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BRYANT AND ABOUT THE PEOPLE OF BRYANT COLLEGE

Lighting Up the New Millennium

he 23rd annual Festival of Lights, a campus-wide, interfaith holiday celebration held in December, brought students, faculty, and staff together to share diverse holiday celebrations. This year's theme, "Light Up the New Millennium," was highlighted by a candle-lighting ceremony. More than 500 candles reflected against the glass dome of the Rotunda and voices joined together to sing "Silent Night," and other carols.

President Ron
Machtley and Mrs.
Katie Machtley then led a procession along a luminary-lit
path to the Bryant Center
Plaza for the lighting of the
holiday tree, carols, and
refreshments.

The Festival of Lights is sponsored annually by the Student Alumni Association. This year's co-chairs were seniors Leanna Mansour and Mark Oesterreich.



Welcome to the new century

Fast-paced "change" will mark the year 2000 for all of us at Bryant. Whether faculty, student, or staff, our environment will change in different ways as we implement a number of exciting, ambitious, and realistic plans set forth in The New Century Plan for Excellence. From the installation of "Banner," a new cuttingedge computer system, to enhanced college-wide web page design, to dynamic campus expansion and groundbreaking, we will participate and witness the shaping of our vision for Bryant College. And while some of the changes will require patience and flexibility, our collective support will contribute to making Bryant second to none.

Ronald K. Machtley, President

Four trustees named to board

Bryant welcomes four new trustees to its board. Each will serve a three-year term. (Look for more information on these new board members in the winter issue of the college's alumni magazine, Bryant Business.)

James M. Benson, chairman, president, and CEO of New England Financial

Malcolm G. (Kim) Chace III, chairman of both Mossberg Industries in Warwick and BankRI in East Providence

Richard P. Eannarino, president of New England Sun Control, Enervations, and Guardian Bastille, all located in Smithfield

Rabbi Leslie Y. Gutterman, who since 1970 has served Temple Beth-El, located on Providence's East Side.



The third annual Women's Summit at Bryant College
Wednesday, March 29, 2000
For more information call
(401) 232-6565

Semester at Bryant changes vision for three European students

or most Bryant students, the end of the fall semester means the start of a long-anticipated winter break.

But for three students from the Republic of Georgia — David Meskhi, Ana Gogoladze, and Viktoria Beromelidze — the end of the fall semester also meant the end of an experience that they say has changed their lives forever.

The students came to Bryant under the auspices of Jack Keigwin, Bryant's executive-in-residence, and his wife, Beverly. The Keigwins were travelling through the Republic of Georgia in 1997 and met David, Ana, and Victoria when they toured the city. The three, who attended the European School of Management in the capital of Tbilize, shared cultural insights and historical information about their country, but they were especially eager to hear the Keigwins' ideas on business and entrepreneurship. (The Keigwins are owners of the F.H. French Company in Lincoln.)

Jack Keigwin says he and Beverly were deeply touched by the people they met in Georgia, who "had nothing, but gave us everything." Wanting to give something back, they offered David, Ana, and Viktoria the opportunity to spend a semester at Bryant — all expenses paid. They jumped at the chance.

All three took business courses, and earned high honors for the semester. They agree that their Bryant experience is the single most important step that will enable them to achieve great success. And armed with what they've learned here, and eventually their graduate degrees, they hope to help their country enter the global marketplace.

"We didn't just get direct knowledge through the classes we chose," says Ana, "we got a real perspective of the whole world. And seeing how everything is different and what role or part our country can take in this whole process is really very important."

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Bryant Exchange is published 10 times a year by the Office of Public Relations. Deadline for receipt of information is the 15th of each month.

Phone: 401-232-6120; Fax: 401-232-6732; E-mail Editor Janet Proulx at jproulx@bryant.edu Watch for interim news in the Quick Exchange.

Kenney is on the CASE

Congratulations to Sandy Kenney, graphic designer in college relations, who recently won two medals in the CASE Publications Awards Contest.

Kenney won a bronze medal for a Summer Picnic Postcard created for the admission office, and a silver medal for a National Alumni Chapter event invitation. The contemporary designs, printing quality, and functionality of the pieces particularly

impressed the judges.

Kenney joined Bryant in April 1999. She was previously a



graphic designer at Brown University.

