistant director of Bryant's Relay for Life. This year, as a sophomore, she is leading one of Bryant's most popular student-run events.

"Before I came to Bryant, I had no idea that I was going to become a director of an event



Abigail Blecker '16 put skills she learned in Bryant's Innovation and Design Experience for All (IDEA) program to work as director of the annual Relay for Life event.

that changes so many people's lives," Blecker says.

Blecker is the director for Relay for Life, an annual event that raises money to fight cancer. This year, the students already have raised more than \$34,000 for the American Cancer Society, with fundraising continuing through August. On April 4, for 12 consecutive hours, more than 550 students took turns walking or running laps around campus.

"Cancer never sleeps," Blecker says, "and neither do we."

In the IDEA program, an intensive three-day immersion project that encourages innovation and entrepreneurialism, Blecker's specific assignment was social media. She says, "We made a Massachusetts mall more prominent and well-known through Facebook and Twitter campaigns. And, for Relay for Life, we ended up doing the same thing."

She also credits lessons learned in her current Management 200 class. "As I was learning about subjects in class, I would say 'hey, I am actually doing this for Relay,'" she recalls, "whether it was understanding the differences between managing and leadership, or grasping the idea that motivation starts from the top down."

### "THE SKY'S THE LIMIT" WITH BRYANT'S STRONG FOUNDATION FOR CONTINUOUS GROWTH

**Jessica Vickers '14**, co-captain of Bryant's tennis team, began playing the sport at the age of nine in Brunei Darussalam. She moved to Montrose, CO, when she was 14, and soon knew she wanted to play tennis at a Division I university.

After recruitment visits to a number of schools, she stepped onto the Bryant campus. "I knew this was where I wanted to go," says Vickers, an environmental science major. "The atmosphere and all-inclusive culture drew me toward this school over other programs."

Vickers toured the well-equipped science laboratories with professors who emphasized how the small size of the science program meant individual attention for each student.

In the summer of 2013, Vickers served as a Corporate Sustainability Services Intern at Waste Management in Houston, TX. From 2012 to the present, her professional experience includes:

- Clean Energy Solutions Fellow, National Wildlife Federation, Smithfield, RI



Toby Simon, third from the left, surrounded by some of the presenters and winners of this year's HerStory awards, reacts to receiving the inaugural Toby Award, given to the person who goes above and beyond promoting women's issues on campus. Simon, the first director of the Gertrude Hochberg Women's Center Women's Center, is retiring this year.



- Laboratory Research Assistant, Laboratory for Terrestrial Environments, Bryant University
- CRLA-Level 1 Certified Peer Tutor/Writing Consultant, Academic Center for Excellence, Bryant University



Jessica Vickers '14

Among many co-curricular activities, Vickers was appointed one of the first Sustainability Ambassadors on Bryant's campus, collaborating with other members to ensure the successful establishment of the program.

"My passion and eco-mission focuses on sustainable innovation and the integration of sustainability initiatives into business strategies," she says. "I am driven to make a difference in the world."

Vickers will continue her education at the University of Pennsylvania in the Master of Environmental Studies degree program with a concentration in sustainability. Penn was one of five graduate schools where she was accepted. Her career goal is to become a Chief Sustainability Officer (CSO) of a Fortune 500 Company.

"The sky is the limit at Bryant University because of collaborative, supportive faculty who are

open to innovation and passionate about the subject matter," she says. "From my freshman year, they have provided me with an amazing foundation for continuous growth."

### SALES COMPETITIONS: A LEARNING EXPERIENCE FOR STUDENTS

**Richard Garceau '14** and **Mariah Garcia '14** recently competed in the venerable National Collegiate Sales Competition (NCSC) in Kennesaw, GA, the largest and oldest sales competition in the United States that has grown to include international schools. The Bryant team was seeded to earn 46th place among 67 undergraduate schools—a significant aspiration given that many of the competing schools boasted large and well-established selling programs.

Supported by sophomore **Toren O'Leary** and **Isabel Lettieri '14**, Bryant rose to the challenge, placing 9th as a team and 16th (Garcia) and 18th (Garceau) individually.

"I am very competitive and arrived at the NCSC confident in the skills I had developed at Bryant," says Garceau. "I was able to apply these skills in real situations in front of companies



Richard Garceau '14



Mariah Garcia '14

with top sales programs. It was an amazing experience."

After the event, Garceau was contacted by 10 companies about job offers and possible opportunities.

"Bryant students are ideal candidates for professional selling positions—and competitions—because they are driven, motivated, professional, competitive, and exhibit character that gets noticed," says Assistant Professor of Marketing Stefanie Boyer, Ph.D., the team's coach. "Our students have created a legacy for others going through our sales program. I am so proud of their hard work and dedication."

Other recent sales competitions include:

- The annual Northeast Inter-collegiate Sales competition at Bryant, a daylong tournament-style event with many skill-building workshops that drew more than 250 attendees from 11 school and 18 companies.
- The Bryant Chapter of Pi Sigma Epsilon Business Organization placed second at the national convention in Miami in April, taking home a \$500 cash award.

Student successes enhance Bryant's brand and reputation within the business community. "These events provide our students with an opportunity to practice and develop their professional business skills and to network with a variety of companies that are now even more interested in hiring Bryant students for internships and jobs," says Department of Marketing Professor and Chair Carol DeMoranville, Ph.D. "Corporate participants are quite impressed with the level of expertise and professionalism of our students."

### BRYANT SENIORS SHINE AT HR COMPETITION

**Carli DeLaura '14**, **Tori Rosenau '14**, and **Dan Carrai '14** teamed up to earn third place at the Society for Human Resource Management (SHRM) Northeast Regional Student Conference held in April in Providence, RI.

