Health Insurance at Bryant

Editor's note: Bryant's benefits package is one of the finest around. Changes made to the College's health insurance plan were designed to provide quality coverage while holding down skyrocketing costs. Further changes are currently under review. This article details the College's efforts to manage health care costs and serves as a forum to provide information for discussion of alternative cost containment efforts.

During the past three years, Bryant has faced some serious challenges. Changing demographics and escalating costs have forced the College to institute a series of cost containment initiatives, including decreasing budgets, downsizing, and asking the entire community to become even more creative in finding ways to contain and/or decrease costs. Although these initiatives have been successful, more must be done.

This article contains a five-year history of Blue Cross Classic rates, current participation in various plans, what has been done to try to minimize the increase in rates, how to help minimize cost increases and contribute to cost containment.

BRYANT'S EXPERIENCE. Over the last five years, Bryant's family health care rate has risen by 117 percent, far faster than the cost of food, housing, transportation, or tuition. Current information shows that costs have been increasing nationally due to a variety of reasons: health care inflation--more than twice the Consumer Price Index, technology/research, use, and state-mandated benefits.

Fraud has also been a factor, including: unnecessary surgery, unbundling of service codes, charging for services not delivered, pharmacists dispensing generic drugs and charging for name-brand drugs, selling the use of the plan to others, and fraudulent billing of a deceased person's family. Being aware that fraud happens makes us more educated consumers and prevents us from becoming an unwitting partner to fraud.

Continued inside
Our good wishes go out to Tim Sullivan, who began his full-time doctoral studies in January. Tim joined Bryant in 1982, and his contributions and service to Bryant are much appreciated.

The beautiful gingerbread house that was raffled off in Gutski Dining Room in December was won by Juan Alvarez of admission. Juan donated it to the Tavares Pediatric Center, a residential facility for multi-handicapped children located in Providence, where it was enjoyed by residents and staff. The house was the creation of ARA chef Ray Hamilton.

Priscilla Angelo informs us that applications are available for the 1995-96 Rotary Foundation Ambassadorial Scholarships Program. For students interested in international education, types of scholarships and availability vary by club, so applicants should contact their local Rotary Club for further information.

Paul Dubuque, son of Maureen Dubuque of counseling services and her husband, Don, married Sean Davis in October. The ceremony was held at St. Philip’s Church in Greenville. (Our apologies to Maureen for omitting this item from the last issue.)

Congratulations to Carla Gardner of human resources and her husband, Harry, who recently became proud first-time grandparents. Ashley Elizabeth Gardner was born to their son, Scott, and daughter-in-law, Lynn, on January 11 and weighed 6 lbs. 10 oz. Carla has pictures and can be persuaded to show them off.

“Different But Equal We Stand: Hand-N-Hand.” That’s the theme of ten events scheduled for Bryant’s celebration of Black History Month.

On February 1, Joel Dreyfus, editor-in-chief of Information Week magazine, opened Bryant’s commemoration with a speech on America’s relationship with Haiti. A native of Port-au-Prince, Haiti, Dreyfus is a well-known journalist with more than 20 years’ experience in newspapers, magazines, and broadcasting. A reception in Dreyfus’ honor was held after his presentation in the Heritage Room of the Bryant Center.

The group “In Process” performed on February 5 at 7:30 p.m. On February 10, Ricardo Pitts-Wiley performed “35 Miles from Detroit,” a closely autobiographical journey through the past 35 years of America’s history, as lived through and survived by a young African-American poet fleeing the terrible consequences of nuclear war.

A Gospel Jubilee on February 11 was postponed due to the snow and has been rescheduled for Saturday, March 5. A Winter Weekend Semi-Formal was held at Rhodes on the Pawtuxet on February 12, sponsored by the Multi-Cultural Student Union and Student Programming Board.

A documentary film series co-sponsored by the history and social science departments, and the History and International Studies Club, began on February 15, when Professor Joe Urgo hosted a screening of “The Negro Soldier.” The series continued on February 17 with the movie “Marian Anderson,” hosted by Professor Richard Cumming. On February 22, Professors Judy Barrett Litoff and Antoine Joseph host “Eyes on the Prize: Ain’t Scared of

Public Safety EMS to Sponsor First Responders Class
by Officer Ray Perry, EMS Coordinator ’87

Have you ever had a medical emergency and not been quite sure what to do? If so, keep reading.

The Department of Public Safety Emergency Medical Services (EMS) recently sponsored a CPR class that received a great response. The two-day, four-hour seminar was attended by 53 Bryant employees. Many people who took the CPR class expressed interest in further expanding their knowledge of basic medical procedures.