1769 scholars

Seniors Jessica Dodge and James Kelly are recipients of 1769 Fund scholarships, presented by Professor Joseph Ilacqua at a ceremony held recently on campus. Established by the Bryant Faculty Federation, the 1769 Fund awards scholarships each year with money donated through the annual Campus Campaign and memorial gifts.



leaders edge

Reverend Joseph Pescatello

Catholic chaplain at Bryant since August 1998. Advisor to Delta Chi fraternity. The Catholic ministry on campus has been rejuvenated since "Father Joe's" arrival.



How do you connect with students?

I throw out the fishing nets and draw people in. I make myself available to students one-on-one and in groups, and try to get involved, reach out, and just stay in touch.

Who has been the most important influence in your life?

My grandmother. From her, I learned the value of community and family responsibility and love, and an appreciation of faith and heritage.

What is your greatest achievement?

Becoming a priest

What is your idea of perfect happiness?

Inner peace. You can own a lot, but it's not real happiness without inner peace.

Most memorable person you have ever met?

My uncle's brother Al. In a simple way, he taught me how to enjoy life and work hard. From him, I learned practical life wisdom and how to interact with different types of people.

If you could live anywhere, where would it be?

Rhode Island

What talent would you most like to have?

To be able to sing

What is your favorite sports team?

The Red Sox

What is the last book you have read?

"Feast of All Saints" by Anne Rice

Name your most memorable movie.

"A Man for All Seasons"

What is it that you most dislike?

People's inconsideration for others

Which word or phrase do you most overuse?

You know what I mean?

What is the best advice you can give to students?

Don't get caught up in superficial endeavors in competition, be content with yourself. Personal achievement is more important than external achievement.

Beggs named executive director of college relations

obert W. Beggs has been named executive director of college relations. He has been serving as interim executive director since September 1, 1999, and has oversight responsibility for the marketing and public relations goals and activities of the department and college.

Beggs's professional career includes more than ten years in corporate communications as senior vice president and corporate secretary of one of New England's



largest community banks — Hartfordbased Society for Savings (BankBoston). He has also served as director of communications at Trinity College in Hartford. Additionally, he has agency experience in public relations and advertising and has managed his own communications consulting firm.

Beggs has also

served as adjunct faculty to the University of Connecticut Graduate School of Business, where he taught a course in Managerial Communications. His public affairs involvement has been extensive both professionally and individually. He has held leadership positions in a wide range of civic activities including local and national housing and economic development programs, grassroots community advocacy groups, and cultural and arts organizations.

Beggs received a BA degree from Wesleyan University and a JD degree from the University of Connecticut School of Law.

"I'm delighted to be a member of the Bryant Community," says Beggs. "I look forward to making contributions that benefit our people, our programs, and our institution."

From Belarus to Bryant

The John H. Chafee Center for International Business has been chosen to serve as the first site in Rhode Island to participate in the "Community Connections" program, which offers entrepreneurs from the Republic of Belarus four weeks of practical training opportunities with American businesses.

Two groups of 10 middle managers will arrive in February and April. The first group will be



composed of business managers from free market companies; the second group will come from non-government social action organizations (NGOs).

The program's aim is to provide participants with an opportunity to develop and enhance their skills in areas relevant to business management and operations, and to increase their knowledge of American life and culture. The project uses the theme of economic transition and the American experience to highlight the spirit of a democratic society, the operations of a market economy, practice of private enterprises, and collaboration between private and public organizations.

Bryant is seeking business internships, and host families who are willing to commit to a minimum of two weeks. If you are interested in participating in this program in any way, please call Professor Joseph Ilacqua at (401) 232-6098.



(L-r) Quentin Chafee, Senator Lincoln Chafee, and President Ron Machtley

College honors Senator John H. Chafee

Center for International Business named

Bryant recently honored the late John H. Chafee, U.S. Senator from Rhode Island, by naming its international business center The John H. Chafee Center for International Business.

Students, faculty, staff, and invited guests were joined by the late senator's sons, Quentin Chafee and Senator Lincoln

Chafee, at a ceremony held November 29.

"Senator Chafee's memory looms large in that special place reserved for people of extraordinary character, honesty, and integrity," said President Ron Machtley. "Bryant College is especially pleased and privileged to recognize his many contributions to the people and businesses of Rhode Island. Senator Chafee was a longtime advocate of the benefits of international trade and vigorously supported efforts to introduce new markets to Rhode Island businesses. We are proud to honor his memory through the Chafee Center."