The SHRM Case Competition is a two-day event where teams of up to six undergraduate or graduate students from various colleges and universities compete in both oral and written presentations. In addition to representing Bryant at the Case Competition, all three students serve in leadership roles for the Bryant Chapter of SHRM and personify the excellence in HRM that the Bryant program strives to achieve.

Professor John Poirier, Ed.D., coordinator of HRM programs and advisor to the student chapter, said: "I am particularly impressed at the confidence the team displayed in their approach to the competition. The faculty is very proud to have Carli, Tori and Dan as ambassadors of Bryant's HRM program."

Bryant alumni are making an impact in their communities and organizations, and as active participants in University programs and events.

**ALUMNI CAREER CHAMPIONS WANTED**

Whether you're new to the field or established in your career, you can provide opportunities, resources, and information to interested Bryant students. Alumni are the University's greatest resource, and we invite you to share your knowledge and expertise in a variety of ways.

Partner with the Amica Career Center to:

- Recruit students for internships
- Recruit students and new grads for job opportunities
- Represent your company at Bryant Career Fairs

**Peter Fogarty '82** says that an internship he had while an accounting major at Bryant was a pivotal part of his education. "I applied accounting principles to real-life situations," he says. "I learned what it meant to work in a business, to get up every day and put a suit on. It was tremendously valuable."

Never forgetting what a valuable experience it was, Fogarty pays it forward to Bryant by coordinating internships at the forensics accounting firm HSNO, where he is a senior partner. It's one of the many other ways he gives back.



*Lisa Dandeneau '90, executive vice president and COO at Navigant Credit Union, is one of many alumnae who invited students to shadow them during Winter Break, providing valuable information about their fields and insight about what it takes to succeed.*

Alumni may also share career advice through:

- Having students shadow them during Winter Break
- Joining the online Alumni/Student Career Link
- Participating on a Career Panel

Executive Vice President and Chief Operating Officer at Navigant Credit Union **Lisa**

**Dandeneau '90** also participates in Bryant programs and events, including the Alumni Job Shadow program. "I enjoy giving back to the community that has afforded me the opportunities that have led to my successful career."

Contact the Office of Alumni Engagement by calling 401.232.6040 or emailing [alumni@bryant.edu](mailto:alumni@bryant.edu) to get started.

**WORK HARD AND GET INVOLVED: JOSEPH R. BERETTA '78 MBA**



**Joseph R. Beretta '78 MBA** lives by a simple, yet significant, credo: Always be honest with everyone in your business and professional life, and stay close to your family.

Beretta is President and Chief Financial Officer of Robinson Green Beretta

(RGB), one of Rhode Island's most prestigious architectural, engineering, and interior design firms. He joined RGB in 1973 as a recent college graduate, and was named president in 1997.

When accepting his "Distinguished Alumnus—Graduate School" Alumni Achievement Award this past March, Beretta said, "After I graduated from college my father said, 'Come work for us for three weeks.'" Then the company controller was leaving. "I said, 'I don't have an accounting background.'" His father said he could learn accounting while getting his MBA at Bryant. "I've been there

41 years now," Beretta quipped, "so much for my three weeks."

As an MBA student, he found Bryant appealing, in no small part because of its strong reputation and evening classes. He enjoyed interacting with fellow students on projects as well as with other business professionals. As CEO of his company, he continues to be impressed by Bryant graduates and their accomplishments.

"Work hard at your profession and get involved in charitable and civic organizations," Beretta advises students.

Beretta's own civic engagement includes service as board chair of Navigant Credit Union

and as a board member of the Greater Providence Chamber of Commerce. He was a past president of both Metacomet Country Club and Beneficent House. He has also served the University as a member of the Bryant Leadership Council and, as a sponsor of the President's Cup Golf Tournament, he indulges in golf, one of his beloved hobbies.

Travel is another favored activity, including regular trips to Aruba and Florida, among other destinations. Given his civic-minded nature, it's no surprise that he frequently plays in charity golf tournaments.

**MIGUEL DOMINGUEZ '10:  
BRYANT SUPPORT  
OF ENTREPRENEURS  
BUILDS SUCCESS**

The entrepreneurial alumni who serve as judges for Bryant's New Venture Competition were thrilled to see **Miguel Dominguez '10** pitching a second business idea this year. Two years earlier, Dominguez was showcasing Avant Tea. He didn't win, but, he notes, "I received priceless feedback and support. In a struggling economy, I was unable to raise sufficient funding, but I learned a tremendous amount and forged great relationships with a group of mentors."



*New Venture Competition award winner Miguel Dominguez '10*

Among those mentors are **Sandra Potter '76 MBA, Ph.D.**, who is Bryant's Entrepreneurship Program director and faculty member, **Brian Cowley '82**, CEO of CompareNetworks, Inc., and **Jay Weinberg '85**, president of The Jay Group.

"Avant Tea led me to pivot in a very big way and I was able to see an even bigger opportunity and that is where Clique™ came in to play."

For the last two years, a quote from Apple's Vice President of Industrial Design Jonathan Ive has stuck with Dominguez:

"to create something genuinely new, you have to start again, and with great intent, you disconnect from the past."

The thinking behind Clique, he says, is to "disrupt the vending machine industry" that has been around for more than 80 years with little innovation. "Our vision is to merge beautiful hardware/software and delicious beverages in a vending platform," he says.

By harnessing his two passions, food and technology, Dominguez, now a senior marketing manager for a multi-brand franchise group in New York City, wowed the judges in the 2014 New Venture Competition

who awarded him the \$20,000 first-place prize.

"I have always been humbled by the amount of support I have received from the Bryant and alumni communities. Winning really put into perspective for me how far I have come. The long nights working on the business plan and the software development for our prototype has all been worth it."



See Miguel Dominguez's video story at [www.bryant.edu/videos](http://www.bryant.edu/videos).

