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BRYANT Exchange

FOR AND ABOUT THE PEOPLE OF BRYANT COLLEGE

MARCH 2001

Diversity Action Plan: the student perspective

Fact: At present, the U.S. population is 73.6 percent white and 26.4 percent minority. By 2050, projections indicate our country will be 52.8 percent white and 47.2 percent minority.

Fact: The new corporate culture has embraced diversity as a primary vehicle for competitive mobility and success.

Fact: Bryant College's 2001 Diversity Action Plan is a comprehensive strategy to increase the college's commitment to achieving a more welcoming, inclusive, and respectful learning and living environment.

How do these facts affect Bryant's students of today and tomorrow? When we posed this very question to two students who worked on the Diversity Action Plan, they referred to the mission of the college, which states that Bryant College prepares its students "...for their personal best in life and business." Both students feel strongly that the Diversity Action Plan is a living document that bodes well for the future of Bryant students and the entire college.

"Diversity has become an integral part of today's corporate culture," explains Andrew Goldberg '02. "In order for Bryant's graduates to be successful in their professional lives, there is no question that they will need to

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Constructing a career

She's foregone the corporate look for a hard hat, jeans, and work boots. Instead of an office with a view, she's got a trailer in the mud. And Mary Bucki wouldn't have it any other way.



Mary Bucki '99

The 1999 Bryant graduate is on-site accountant for Gilbane Construction Company, the construction management firm hired to build the George E. Bello Center for Information and Technology. The building, part of the college's \$50 million expansion plan, is scheduled for completion in 2001, along with a Wellness Center and quadrangle that will be the focal point of the campus.

In her senior year at Bryant, Bucki went on more than 25 interviews before she found the company that she wanted to work for. Gilbane wanted someone who was goal-oriented and willing to move from job site to job site. Bucki didn't want to work in an office environment her whole life.

"The interviewer told me that I had to be willing to get my hands a little dirty, wear jeans to work, and get along with all kinds of people — from construction crews to suppliers to management. The job sounded perfect for me," she says.

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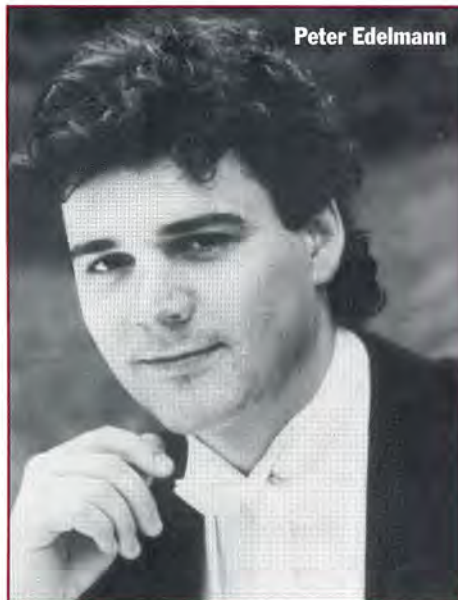
Viennese Baritone Brothers to perform on April 19

The President's Cultural Series presents Viennese Baritone Brothers Paul-Armin and Peter Edelmänn, with Thomas Hrynkiw on piano, on Thursday, April 19, at 8 p.m. in Janikies Auditorium.

Lyric baritone Paul-Armin Edelmänn was born in Vienna, Austria, and toured as a soloist throughout Europe and Asia with the Vienna Boys Choir. He graduated from the University of Music in Dramatic Art in Vienna, studying singing with his father, famed opera basso Otto Edelmänn. Paul-Armin Edelmänn has sung many opera roles including the title role in the world premiere of Nico Dostal's *"Don Juan and Figaro."* He made his American debut in 1991 at the Newport Music Festival.