"My father always recognized that Rhode Island's economic prosperity was closely tied to international trade and worked closely with Bryant College to help strengthen its programs," said Senator Lincoln Chafee. "I'm sure he would be delighted by this wonderful tribute to his years of public service."

The Chafee Center coordinates the college's international outreach programs and is one of the nation's leading resources for international trade, providing access to economic data and information for all 50 states.

Introducing Banner 2000

uring the next two years, Bryant will undergo a major conversion to a new and integrated computer software system called Banner 2000 by SCT. Banner 2000 is a software product designed specifically for administrative management applications in higher education. It will enable Bryant to manage the flow of its information so that all constituents — students, faculty, employees, and alumni — can be served in a flexible, secure, and cost-effective manner.

The development of this cross-functional information system is part of a long-range, evolutionary plan to improve student services, enhance public relations, and strategically position the institution for the new millennium.

The implementation of Banner began in October 1999 and should be in full production by August 2001. Key individuals from various administrative areas will serve on process teams and perform the detailed implementation tasks required for each application. Periodically, representatives from other departments will be asked to provide specific information and support regarding their functional areas.

Since the timeline for Banner implementation is ambitious, project team members will require the support of the entire Bryant community in order to successfully implement Banner 2000 and bring significant future system enhancements to the college.

Look for future project updates in Bryant publications and on the college web site. Comments or questions can be directed to David Freitas, project manager for Banner 2000, at Ext. 6331 or e-mail dfreitas@bryant.edu

Activist Julian Bond to speak Feb. 16

First Trustee Speaker Series event of 2000

The Trustee Speaker Series presents its first event of the new year on Wednesday, February 16, with the lecture, "Race and Rights in the New Millennium," by Julian Bond, chairman of the National Association for the Advancement of Colored People (NAACP).

The event begins at 8 p.m. in the MAC.

Bond has been an active participant in the movements for civil rights, economic justice, and peace for more than three decades. As an activist who faced jail for his convictions, as a veteran of more than 20 years in the Georgia General Assembly, as a university professor, and as a writer who raises hard questions and proposes innovative solutions, he has been on the cutting edge of social change since 1960.

Bond is a commentator on "America's Black Forum," the oldest black-owned show in television syndication. His poetry and articles have appeared in numerous publications. He has narrated many documentaries, including the Academy Award-winning "A Time for Justice" and the prize-winning and critically acclaimed series "Eyes on the Prize."

Admission is free, but tickets are required. Bryant students, faculty, and staff should stop by the Bryant Center Info Desk for tickets and may request additional tickets for their guests. Remaining tickets will be offered to the general public beginning February 7. Call (401) 232-6245 until 6 p.m. on the night of the lecture to reserve tickets.





Aida Alvarez and Lester Thurow

The John H. Chafee Center for International Business

brought two distinguished guests to campus on November 19. Aida Alvarez, a Presidential Cabinet member and the top U.S. Small Business Administration official, visited with area small business owners to talk on the subject of "Global Growth for U.S. Small Business." MIT economist Lester Thurow addressed a packed Janikies Auditorium on the subject of building wealth in the new global knowledge-based economy. Thurow's lecture was also presented by the Newell D. Goff Institute for Ingenuity and Enterprise Studies.



Abaca String Band to perform Feb. 8

One of three upcoming President's Cultural Series concerts

The President's Cultural Series kicks off the first of three winter/spring events with Newport Music Festival Performers Abaca String Band.

This unique group, founded in 1991 by guitarist Andrew Schulman, began by performing for membership events at the Metropolitan Museum of Art in New York, and continues to do so. They are in their fifth season of

the Carnegie Hall Neighborhood Concert Series, and have appeared at the White House, the Newport Music Festival, the Library of Congress, and the Chautauqua Institution, among others.

Free tickets are available to Bryant students, faculty, staff, and their guests at the Bryant Center Information Desk. Tickets are \$10 for the general public. Call (401) 232-6245 for information or to charge tickets by phone.

On March 1, hear the big band sound of Bellevue Cadillac. Internationally acclaimed pianist Piers Lane closes out the season on April 11. Watch for more information on these upcoming President's Cultural Series concerts.