**IN PURSUIT OF TRUTH: JOHN F. DEL VECCHIO, JR.**

"I like to catch bad guys," says **John F. Del Vecchio, Jr., '98, CFA**, in response to being asked what he enjoys the most about his job at Active Bear ETF, an exchange-traded fund dedicated to shorting individual stocks that have red flags. "If a company's management team is fraudulently representing itself, I am happy to uncover the truth in its accounting and operations."



His many professional accomplishments and the pursuit of corporate transparency recently earned Del Vecchio the "Young Alumnus Leadership Award" in the Alumni Achievement Awards for 2014. The keynote speaker at last spring's Archway Investment Fund Financial Services Forum, he was "blown away by the changes in the campus landscape." He thanked his Bryant professors for "laying the foundation for his journey over the last 15 years."

How does a summa cum laude finance graduate with aspirations to excel on Wall Street end up based in Dallas as co-founder and co-manager of an ETF? "It began a couple of years after graduation," says Del Vecchio. "I was working in New York City for a well-known Internet company. My employer's revenue model

and financials set off alarm bells. And I knew the venture capitalists wanted to burn through company cash." These indicated to him that disaster loomed for the entire sector. And the dot-com bubble burst shortly after.

After 9/11, Del Vecchio was ready for a change. He joined a team of forensic accountants at Maryland-based CFRA, Inc., which then boasted a stellar track record of uncovering shaky stocks. At CFRA, Inc., and each job after that, he learned a little more about human nature, exposing accounting issues, and developing his bearish side, which led him to co-founding his own firm and to write a book.

The book, *What's Behind the Numbers? A Guide to Financial Chicanery and Avoiding Huge Losses in Your Portfolio*, was named the best investment book for 2013 by "Stock Trader's Almanac."

Class Notes is a great place to share news about professional and educational accomplishments. Keep Bryant University informed by submitting information online through the Class Notes page at [www.bryant.edu/alumni](http://www.bryant.edu/alumni). You can also email us at [alumni@bryant.edu](mailto:alumni@bryant.edu) or call (877) 353-5667.

**1971**

**LEONARD BRISCO, JR. '73 MBA**, of Pacific Palisades, CA, a managing director in Merrill Lynch's private banking and investment group, was among the top 1,200 financial advisers in America as designated by Barron's magazine, a Dow Jones publication. This is the fifth consecutive year he has earned the honor. He has more than 34 years of experience in the financial services industry and has been with Merrill Lynch for 27 years. Designated one of the 250 best financial advisers in America by Worth magazine in 2002, he was featured in California CEO magazine as one of the top 50 advisers in California in 2006.

**1977**

**CHARLES BOULIER III**, of Wolcott, CT, president and chief executive officer of Ion Bank, has been elected chairman of America's Mutual Banks, a national association of mutual financial institutions. He will serve a two-year term for the Washington, D.C.-based association dedicated to preserving, advocating, and advancing the mutual banking business model. He joined Ion in 2004 as executive vice president and chief financial officer and was named president and CEO in January 2013.

**1981**

**JENNY (NIELSON) CHRISTENSEN**, of Springfield, NE, was promoted by Garner Industries, manufacturer of the BinMaster inventory management systems, to vice president of marketing for both the Garner and BinMaster divisions. She is responsible for driving the company's brand strategy and revenue growth through new products and the use of innovative marketing platforms to expand the company's customer base. She joined Garner in 2008 as director of marketing.

**1983**

**MICHAEL PENDERGAST '96 MST, CPA**, of Barrington, RI, has been named a partner at BlumShapiro, the largest regional accounting, tax, and business consulting firm based in New England. He previously served as a principal at Sullivan and Company before its merger with BlumShapiro. He provides expert business valuations and in-person testimony in cases involving divorce, shareholder disputes, and business acquisitions.

**ROBERT ROY**, of Arlington, VA, has been promoted to vice president of the transportation division at the Export-Import Bank of the United States. He previously was the deputy vice president of the transportation division. In 2008, he was awarded the agency's highest honor, the Chairman's Award, for long-term excellence and professionalism. The only remaining original member of the aircraft finance division, which is now the transportation division, he joined the bank in 1990.

**1985**

**TRICIA (CADEMARTORI) HROTKO**, of Gillette, NJ, was appointed to executive vice president and chief revenue officer at Clifton Bancorp Inc. In this newly created position, she is responsible for the integration of all revenue-related functions, including strategic planning, marketing and sales, product development and pricing, client service, and support. She previously worked at Sterling National Bank, where she was responsible for overall marketing and corporate communications. Earlier, she held a similar role at First Morris Bank and Trust.

**DEBRA (FAGNANT) PAUL '94**

**MBA**, of Cumberland, RI, was honored at the seventh annual Providence Business News Business Women Awards program. Paul, who is president and CEO of Fellowship Health Resources Inc., was named the Health Care Services Industry Leader. Paul came to FHR, a nonprofit behavioral health agency that treats individuals with profound and persistent mental illness, after serving in leadership positions at KPMG and Women & Infants Hospital.

**1986**

**WILLIAM FONTES MBA**, of South Hadley, MA, has been named vice president of commercial lending at Easthampton Savings Bank. He has more than 30 years of banking experience in commercial lending. Most recently, he was senior vice president of commercial banking and team leader at United Bank. He also is the founding director of Promoting Downtown Amherst Inc., a nonprofit organization.

**THOMAS MACHUGA, CPA,**

**ChFC**, of Tolland, CT, has been named a 2013 Five-Star Wealth Manager for overall client satisfaction. Fewer than seven percent of wealth managers in Connecticut are named to this prestigious list.