DPS, in an effort to provide basic training for first aid, will be setting up a first-responders course that will teach a wide variety of procedures and techniques. Included in the course would be topics such as air passageway emergencies, burns, broken bones, soft tissue injuries, poison control, general trauma, and CPR.

The course would require a time commitment of approximately 15 hours, over four or five days, depending on course content. It will be offered in late February or early March. If you’re interested in signing up for this course, please notify me at DPS, or leave a message on the EMS phone mail at ext. 5212.

Once the Department of Public Safety EMS has a general idea of the number of people interested in this class, we will schedule classes to meet demand. Remember, you never know enough when it comes to emergency health matters.
Black History Month Events

Your Jails.” Both films will be shown at 3:30 p.m. in Room 276 of the Unistructure.

Extravaganza Night on February 26 will feature a step show, dancers, fashion show, comedy, drama, and singing. This program will begin at 7 p.m. in the South Dining Hall of the Bryant Center, and is co-sponsored by Bryant’s Minority Student Union and Student Programming Board.

Finally, on February 27, the movie “Menace II Society” will be shown at 7 and 9:15 p.m. in Janikies. Admission to this Student Programming Board presentation is $1.50.

Unless otherwise noted, these events are free, and are open to the public. For further information about these activities, call the Office of Multicultural Student Services at ext. 6046.

Quarters to Help Make A Wish Come True

How much is a mile of quarters worth? Over $15,000, and that’s how much the Bryant Community hopes to raise to support the Rhode Island chapter of the Make-A-Wish Foundation.

On January 26, Executive Vice President Wallie Roettger made the first donations - his and President Bill Trueheart’s - as area TV crews and newspaper reporters recorded the event. Faculty, staff, and students have until February 23 to reach the mile mark, which has never been achieved in the state.

The Student Presidents’ Advisory Council (SPAC) is leading the drive. A donation table is set up in the Koffler Rotunda each weekday from 9 a.m. to 3 p.m. A quarter donation gets you an inch of tape, and there is no limit on the amount of inches you can buy. You’re also invited to write a message on your tape, which will wind its way through the Unistructure.

A special Dress Down Day was held February 17 to help the fund drive.

The Make-a-Wish Foundation grants wishes for children who have been determined by a physician to have a terminal illness or life-threatening medical condition. The average cost to make one of these dreams come true is $3,500. Two “Wish Children” live in northern Rhode Island.

Make-A-Wish is also looking for volunteers. Those interested should call (401) 739-9696.

QUICKLY

Doris Horridge of health services was a presenter at the BACCHUS/GAMMA National Assembly held recently in Orlando. Her topic was the “Power of Protection - Condom Education.” She was accompanied by eight Bryant College peer educators from BACCHUS and GAMMA, alcohol and other drug peer education organizations on campus.

Betty Carter of health services has been elected to the Board of the New England College Health Association and will serve as secretary for 1994.

Five papers from members of the finance department have been accepted for presentation at the Eastern Finance Association meetings to be held in April. They are:

“Long-Term Memory and the Small Firm Effect: An Investigation of Fractional Differencing” by Professors Betty Tabaccio, Joe McCarthy, Hsi Li, and Helen Baron.

“No Load Versus Load Equity Mutual Funds: Should Investors Care?” co-authored by Professor Art Gudikunst.

“Stock Returns, Real Economic Activity, and the Implications of Business Cycle Asymmetry” and “Stock Returns, Dividend Yields and Market Overreaction: The Behavior of High-Yielding Stocks in the Dow Jones Industrial Average” both co-authored by Professor David Louton.

“Low Grade Bond Mutual Funds: Performance, January Effects and Other Surprises” by Professors Art Gudikunst and Joe McCarthy.

Professor Gregg Lee Carter’s anthology, Empirical Approaches to Sociology: Classic and Contemporary Readings, has received high praise from its reviewers. It has been published in paperback by the MacMillan College Publishing Company. He has also been elected president of The New England Sociological Association, and associate editor of The American Sociological Association journal Teaching Sociology.

Professor Wally Wood recently spoke to a group of students at St. Raphael’s Academy. The title of his presentation was “Careers in the Computer Field.”
Leon Scholar Feted at New Year’s Greeting

Bryant’s ongoing exchange with the University of Leon, Spain, was celebrated at the traditional New Year’s Greeting in the Heritage Room on January 19. Maria-Jose Alvarez, an assistant professor of Modern Language and Literature at Leon, was officially welcomed to the Bryant Community, where she taught a January semester course on American Writers in Spain.