The Intercultural Center,

a counseling and support center for Bryant's international and multi-ethnic students, held a grand opening at its new location (the fourth floor of Dorm 7) in November. Sharing ribbon-cutting honors are (l-r) Kaoru Paganelli, secretary; Kathleen Sullivan, director; L. Norinne Simpson, assistant director; and Thomas Eakin, vice president for student affairs/dean of students.



Ad campaign expands to television

For the first time in its history, Bryant is incorporating television advertising in its image campaign.



As part of an expanded advertising initiative to build awareness in the minds of Bryant's constituents, the college is sponsoring the business news segment of WJAR-TV's "Sunrise Program" with a tensecond spot from 6 to 7 a.m. This is part of an extensive media plan that includes local public radio and television sponsorships on WGBH-FM's programs "All Things Considered" and "Marketplace." The spots air once a week in each program during afternoon drivetime from 5 to 6:30 p.m. and 6:30 to 7 p.m. Public television sponsorships on WGBH-TV's "Nightly Business Report" air weeknights from from 6:30 to 7 p.m.

Other advertising components include Internet advertising on Wall Street Journal/Barron's on-line interactive edition, Green Airport bill-

board advertising, sponsorship of the *Providence Business News* Executive Poll, a special millennium sponsorship in the *Providence Journal*, ads in *U.S. News & World Report* and *Forbes* magazines, and early morning sponsorships on National Public Radio.

Cynthia Bonn, director of freshman admission, and Bryant students **Andrew Goldberg** and **Molly Devanney** were quoted in an article in the *Hartford Courant* on December 9. Part of a special education supplement, the article addressed reasons why Connecticut students cross state lines to attend college.

The naming of the **John H. Chafee Center for International Business** on November 29 was noted in the *Providence Journal* on November 30 (both the City & Town Report and the Northwest sections), *Providence Business News* on December 6, *The Call* (Woonsocket) on December 30, and *The Observer* (Greenville) on December 2. A segment also aired on WJAR TV-10 at 5 p.m.

President Ron Machtley was quoted throughout a feature article on "Campuses building for the 21st century," which appeared in an education supplement in the *Providence Journal* on November 14.

Professor Hong Yang's innovative science program, which uses Nobel prize winners as a basis for the course, was the subject of a feature article in a *Providence Journal* "Special Education" supplement in November. A second part to the article covered Yang's study abroad program to China.

Professor Elaine Notarantonio appeared on WJAR TV-10 at noon and 5 p.m. on November 29 in a segment on the Providence Place Mall. She expressed her opinion on the mall's long-term success as compared to sales during the holiday season.

Ed Barr, assistant director of the Rhode Island Export Assistance Center and manager of the World Trade Center-Rhode Island, was interviewed by WJAR TV-10's Kelley McGee on the subject of the World Trade Organization. The segment aired on December 1 at 6 p.m.

Professor Marsha Pripstein Posusney's op-ed piece on reforming the legislature appeared in the *Providence Journal* on November 12.

The Smithfield Town Council's approval of **Bryant's expansion plans** for a new library-technology center and an addition to the athletic complex resulted in articles in the *Providence Journal* on December 13 and 15, and *The Observer* (Greenville) on December 16. The topic was also covered by WJAR-TV 10 at 6 p.m. on December 15.

A November 19 visit to the **Rhode Island Export Assistance Center by Aida Alvarez,** top U.S. Small Business Administration official, was covered by WJAR-TV 10. An article appeared in *The Times* (Pawtucket) on November 30.

Economist Lester Thurow's lecture at Bryant on November 19 resulted in a feature article in the *Providence Journal* on November 20.

Professor Nanci Weinberger was quoted in an article titled "Games Babies Play" in the November 1999 issue of *Parents* magazine.

President Emeritus William O'Hara's study of American's oldest family businesses resulted in a feature article in the *Wall Street Journal* on November 17 that focussed on a family business in Dover, New Hampshire. Dr. O'Hara was quoted in the article.

WJAR TV-10 and WLNE TV-6 covered the 9th annual **Ornament Drive for the Hasbro Giving Tree** on November 30 at 6 p.m.