**1988**

**LARRY BROUDER**, of Guilford, CT, was appointed executive director of Henley Development, a privately held tech-transfer boutique based in Fort Collins, CO. He directs projects in bioscience and healthcare market innovation. He has spent 18 years in the mobility and logistics industries, and has served as a consultant for start-ups focusing on global human relations strategy, medical optical testing, orthopedic products, and apps utilizing optical character recognition in expense processing. He is a frequent speaker at industry events.



**1989**

**MATT SCHOENBERG**, of Glastonbury, CT, has joined integrated communications system provider Annese & Associates, Inc. as an account manager in Connecticut. He most recently worked as an owner/operator/consultant of Enterprise Consultant Services in Glastonbury, CT., where he was responsible for all aspects of voice and data networking. He also previously served as a business development manager/practice manager at Cisco Systems and as a business development manager at Hewlett-Packard.

**1990**

**KENNETH BURNETT**, of North Scituate, RI, has been promoted to senior vice president and manager of commercial lending at BankNewport. He is responsible for directing all aspects of commercial lending and overseeing the expansion of the bank's commercial lending portfolio throughout Rhode Island and Southeastern Massachusetts. He joined the bank in 2012 and recently held the position of senior vice president and assistant manager of commercial lending.

**1991**

**JEANNIE COCO**, of Plymouth, MA, announced the publication of her first novel *Rocks Through My Window*. In the novel, she shares the story of fictional characters Gigi, Tony, and their son, Mark, whose unexpected demons cause him to flunk out of Yale and flee to Europe. The novel is available through Amazon.com.

1991

**JOANNA L'HEUREUX**, of Seekonk, MA, director of finance and acting director of personnel for the city of Pawtucket, won a Providence Business News' annual chief financial officer award. The winner in the government category, she eliminated a \$12.6 million cash-flow deficit during her two years with the city. Pawtucket was one of only two communities in the state that decreased its tax levy in the current fiscal year.

1992

**STEPHEN DUNN**, of East Northport, NY, was named vice president of healthcare professional liability at Berkshire Hathaway Specialty Insurance. He has more than two decades of experience in the healthcare insurance industry. He was most recently associate vice president and hospital industry leader at CNA, where he focused on allied facilities, physician groups, and hospitals.

**CAROLYN (RICHARD) GOMES**, of Lakeville, MA, was elected to the Freetown-Lakeville Regional School District Committee. She serves as secretary and is entering her 12th year on the board. She has been an employee of the Massachusetts Trial Court for nearly 20 years.

1993

**WENDY (HAYNES) JENKINS**, of Southlake, TX, was named vice president of technology solutions for Venture Solutions, a market leader in providing print and digital transactional communications. She previously worked at Fidelity Investments as vice president of program management. She has experience planning and executing multi-million dollar technology projects and has more than 20 years of experience in the financial services market.

1994

**RICHARD CHAREST MBA**, of North Smithfield, RI, president of Landmark Medical Center and Rehabilitation Hospital of Rhode Island, was the recipient of the Rotary Club of Woonsocket's 2014 Vocational Service Award. He became president of Landmark Medical Center in January 2007, and he has been president and chief executive officer of the Rehabilitation Hospital of Rhode Island since 2000. A member of the governing board of the Rhode Island Chapter of the American Heart Association and an advisory board member at St. Antoine Residence, he has a bachelor's degree in pharmacy from Northeastern.

## WENDY LESSARD '07: LESSONS LEARNED AT BRYANT LEAD TO CAREER SUCCESS



"Strong confident women of my generation...are expected to be great mothers, wives, friends, and employees," says **Wendy Lessard '07**. "Sometimes, achieving success at work can take a toll on the personal front."

Such competing demands haven't fazed Lessard, now Senior Manager Community Relations for Fidelity Investments in Smithfield. Despite working full-time and studying year-round in evening classes, she was honored as a sophomore by Beta Gamma Sigma, the international honor society serving business programs, and graduated *summa cum laude*.

Her experiences at Bryant, where students' ages and ethnicities are so varied, taught her to recognize and appreciate different perspectives of colleagues and family members. Undergraduate team projects

and presentations honed her public speaking skills that have been instrumental to her career advancement.

A Leadership Rhode Island graduate, Lessard is a firm believer in learning from professional mentors and career coaches.

After a decade at Hasbro, in market research, community relations, international marketing, and branding, Lessard joined Fidelity in September 2011. She manages the company's employee volunteer program, Fidelity Cares, and fosters relationships with Rhode Island's nonprofit community.

Since she joined Fidelity, the company's volunteerism in Rhode Island has increased more than 68 percent. Lessard has launched a team service program, established partnerships with several education-focused nonprofit organizations and, in conjunction with the Capital Good

Fund, Fidelity employees have been trained to serve as financial coaches for Year Up students and alumni, Teach for America teachers, and other clients.

Even today, she continues the juggling act. Married and the mother of four, Lessard is devoted to her large extended family. In 2006, she received March of Dimes' Elaine Whitelaw Volunteer Service Award.

Years later, life lessons learned at Bryant still resonate. In one leadership class, where students wanted to vote one underperforming student off their team, she remembers the professor saying, "In the business world... you need to try to work out problems by collaborating and building an environment of trust and respect."

*Nancy Kirsch*

**JODY GROSS**, of Andover, CT, has been named vice president of sales at Health New England. He leads the company in developing and executing its sales and retention strategy for its commercial, Medicare, and Medicaid lines of business. Since 2004, Gross has served Health New England in various positions in finance and healthcare reform. He holds health insurance producer's licenses in Massachusetts and Connecticut. Prior to joining Health New England, he worked for United Health Group and Oxford Health Plans.

**MIKE KAROLEWSKI, CPA**, of Smithfield, RI, has been named a partner at BlumShapiro, the largest regional accounting, tax, and business-consulting firm based in New England. He previously served as a principal at Sullivan and Company before its merger with BlumShapiro. He performs audit and tax engagements for clients in a diverse number of industries, including manufacturing, real estate, technology, and professional services.