Maria’s visit, which was hosted by Humanities Professor Joe Est in a series of exchanges between Bryant and Leon. Joe professor in Spain under a Fulbright Lectureship in 1992. Hum Pedro Beade will go to Leon this summer.

Maria was accompanied by her husband, Manuel-Angel Marti, the Brown University and Rhode Island College libraries in her diagnostic nursing.

President Bill Trueheart was unable to attend the New Year’s back problems. Vice President Mike Patterson spoke on Bill congratulated the College faculty and staff for a successful 1992 in a lot of dedicated hard work - and it paid off,” Mike said.

“There have been a lot of successes this past year, ranging from grants, and successful new initiatives, to a freshman enrollment percent. I know next year is going to be even better,” Mike said.

Mike delivered a greeting from Bill: “I wish you good health, much success in the New Year. Bryant College is one of the national institutions in the country because of the skills and talents of our campus. We will grow even stronger and better because of your collective contributions, commitment, and dedicated service.

Mike relayed Bill’s appreciation for the cards and letters wishing a recovery, and also thanked ARA for providing the refreshments.

Mock Trial Focuses on Sexual Assault

If you came across two people having a confrontation somewhere on campus on February 15, you may have seen them in court later that night. It was all part of Bryant’s awareness program on issues involving sexual assault.

Judge O. Rogeriee Thompson, a Bryant trustee, heard the case involving an alleged perpetrator and victim in Janikies Auditorium. The two parties were represented by prosecuting attorney Mark Freivel and defense counsel Gina Viglioti.

A 12-member jury was randomly selected from among those who attend the mock trial. While the jury deliberated, the audience was polled on the verdict they believed should have been rendered. After the jury’s decision, there was a discussion on sexual assault and community resources available to help victims of this crime.

The mock trial was part of an education program offered by a special Task Force on Sexual Assault appointed in September 1992 by President Bill Trueheart. The group was formed in response to the recommendations of a task force appointed by the Rhode Island Commission on Women, which submitted a report to Governor Sundun the previous Spring. Bryant Clinical Social Worker Rosanne Dana and Michele Rendeiro ’92 served on the state Task Force.

The state report examined the problem of sexual assault on campus across the country and recommended that every college and university establish a mechanism to examine the issue, review campus policies and procedures for dealing with it, and monitor progress in addressing the problem. The report also recommended setting up a 24-hour sexual assault/harassment information line called “S.A.F.E.” (Sexual Assault and Further Education, 232-6380.) The Department of Public Safety reviewed its policies on the reporting and treatment of sexual assault cases. The mock trial was the latest effort at making the Bryant community more aware of the issue.

“Our goal is to have everyone understand that sexual assault, acquaintance or date rape, are serious crimes of violence that cause emotional and physical trauma,” said Bryant Mock Trial Team Chair Doris Horridge. “A victim also needs to know that she is not alone, that help is available,” Doris said.

Representatives from the Rhode Island Rape Crisis Center, the Sisterhood House, the Smithfield Police Department were on hand to discuss questions about their support services. They were joined by members of the Department of Health Services, Counseling Services, and Peer Education program.
George Berkowitz, founder and owner of Legal Sea Foods in Boston, will be the featured speaker at the first meeting of the newly-formed Family Business Executive Circle, a program of the Institute for Family Enterprise (IFE) at Bryant College.

"Legal Sea Foods is a dynamic and diversified family business," said IFE Executive Director Dr. William T. O'Hara. "What started out as a single dining establishment has grown to ten restaurants, five retail markets, a fish processing and distribution center, and a mail-order company. Mr. Berkowitz will share his secrets of success and ways to avoid pitfalls while pursuing it," Bill said.

Berkowitz's presentation at Bryant on February 24 will be the inaugural event for the IFE's new Family Business Executive Circle.

"The Executive Circle is a membership organization founded by the IFE to try to combat the high mortality rate of family firms," said Bill. Recent statistics suggest that less than 30 percent survive beyond the second generation, and less than 13 percent make it past the third.

The Circle will provide family business owners and managers with a confidential forum to address the unique managerial and personal challenges of owning and operating a family firm. Each member will have the opportunity to meet, share experiences, and exchange ideas with others who are facing these challenges.

Circle members are invited to quarterly gatherings that bring together regional family business leaders, Bryant College staff, and professional advisors to explore specific issues of concern to family firms. These meetings include a presentation by a well-known speaker in the field, group discussions of a meeting theme, and a skills workshop.

Among other benefits offered to Circle members are private consultations with the IFE to address specific individual concerns or needs. The Institute will also conduct a confidential review and analysis of a member family's status in three key areas: succession, financial planning, and strategic planning.