A feature article on **Coach Jim Miceli** and the football team appeared in *The Observer* (Greenville) on November 4.

people

Promotions

Merritt Crowley

Nicole Lambert

Karen Misiaszek

Assistant

Accountant

Campaign Director

Institutional Advancement

John H. Chafee Center for

Secretary/Student Activities

International Business

New Faces



Lisa Cancelliere Admissions Assistant Graduate School

Nicanor "Nick"
Figueroa
Admission
Counselor
Undergraduate
Admission



Title Change



L. Norrine Simpson Assistant Director Intercultural Center

Michael Franklin Financial Manager John H. Chafee Center for International Business

Photo Not Available

Didier Bouvet
Interim International
Recruitment Specialist
Undergraduate Admission

Heide-Lore Caiger Assistant Librarian

Michael Corcoran Custodian Physical Plant

James Howard Custodian Physical Plant Edward Marsh Custodian Physical Plant

George Oliveira Custodian Physical Plant

Mary Anne Tooher Office Coordinator Residence Life

FYI

Professors Charles Quigley and Frank Bingham have published a paper, "Sales Force Control System Outcomes: A Comparison of the Beliefs of Salespeople and Sales Managers," in the Summer/Fall 1999 issue of The Journal of Marketing Management.

Professor Jonsung Kim is the author of a new book, Labor Supply and Occupational Structure of Asian Immigrants in the U.S. Labor Market (1999 Garland Publishing Inc.).

Professor Kevin Pearce's co-authored paper, "Exploring the Communicative Nature of Corporal Punishment," has been published in the Winter 1999 issue of Communication Research Reports.

Professor Stan Kozikowski's essay, "The Wishes and Dreams Our Hearts Make: Joyce Carol Oates' 'Where Are You Going, Where Have You Been," has been accepted for publication in the Journal of the Short Story in English.

Professor Ronald Deluga's paper, "Relationship of Resident Assistant Conscientiousness, Extraversion, and Positive Affect with Rated Performance," was accepted for publication as a Brief Report in the Journal of Research in Personality.

Four poems by **Professor Tom Chandler** have been published by the Internet poetry journal, ForPoetry.Com. They are "Ten Degrees," Wife Poem," "Work Ethic," and "High School."

Professor Judy Barrett Litoff presented "American Women in a World at War: Women's Letters from the Second World War" at the Writing Women's History and the History of Gender in Countries in Transition International Conference held in Minsk. Belarus, September 29-October 3. She presented "The Horrors of War and the Errors of Peace: United States Women and Postwar Planning" at the Women on the Eve of the 21st Century International Conference held at the University of Havana, Cuba, October 25-29. In addition, she served as discussant for the panel, Activist Women in 20th Century America, at the annual meeting of the New England Historical Association held at Suffolk University in Boston on October 16. With professors Joseph Ilacqua, Gaytha Langlois and Harold Records, she chaired a special panel session, "Using Techology to Foster Collaborative Learning at a Distance: The National Academy of Sciences of Belarus and Bryant College Connection," at the International Conference on Technology and Education in Tampa, Florida, October 10-13. She was also a featured speaker at the World War II Veterans Conference held in Washington, D.C., November 11-13. She served as historical consultant for the A&E Channel documentary, "Dear Home: Letters from World War II," which aired twice on Veterans Day.

SAA toy drive a success

For more than 10 years, the Student Alumni Association has sponsored a holiday toy drive for children at the Nickerson Community Center in Providence. The Bryant Community and the Rhode Island Alumni Chapter gave generously again this year so that more than 100 underprivileged children — from three months to 17 years of age — would receive a gift at the center's holiday party.

Bryant's athletic teams donated gifts for at-risk teens, an age group that is usually forgotten. Items included basketballs, soccer balls, electronic equip-

ment, and clothes.

Tony Rocha, a counselor for the center's after school programs, was overwhelmed by the number and kinds of items donated. He is pictured with Sarah Stover '03, co-chair of the drive. Shannon Millerick '02 also served as co-chair.