**BRIAN MOUNT**, of Bradenton, FL, was named a technical service manager for FMC Corporation's professional solutions business. In this newly created position, he provides technical support for customers and the sales organization. Previously, he was a product development lead. He joined the company in 2000 and has a master's degree in entomology from the University of Nebraska. His experience includes working with several national and regional pest management companies.

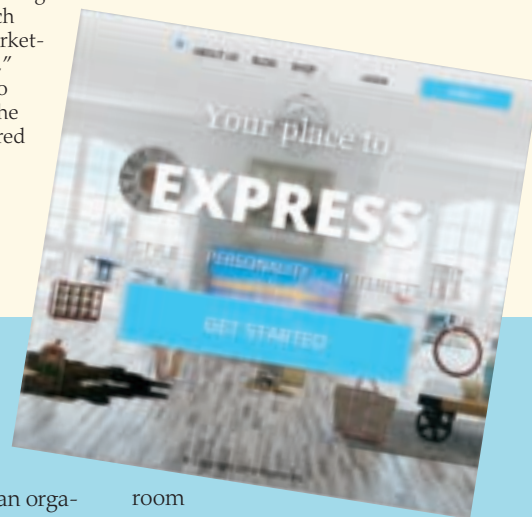
**1995**  
**GINA LAURO A.S.**, of North Kingstown, RI, has been appointed vice president and producing sales manager in the residential lending area at BankNewport. She is responsible for directing the bank's team of mortgage loan officers as well as developing and implementing sales strategies to enhance residential mortgage growth in Coventry, Cranston, East Greenwich, and Providence County. She previously worked for Admirals Bank in Providence as market sales manager. She previously was a senior loan officer at Citizens Bank.

**1996**  
**CHRIS MENNIG**, of Champaign, IL, led The High School of St. Thomas More girls' basketball team to a state championship. In recognition of leading the team to a 33-2 record, he was nominated for the Women's Basketball Coaches Association National Coach of the Year. The team was ranked #1 in the state the entire season. He has been a head coach at The High School of St. Thomas More since 2005. Previously, he spent 11 years at the University of Illinois as assistant coach and recruiter for the women's basketball team.

**1998**  
**ANNA (GOIS) BARCELOS AS, '02 BSBA**, of East Providence, RI, was named as one of the Achievement Honorees for 2014 in the seventh annual Providence Business News Business Women Awards program. Barcelos is marketing manager for TribalVision, which describes itself as a "marketing department for hire," with a focus on small- to mid-sized businesses. The company is headquartered

in Providence, with offices in Cambridge, MA, Hilton Head, SC, and Brussels, Belgium. Barcelos, who has 20 year of experience in marketing, describes herself as "a purebred marketer," trained in the field and able to evolve with the rapid pace of change.

**2000**  
**DANIEL OROVITZ '09 MBA**, of North Smithfield, RI, has been appointed assistant vice president and branch manager for Washington Trust's newest branch in Johnston, R.I. He has more than four years of branch management experience, most recently as branch manager at Santander Bank in Pawtucket, where he was the top performing banker for the company's Rhode Island market.



**ROOMMATES' SKETCHES BEAR FRUIT:  
WEB-BASED COMPANY COMPETES WITH FACEBOOK AND YAHOO**

**Artem Fedyayev '12** doesn't want people to "miss out on a cool experience." That "cool experience" is MyWebRoom.com, the brainchild co-founded by Bryant roommates, Fedyayev and **John Gonzalez '12**.

The duo transitioned from Bryant's Smithfield campus, where they sketched ideas for this business in their Hall 2 suite, to San Francisco, where they attend meetings and presentations at which entre-

preneurial giants—including Facebook founder and CEO Mark Zuckerberg, billionaire businessman Mark Cuban, and Yahoo CEO Marissa Mayer—speak to budding and experienced entrepreneurs.

MyWebRoom.com, their San Francisco startup, allows a user to create a free profile represented by a room that organizes his or her favorite Web and social media sites and virtual and real products. "Everyone

needs a room on the Internet where they can organize their favorite things," says Fedyayev, who was born and raised in Russia and now is the company's CEO.

By recognizing that dorm rooms evolve—based on the occupants' personalities and passions—Fedyayev and Gonzalez "connected the dots," Fedyayev explains. "It's a powerful metaphor. We all get the same dorm room and two weeks later, each

room gets a unique character, with furniture, posters, books...based on the people living there. Keys allow users' friends to "look but not touch."

In the summer of 2012, Fedyayev, an International Business graduate and Gonzalez, who paused his remaining Entrepreneurship studies at Bryant, headed out to Silicon Valley to pursue the company of their dreams.

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2001

**BRUCE DESROSIERS MST, CPA,**



of Coventry, RI, was promoted to tax director at BlumShapiro, the largest regional accounting, tax, and

business-consulting firm based in New England. As a manager with more than 19 years of public accounting experience, Desrosiers provides tax services to clients in a variety of industries including pri-

vately held businesses, individuals, trusts, and nonprofit organizations. He previously was a tax manager at Sullivan and Company prior to its merger with BlumShapiro. He is co-author of *The Practice of Cost Segregation Analysis*. He serves on the Board of Directors for the Coventry Public Education Foundation as its treasurer and is a member of the Rhode Island Society of Certified Public Accountants.

**BRUCE MEDEIROS MPAC, CPA,**

of Riverside, RI, has been promoted to senior manager at YKSM Ltd., a full-service tax, accounting, and business-consulting firm located in Providence, RI. He has been with the firm since 2000.

2002

**SHAWN CADIME,** of Fall River

MA, was named town administrator in Seekonk, MA. He was previously the city administrator in Fall River, MA. He is a former member and vice chair of the school committee in Fall River.