His brother Peter Edelmänn also began his musical studies with his father at the Vienna School of Music. In 1989, he won First Prize and the Mozart Prize at the International Belvedere

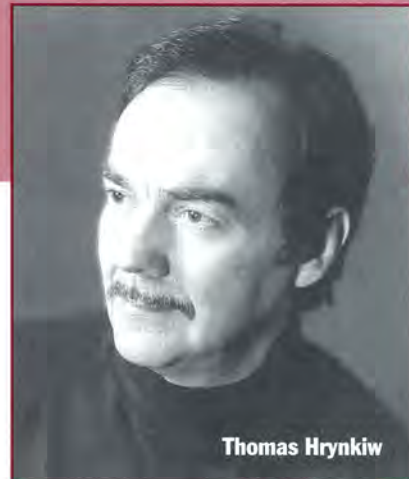
Competition in Vienna, and made his debut with the Hamburg State Opera. He has been a member of the Deutsche Oper Berlin since 1990, singing many major opera roles. Peter Edelmänn's lieder recitals have taken him to Europe, Japan, and the United States. He made his American debut at the Newport Music Festival in 1990.



Peter Edelmänn



Paul-Armin Edelmänn



Thomas Hrynkiw

Pianist Thomas Hrynkiw established a professional career by the age of 13. Upon graduation from Wilkes College, he attended the Manhattan School of Music, where he received his master's degree and the Harold Bauer Award, the school's highest honor. In addition to his busy schedule in New York City as both piano and vocal teacher, and his many master classes throughout the country, he performs in major cities throughout Europe and Central and South America. Hrynkiw has served as the Newport Music Festival's senior artist and vocal director.

Tickets are free to Bryant students, faculty, and staff at the Bryant Center Info Desk. Bryant students: this is a "Passport Event." Books will be stamped during the concert's intermission. Tickets are \$10 for the general public. Call (401) 232-6120 for information or to charge tickets by phone. Remaining tickets will be sold at the door.

World's first XBRL Educational Resource Center

eXtensible Business Reporting Language (XBRL) has been called the most revolutionary development in accounting since the spreadsheet and the ASCII file. XBRL is an XML-based specification that provides a standards-based method to exchange financial statements in a technologically friendly manner, particularly over the Internet. Utilizing XBRL, business reports can be prepared more easily and published in a variety of formats so information can be extracted reliably and retrieved simply.

An XBRL symposium, held January 31 on campus, provided business leaders, academicians, and students with an overview, a hands-on session, a live broadcast from London and other international cities, and workshops.

Bryant became an official member of XBRL.org and also launched the world's first XBRL Educational Resource Center to provide ready access to information about this important technological development.

Pictured are (front row, l-r) Professors Neal Hannon and Saeed Roohani; Louis Matherne, XBRL.org steering committee member (Technology Director, AICPA); V.K. Unni, vice president for academic affairs, Bryant College; (back row, l-r) Ronald K. Machtley, president, Bryant College; Michael Willis, XBRL.org chair (Global Deputy/Chief Knowledge Officer, PricewaterhouseCoopers); Ernest Almonte '78, '85 MST, auditor general, State of Rhode Island; Gary Ryan, Fidelity Investments, Boston; and Eric Cohen, XBRL.org steering committee member (XBRL Initiative Leader, PricewaterhouseCoopers).



Piano man

John Bayless — pianist, improviser, composer, entertainer, and recording artist — played to an enthusiastic audience on February 22 as part of the President's Cultural Series.

From Gershwin to the Beatles to Puccini, Bayless showed why *The New York Times* proclaimed him to be “an evocative pianist with a lovely piano sound and considerable personal pizzazz.”

In the tradition of Mozart, Bayless improvised audience requests with a twist — he played in the style of their favorite composers. The “Yellow Rose of Texas” played in the style of Wagner was one of many highlights of the evening.



media spotlight

Professor Neal Hannon was quoted in the *Washington Post* on January 1 on the subject of the failure of dot-coms. The column, written by David Streitfeld, was subsequently picked up by numerous daily international and national newspapers including the *International Herald* (Paris, France), *Philadelphia Inquirer* (January 7), the *Birmingham News* (January 7), and *The Oregonian* (January 4). Hannon was also quoted in an article on XBRL that appeared in *Providence Business News* on January 22.