just in time

Jan 17	Martin Luther King, Jr. Day No classes, offices closed
Jan 19	Graduate School Information Session 5 to 7:30 p.m., MRC wing
Jan 20	Freshmen return
Jan 20-23	Freshman program
Jan 21	Wintersession classes end
Jan 23	Residence halls open (all other students)
Jan 24	Orientation for new students
Jan 24	Semester begins
Jan 24	Classes begin for Graduate Program and undergraduates (evening)
Jan 25	Classes begin for undergraduates (day)
Feb 5	Info session for prospective freshmen 10 a.m. to 1 p.m.
Feb 8	President's Cultural Series presents The Abaca String Band 8 p.m., Janikies
Feb 15	Community Service Fair 10 a.m. to 3 p.m., Rotunda
Feb 16	Trustee Speaker Series presents Julian Bond Chairman of the Board, NAACP 8 p.m., MAC
Feb 21	Presidents Day No classes, offices closed
Mar 29	Women's Summit

Campus scholars

(L-r) Sherri Rogers, Brian Weeks, and Stacy Travis, all sophomores, have received scholarships through the Bryant Campus Scholarship Fund. Other recipients are Michelle Whalen '02, Tracey Sullivan '01, and Michael Ruggeri '02. More than \$25,000 was raised through the generosity of Bryant faculty and staff during the 1998-99 Campus Campaign.



Volleyball team nets winning season

In truth, this was supposed to be the season in which Bryant College's volleyball team took a step backward.

After all, the Bulldogs had just completed a remarkable two-year run that saw them advance to the NCAA tournament in 1997 and win Northeast-10 Conference and Eastern College Athletic Conference championships in 1998, allowing five of the six Bryant starters to close their careers on positive notes.

Faced with
the loss of
those five
players,
Bryant
head
coach
Theresa
Garlacy knew she

would have a young team in 1999. And although the incoming players came to Smithfield with impressive credentials, they realistically couldn't be expected to lead the Bulldogs back to the post-season in their first year.

But no one told the Bulldogs what they weren't supposed to do. And when it was said and done, the record shows that a team comprised of six freshmen, five sophomores, and just one senior won its last nine matches of the regular season, advanced to the Northeast-10 championship match for the third straight year, and returned to the NCAA tournament.

Setter Meredith Vachon '00, the lone senior on the squad, proved to be a model of stability at the most important position on the floor. Despite playing primarily with five entirely new players, Vachon finished as the

Notheast-10's leader in assists and

earned

first-team all-conference and all-region honors. Outside hitter Erica Hood '03, showed experience beyond her years, leading Bryant in kills and joining Vachon on the all-conference and allregion teams. In the middle, Allison Gunther '03 and Olubunmi Akinnusotu '03 established themselves as players to

game with every match and Smith showing the potential to be one of the conference's better players before she is done.

watch in their first year.

Right-side hitters Jeanette

Rulli '02 and Sarah Smith '03

proved to be everyday players as

well, with Rulli improving her

The end result was that Bryant's so-called rebuilding year turned out to be one of the most successful seasons in school history. And that leaves only one question — what will the Bulldogs do for an encore?

Semester at Bryant changes vision for three European students

continued from page 2

The students readily agree that their favorite course was Keigwin's class on entrepreneurship.

"This course is unique in that it gives you a way of thinking, of looking at things in life," says David. "And I'm not talking just about business

— I'm talking about relationships among people in terms of honor, respect, and trust and how you should view it all."

"The course was enriched with all the real-life examples that Mr. Keigwin has experienced in his business," adds Ana. "He taught us to look at opportunities — even to look at bankruptcy as an opportunity."

Keigwin describes the Georgian students as mature and committed to learning. "They have proven to be a rich resource to other students," he says. "They brought a wonderful diversity to the class."

David, who in 1999 received the President's Prize of the Republic of Georgia as the country's top undergraduate student, will return to Bryant as a junior for the spring semester. Ana and Viktoria will complete their studies at the European School of Business, though both agree that it will be hard to return home after the heady experience of living on their own.

They leave with a lasting impression of America. "It's the whole American style of life — it gives you drive," says Viktoria. "It's a different spirit here. Nothing is stagnant."



They also take with them fond memories of the Keigwins and a deep appreciation for their benefactors' gift. Ana and Viktoria add that it was very meaningful for them to meet Beverly Keigwin, whom they describe as a true role model — a real American businesswoman, and a wonderful wife, mother, and grandmother.

"It's so important for us to see that strength in a woman," says Ana. "The roles of men and women in Georgia are a bit different, though it's changing in a good direction now."

David, Ana, and Viktoria hope to see more exchange programs at Bryant in the future. "It is so important for people to be exposed to these kinds of opportunities and experiences. It will be better for other countries and for Bryant."