As the company evolved from idea to reality, Madan Annavurjula, Ph.D., now the Associate Dean of the College of Business, and Assistant Professor Srđan Zdravkovic, Ph.D., provided feedback and market research, respectively. "Now I have a career," says the appreciative Fedyayev.

At Bryant, Annavurjula was one of Fedyayev's mentors. "I learned a lot from him about dedication."

His businessman father's advice resonates daily: "If you start

something, you have to finish it; never stop in the middle."

By the end of 2012—only a few months after Fedyayev graduated—the two had raised sufficient capital to open an office in San Francisco with a committed team working full-time on the concept. Not only have they shared a room with Zuckerberg, Cuban, Mayer, among other great entrepreneurs, Gonzalez notes, "Now, we even compete with them, which makes it even more exciting."

Millennials are the company's target audience; MyWebRoom.

com earns commissions when any of its 30,000 (and growing) users purchase products depicted in their rooms.

Delighted by the San Francisco Bay area's outstanding business networking opportunities, Fedyayev calls "getting the right people" his biggest professional challenge, as there's far more demand than supply. His ideal hires? Those who "want to grow with a company, dream big, improve their own skills and risk doing something they've never done before."

What he's learned "by going out and just trying to get things done" is beyond words, says Gonzalez, the company's president. "My passion was entrepreneurship, and every day I was doing what I was passionate about," Gonzalez adds, "And I still am."

*Nancy Kirsch*

**MATTHEW CARBRAY, CFP, ChFC,**



of Hartford, CT, announced the formation of Ridgeline Financial Partners, LLC, which provides a broad menu of

financial planning, wealth management, and insurance strategy services for individuals, families, and business owners. He has been recognized as a 2013 Five-Star Wealth Manager, an award based on research conducted by a national independent company.

**TIMOTHY MOURA MBA,**

of North Attleboro, MA, has been named senior vice president of marketing, agency, and client services at the Narragansett Bay Insurance Company. He is responsible for developing and executing strategic marketing initiatives to promote the expansion of NBIC's homeowners' insurance market along the Eastern Seaboard. He has nearly 20 years of experience in the insurance field, most recently serving as vice president of business development and commercial lines for Tower Group Companies.

**2004**

**CHRISTOPHER GRASSO,**

of Westerly, RI, has been promoted to business-banking officer at Washington Trust. He is responsible for managing and retaining relationships with existing business-banking customers in southeastern Conn., Westerly, and Richmond.

**2005**

**DAVID CROSBY,** of Parker, CO, was named director of the global mobility group at CH2M HILL, a global leader in full-service engineering, construction, and operations. He also is the global project support manager for the company's government, facilities, and infrastructure group and its environmental services business group. He provides leadership

and talent management to a global team that supports expatriate and immigration activities around the world.

**2007**

**CHRISTOPHER ARMSTRONG**

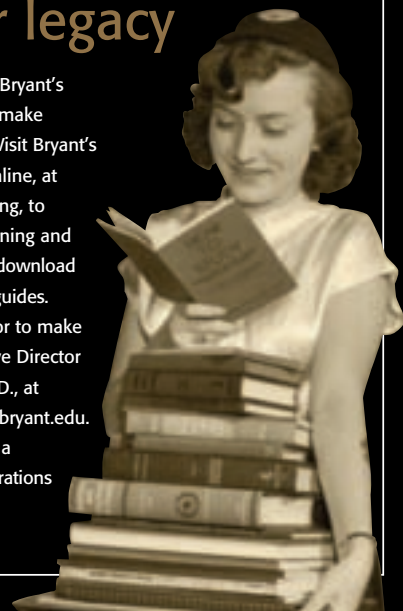
**MBA,** of Madison, NJ, has been promoted to vice president at the Federal Reserve Bank of New York. He oversees the cash and custody function of the financial services group. He had been an assistant vice president since 2011. Prior to joining the New York Fed, he was an operations manager at Raytheon in Portsmouth, RI. He holds a bachelor's degree in mechanical engineering from Virginia Tech.



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Impact generations  
Build your legacy

You are an important part of Bryant's legacy, and we can help you make Bryant a part of your legacy. Visit Bryant's new planned giving pages online, at [www.bryant.edu/plannedgiving](http://www.bryant.edu/plannedgiving), to learn more about estate planning and gift-planning options and to download free estate and gift-planning guides.

For more information or to make a gift, please contact Executive Director of Development Ed Magro, J.D., at (877) 353-5667 or [emagro@bryant.edu](mailto:emagro@bryant.edu). Build a legacy that will make a difference in the lives of generations to come.





2008

**ANGELA FLORO**, of Stoughton, MA, a development officer for the Alzheimer's Association MA/NH Chapter, was named to the board and



the executive committee of the board of the Women in Sports and Events (WISE) Boston chapter. WISE is the leading voice and resource for professional women in the business of sports and events. She oversees the MA/NH Chapter's RUN TRI RIDE to End Alzheimer's. She works on a daily basis with such events as the Boston Marathon, Boston's Run to Remember, and other charity running events.

**DAVID WHITNEY, CPA**, of North Smithfield, RI, a supervisor in the audit and accounting practice group at Sansiveri, Kimball & Co. recently earned two accounting designations: certified valuation analyst from the National Association of Certified Valuators and Analysts and an accreditation in business valuations from the American Institute of CPAs. He has more than five years of experience providing audit and consulting services to clients in various industries, including manufacturing, distribution, nonprofit, and professional services.

2009

**BRITTE JESSEN-BALINT MBA**, of Woonsocket, RI, controller at Envision Technology Advisors, was named one of the winners in the Providence Business News' annual chief financial officer awards. She was recognized in the "Rising Star" category. She joined Envision in 2004 and was promoted to controller in 2011.