Participation in the Family Business Executive Circle is limited to family business owners, their families, and key non-family managers. An annual membership fee extends membership privileges to two family members. Other family members or employees may participate in specific programs for an additional charge.

Southern New England family businesses interested in joining the Family Business Executive Circle can contact Bill at (401) 232-6477.

Congratulations to newly appointed CIBED Director Dr. Thomas V. Long, who will join the Bryant Community on March 1. Tom comes to Bryant after serving as CEO of Mariculture, Incorporated, a North Carolina research and development company that develops nutraceuticals. He holds a PhD in Chemistry from Cornell.

Tom's appointment was announced as this edition of Bryant's Business was going to press. Look for more about Tom on page one of the March edition.
GET TO KNOW ... ROTC

When U.S. Army Captain Timothy I. Peterson tells potential ROTC candidates that the program is a good way to build leadership skills and pay for college, he speaks from experience. Bryant's new ROTC director is a product of that program. A graduate of Salisbury State University with a major in political science, Tim was commissioned an Army officer in 1985. His nine years in the military have brought him across the country and around the world. Tim joined Bryant this month after spending four years in Schweinfurt, Germany.

"Even though the cost of a Bryant education is reasonable, all students are eager to learn of scholarships and other means of financial aid. Second-semester sophomores have an additional option available, the Reserve Officers Training Corps," Tim said. The Army pays 80 percent of an officer candidate's tuition, and Bryant makes up the rest. This

Health Insurance (Cont'd. from Page 1)

HOW HAS BRYANT TRIED TO CONTAIN COSTS? Periodically, Human Resources reviews our health benefits, and asks various carriers to bid on the elements contained in our plans. Although price is important, service and customer relations are of utmost importance.

The $100 major medical deductible was part of Classic Blue for over twenty years. Reflective of more current costs, a $250/$500 deductible went into effect in the late '80s.

A wellness program was initiated three years ago. A small up-front investment in maintaining a healthy lifestyle should lower health care costs in the long run.

Prescription drugs was one of the fastest growing and most expensive parts of health insurance. The movement to the SCRIP Program shifted the decision of whether or not to buy generic drugs into our colleague's hands.

OUR CHALLENGE. Health care costs are one of the fastest growing items in Bryant's budget. Given the constraints of the operating budget, President Trueheart included health care review and cost containment as an institutional goal in 1993-94. Last spring, the Strategic Planning Committee devoted their energies to reviewing how accelerating benefit costs affect the delivery of services to our students. Members of the Resource Allocation Advisory Committee, which is charged with advising the President on College-wide matters of financial planning and resource allocation, continue to focus on high quality, cost-effective planning of the institution is the ability to identify and cure a health problem.

WHAT ABOUT THIS YEAR? The U.S. military is coordinating a primary care and 1993, the majority of Bryant College employees (Harvard Community Health Plan) or PPO plans (of New England, HealthMate) decrease costs to identify and cure a health problem.

Health and dental care cost containment can be essential. President's Council include employee co-payment or dental plan, and offering a fully paid plan.

HOW ELSE CAN YOU HELP? Be a wise consumer of medical procedures and costs. Do not sign blank bills to be sure that the procedures for which we have received. Where there is a discrepancy, call immediately. Asking to have the forms corrected makes you also makes you aware of the value of medical.

BRYANT NEEDS US. Without a change, medical costs increase by 15 percent or an estimated $36,000 from you. To have any thoughts, ideas or costs, please drop a note to Jan Lewis in Health. Revert relevant comments will be included in a future
is the last month in which sophomores may apply to the program. “While the financial incentive is attractive, there is more to ROTC than that,” Tim said. “Bryant strives to educate future leaders in business, industry, government, and society. ROTC training provides the discipline, determination, character-building, and other leadership skills that will lead to success in whatever field they choose to enter,” he said.

ROTC members attend advanced training camp at Fort Bragg, North Carolina, while they complete their education at Bryant. Following graduation, they serve four years as commissioned officers in the Army. Officers may continue their military service full time or join the Army Reserves. Pension benefits are vested after a minimum of 20 years’ service.

Tim and his wife, Caren Stacy Peterson, are the parents of two sons (5-year-old Zachary and 2-year-old Jacob) and a daughter (7-year-old Kimberly). They reside in Smithfield.

Faculty, staff, and students are invited to meet with Tim to learn more about the program. His office is in Room 370 in the Unstructure. Tim can also be reached at ext. 6275 or 6276.

**Dress Down Nets Over $12,000 in '93**

Two dollars may not sound like a lot of money, but add up all the Dress Down days and weeks, and you come up with $12,479 raised by the Bryant Community in 1993.