2010

**CINDY LEPORE**, of Smithfield, RI, has been named director of business development for the newly established New England Division of Arete Development, Inc. and Subsidiaries, an established provider of wireless infrastructure services. She is responsible for marketing, client management, sales growth, and expansion. She has more than 16 years of senior-level experience managing sales, sales teams, business development and marketing responsibilities for a wide range of telecommunications service companies, including T-Mobile.

2011

**ALEXANDER MORSE**, of Swansea, MA, was promoted from staff accountant to senior accountant at BlumShapiro, the largest regional accounting, tax, and business-consulting firm based in New England. He will continue to provide accounting support services to the firm's audit teams while taking on a leadership role. He joined Sullivan and Company as a staff accountant in 2011, before its merger with BlumShapiro. He is a member of the Rhode Island Society of Certified Public Accountants.

**BRIAN WADDELL**, of West Hartford, CT, was appointed to a three-year term on the Board of Directors of the Brain Injury Alliance of Connecticut, a state-wide nonprofit organization that assists victims of traumatic brain injuries. He works as a strategy analyst for The Hartford Insurance Company.

## MADUKA Nwanekezi '14: ACCOUNTING FOR A MEANINGFUL LIFE

Before he enters Bryant's MBA program this fall, Nwanekezi will take part in a third summer internship at PricewaterhouseCoopers, Boston, where he will work with clients in the auditing practice. The previous two internships allowed him to get a feel for corporate culture, build a network, and explore the opportunities within the field of accounting. "My first year at PwC showed me that accounting is not just about auditing and taxation," he says. "I became very interested in their advisory practice because consulting is the type of work I would like to do in Nigeria, where my family is from."

Nwanekezi first learned about the internships through Bryant's award-winning Amica Center for Career Education,

which helped him to prepare a professional résumé. "Bryant has provided me with the skills and confidence to do well at PwC," he says. "I learned to work with others in a group setting and lost my fear of public speaking due to the many classes at Bryant that involve presentations."

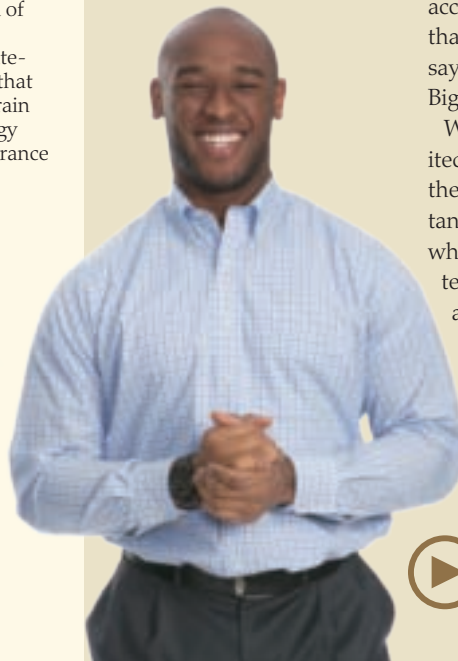
A history buff, Nwanekezi appreciates Bryant's integration of business and liberal arts. He also likes being able to minor in international affairs while concentrating in business and accounting. "My international affairs background gives me a sense of the world today," he says.

A defensive end for the football team, he has started every game since freshman year.

"The most important life skill I've learned as an athlete is accountability. I came to realize that my actions affect others," says the 2013 Rhode Island Big Brother of the Year.

When Nwanekezi first visited Bryant, he fell in love with the campus. Even more importantly, he felt it was a place where he could become a better person academically and athletically.

"Bryant has exceeded my expectations," he says. "More than half of the people I know had jobs lined up in September of their senior year."



See Maduka Nwanekezi's video story at [www.bryant.edu/videos](http://www.bryant.edu/videos).

# IN MEMORIAM

FRANCES (DEMBO) SEGAL '28 <i>April 11, 2014</i>	WILLIAM C. SIMPSON '49 <i>February 7, 2014</i>	L. PAUL BRAZEAU '59 <i>March 4, 2014</i>	GIOVANNI CATOLINO '74 <i>December 27, 2013</i>
LOUISE B. BROWNELL '30 <i>March 27, 2014</i>	JOHN N. COSTA '50 <i>March 12, 2012</i>	THOMAS C. FABER '59 <i>May 15, 2013</i>	STEPHEN DAVID CHAFFEE '74 <i>December 12, 2011</i>
THERESA (SENERCHIA) PETRARCA '31 <i>January 6, 2010</i>	ALBERT S. CRAVEN '50 <i>November 16, 2013</i>	TIMOTHY J. GILLIS '59, '83 MBA <i>January 27, 2014</i>	ROBERT J. KELEDY '75 <i>February 28, 2014</i>
RITA (MCGRATH) EARLS '33 <i>March 12, 2014</i>	PARIDE DE GIULIO '50 <i>August 31, 2013</i>	GILBERT ROSE '59 <i>November 23, 2013</i>	RICHARD PALREIRO '75, '79 MBA <i>March 20, 2014</i>
MARGARET M. ROESSLER '35 <i>January 22, 2014</i>	WILFRED A. DENNIS '50 <i>March 16, 2014</i>	M. EDITH (PENKALA) BARDY '60 <i>November 26, 2013</i>	VINCENT J. ARNOLD '76 MBA <i>April 14, 2014</i>
ESTHER (GARDNER) SOUTO '39 <i>December 13, 2013</i>	FRANK A. DONNELL '50 <i>April 18, 2014</i>	WILLIAM H. COSSABOON '60 <i>April 17, 2014</i>	PAUL VASCONCELLOS '77 <i>March 21, 2013</i>
MARIA (JARDIN) FERREL '40 <i>August 18, 2013</i>	ROGER B. HALBARDIER '50 <i>March 16, 2014</i>	C. THOMAS DAIGLER '61 <i>January 3, 2014</i>	SCOTT M. ROSENZWEIG '78 <i>February 3, 2012</i>
RITA (GUILMETTE) KARLE '41 <i>February 1, 2014</i>	JAMES W. VINCI '50 <i>January 28, 2014</i>	JANET (STEFANIK) SPEARS '61 <i>February 16, 2014</i>	LEONARD G. BAILEY '79 <i>April 21, 2014</i>
MARY V. COBLEIGH '42 <i>April 7, 2014</i>	RENO L. ZAMMARCHI '50 <i>January 12, 2014</i>	DAVID CARREAU '63 <i>March 7, 2014</i>	THOMAS C. COPPINGER '79 <i>December 23, 2013</i>
GLORIA (MOREAU) LAUZON '42 <i>January 18, 2014</i>	JOHN A. MCGREAVY '51 <i>February 13, 2014</i>	HENRY R. WILSON '63 <i>March 3, 2014</i>	TED JESTER '81 <i>February 13, 2014</i>
VIRGINIA (POYAS) PERRY '42 <i>December 18, 2013</i>	WILLIAM F. MILLER '51 <i>September 28, 2009</i>	FREDERICK E. ROBINSON, JR. '65 <i>December 21, 2013</i>	HARRY J. BENTLEY '82 MBA '91 MST <i>August 5, 2013</i>
GLORIA (DE SOUSA) SWETT '42 <i>February 9, 2014</i>	WILLIAM H. WOODCOCK, JR. '51 <i>June 17, 2012</i>	CAROLYN M. SNELL '65 <i>September 30, 2009</i>	ROY P. HOTHAN '83 <i>March 2, 2014</i>
BARBARA (DOIGE) GRIFFIN '43 <i>November 29, 2013</i>	CLAUDIA (DESIMONE) LIGARDE '53 <i>March 9, 2014</i>	JOHN F. WARZOCHA '65 <i>April 3, 2013</i>	ELIZABETH (JERANIAN) SHAMIRIAN '83 <i>January 3, 2014</i>
ELIZABETH (FISKE) GALUSZA '44 <i>April 6, 2014</i>	WALTER J. ADORNO '55 <i>January 15, 2014</i>	MICHAEL L. RAYSOR '67 <i>March 1, 2014</i>	BRIAN S. GILMORE '85 <i>January 10, 2014</i>
NANCY (RICHARDS) CONN '45 <i>December 15, 2013</i>	DONALD G. O'NEIL '55 <i>March 18, 2014</i>	LAZARUS MARTIESIAN '68 <i>April 1, 2014</i>	STEVEN A. PYTKA '85 <i>February 8, 2014</i>
SOFIA (CRESPO) DANESI '45 <i>February 3, 2014</i>	GENE R. SULLIVAN '55 <i>January 29, 2014</i>	EARL M. SALMANSON '68 <i>September 3, 2007</i>	JOHN C. GOULD '86 MBA <i>April 11, 2014</i>
STACIA T. DZISKO '47 <i>February 21, 2014</i>	EDWIN S. BEARD, JR. '56 <i>October 17, 2013</i>	KENNETH C. STEIN '68 <i>October 3, 2012</i>	JOHN E. MITUS '88 <i>March 9, 2014</i>
ALBERT L. ACKER, JR. '48 <i>February 7, 2014</i>	ANNE (GULSKI) BOGUSKI '56 <i>January 25, 2014</i>	WILLIAM J. HOWARD '69 <i>May 18, 2014</i>	JANE F. CARDIN '89 <i>January 16, 2014</i>
JOHN B. DI BIASI '48 <i>March 10, 2014</i>	RICHARD S. MATHEWS '56 <i>February 26, 2014</i>	STEPHEN M. CALDWELL '70, '84 MBA <i>February 4, 2014</i>	BEATRIZ (LLAMAS) GRABOWSKI '93 <i>February 14, 2014</i>
JOHN W. GLAZE '48 <i>January 10, 2014</i>	JOHN E. MARSH '57 <i>April 16, 2014</i>	WILLIAM P. MEEHAN '70 <i>February 9, 2014</i>	CHRISTOPHER R. STELLA '95 <i>March 3, 2014</i>
JANE (JACKSON) HERKLOTS '48 <i>December 31, 2013</i>	JAMES A. ROGERS, JR. '57 <i>April 5, 2014</i>	DIANNE (AZZOLINA) EVANS '71 <i>April 3, 2014</i>	MARIE J. HEBERT-O'HARA '97 MBA <i>February 24, 2014</i>
KATHLEEN (DZIURA) DUDZIK '49 <i>March 19, 2014</i>	MARY M. BANNON '58 <i>November 1, 2008</i>	MADELINE (SASSO) STETSON '73 <i>January 2, 2014</i>	JESSE B. APPELL '98 <i>July 25, 2012</i>
EDWARD F. MCGRATH '49 <i>February 10, 2014</i>	DEANNA (LEISS) CLARK '58 <i>April 28, 2014</i>	JOHN M. ANDREWS '74 MBA <i>January 16, 2014</i>	BRIAN SEWELL '08 <i>March 12, 2014</i>
	FRANK P. SINAPI, JR. '58 <i>March 26, 2014</i>		MEAGHAN T. MCGRATH '17 <i>January 12, 2014</i>



SEPTEMBER 12-13

# REUNION @HOMECOMING

Make plans now to attend Reunion and enjoy a full schedule of fun.

Schedule highlights include Alumni Golf, Wine Tasting, Dinner, and Fireworks on Friday.

Start Saturday with our annual Memorial Service, followed by the Bryant Bulldogs vs. Maine football game and a special post-game celebration featuring a traditional New England lobster bake.

Reunion class festivities are being organized. Visit [www.bryant.edu/reunion](http://www.bryant.edu/reunion) for details.





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