The Shriner's Burn Center received the largest donation - $758.89. Now that each organization is scheduled for a two-week period, community service agencies on average receive about $500. About 40 charitable groups benefitted from the Bryant Community's generosity.

Nearly $24,000 has been raised since the Dress Down program was inaugurated in 1991.

**Palestine Temple PR Director Robert Baldwin and Illustrious Charles Henry, Potentate, receive a check for almost $760 from Cla Lindgren, co-chair, executive secretarial council, Executive VP Wallie Roetger, and council members Charlotte Rodericks, Irene Bedard, Beverly Corsini, and Rose Marie Powell.**
PROMOTIONS

Congratulations to the following individuals who have recently received promotions:

Colleen Anderson: Assistant Librarian
Terrie Celantano: Secretary to the Director of CMD
Harriet Farrar: Faculty Services Coordinator
Elaine Goodwin: Administrative Secretary to the Dean of Students/Immigration Processor
Arthur Johnson: HVAC Mechanic/EMS Controller
Deborah Pasquarella: Director of Student Activities
Janet Proulx: Client Relations Officer
Thomas Szilagyi: Technical Support Specialist

Transfer:
Lorraine Cournoyer: Program Secretary, SBDC - Davissville

NEW FACES

DANA CHALBERG
Network Analyst
Office of Information Technology

Dana comes to Bryant from Foley, Hoag & Ellis in Boston, where she was network administrator. Prior to that, she was a systems manager for Property Capital Trust in Boston. Dana holds a BS from the Juilliard School of Music, has taken computer science classes at UCLA Extension, and is a Novell Certified NetWare Engineer.

FRANCINE FINK
Assistant Director of Seminars and Marketing
Center for Management Development

Francine most recently was director of the Center for Business and Industry at Bristol Community College in Fall River, MA. Prior to that, she was a managing partner of Trainers, Ltd., a consulting firm in Warwick and has extensive experience in training and development. Francine holds a BS from Bryant College.

SPORTS SCHEDULE

The schedule below lists only home games. For information about away games, contact the athletic department at 232-6070.

Saturday, February 19
1:30 p.m.-Women’s Basketball v. Assumption
3:30 p.m.-Men’s Basketball v. Assumption
Tuesday, February 22
5:30 p.m.-Women’s Basketball v. AIC
7:30 p.m.-Men’s Basketball v. AIC
Monday, March 21
3 p.m.-Baseball v. Salve Regina
Tuesday, March 22
3 p.m.-Baseball v. UMass/Dartmouth
Thursday, March 24
3 p.m.-Baseball v. Roger Williams
Friday, March 25
2 p.m.-Softball v. Dowling
Saturday, March 26
12 p.m.-Baseball v. St. Anselm
12 p.m.-Softball v. St. Anselm
Tuesday, March 29
3 p.m.-Men’s Tennis v. St. Anselm
3:30 p.m.-Softball v. So. Maine
Thursday, March 31
3:30 p.m.-Men’s Tennis v. Babson
Monday, April 4
3 p.m.-Men’s Tennis v. Quinnipiac
Tuesday, April 5
3 p.m.-Baseball v. Stonehill
Thursday, April 7
3:30 p.m.-Softball v. New Haven
Friday, April 8
3 p.m.-Baseball v. AIC
Saturday, April 9
12 p.m.-Baseball v. AIC
12 p.m.-Softball v. AIC
Monday, April 11
3:30 p.m.-Men’s Tennis v. Roger Williams
Thursday, April 14
3 p.m.-Baseball v. New Haven
3:30 p.m.-Softball v. Brown
TBA - Men’s Tennis v. Springfield
Saturday, April 16
12 p.m.-Baseball v. Assumption
12 p.m.-Softball v. Assumption
Tuesday, April 19
3 p.m.-Baseball v. Bentley
3:30 p.m.-Softball v. Bentley
3:30 p.m.-Men’s Tennis v. Stonehill
Thursday, April 21
3 p.m.-Baseball v. Suffolk
Wednesday, April 27
3:30 p.m.-Softball v. UMass/Lowell
Thursday, April 28
3 p.m.-Baseball v. UMass/Lowell
3 p.m.-Men’s Tennis v. RIC
Saturday, April 30
12 p.m.-Baseball v. Springfield
12 p.m.-Softball v. Springfield
Sunday, May 1
1 p.m.-Softball v. Roger Williams
Monday, May 2
3:30 p.m.-Softball v. C.W. Post
Wednesday, May 4
3 p.m.-Baseball v. RIC
Thursday, May 5
3 p.m.-Baseball v. Brown

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