Professor William Sweeney was interviewed by WPRI-TV 12's Steve Wiascek on the subject of the economy and local store closings. The segment aired at noon on February 2. Sweeney was quoted in the following *Providence Journal* articles: Rhode Island's economic slowdown (February 13); the state's convention business (February 4); and Rhode Island's unemployment rate as compared to Massachusetts (January 20). He was quoted in *Providence Business News* on February 5 in an article on a proposed low-income tax break for Rhode Island and in the *Boston Herald* on February 5 in an article on the tax cut proposed by President Bush.

An article on **eXtensible Business Reporting Language (XBRL)** and the launch of the world's first XBRL resource center at Bryant was featured in *Providence Business News* on February 12. An announcement also appeared in the *Narragansett Times* (Rhode Island) on February 7 and on the Web site of accountingweb.com. The launch was announced at an XBRL symposium held January 31 on campus.

The Women's Summit was featured on WJAR-TV 10's morning "Coffee Cup Salute" on February 12. Pre-event publicity appeared in dozens of newspapers in the region.

Judith Clare, director of career services, was interviewed by WJAR-TV 10's consumer reporter Audrey Laganis on the subject of layoffs and tips for job hunting. The segment aired on the evening news on February 6 and 7 and on two weekend programs.

Bob Hamlin, state director of the Small Business Development Center, was quoted in the February 2001 *Lapidary Journal* in a feature article on business plans.

Professor Elaine Notarantonio was interviewed by *Metro News* on the subject of the retail industry and area store closings. The interview aired on various radio newscasts and a video news magazine the week of January 24. She was also a guest on WPRI-TV 12's "Newsmakers" program on January 28. The topic was area store closings.

Professor Robert Muksian was quoted in Neil Downing's "Money Line" column in the *Providence Journal* on January 23 on the subject of when to start collecting Social Security benefits.

Bryant's Linking International Trade in Education (LITE) program brought North Providence students together with their counterparts in Leeds, England, in a videoconference aimed at creating a teen-oriented consumer price index for their respective communities. The project, which was coordinated by **Bernie Blumenthal**, manager of the LITE Program, and **Dennis McCarthy**, global link manager, resulted in a feature article in the *Providence Journal* on January 31.

Bryant students who placed second in the Arthur Andersen Tax Challenge[®] National Competition in November were featured in a *Providence Business News* article on January 22.

Professor Hal Records was quoted on the subject of wireless communication in a *Providence Business News* article on January 15.

Professor Tom Chandler, Rhode Island's Poet Laureate, was the subject of feature articles in the *Providence Journal* on January 21 and *The Observer* (Greenville, Rhode Island) on March 1.

Fall Dean's List announcements continue to appear in dozens of hometown newspapers across the country.

Trustees, alumni, students team up to solve case

More than 500 students voluntarily cut short their winter break to return to campus early to participate in a mid-year retreat titled, "Be the Best: 21st Century Skills for 21st Century Jobs." The event was part of the "First Year Success Program," aimed at helping students communicate effectively, develop a global perspective, and solve problems innovatively — key skills identified by the Department of Labor.



A distinctive aspect of the program had Bryant trustees, alumni, and faculty team up with small groups of students to work on a *Harvard Business Review* case study about a beverage company that must learn how to fire up its creative juices. Each group then had to create a poster depicting their conclusions.

Winners of the poster contest are (front row, l-r) Cynthia Bonn, director of freshman admission; Stephen

Marchesseault; Derek Graddock; Andrew Eisenhart; Rachel Dutil; Scott Gerardi; (second row, l-r) Raymond Ianetta '71, Bryant trustee and president of American Bio Physics Corporation, East Greenwich, Rhode Island; Paul Lokken, assistant professor of Latin American History; Bryant Hamilton; Christopher Dorin; and Shauna Simmons.



Senior citizens surf the Net with Bryant students

Approximately 40 senior citizens from Emerald Bay Manor in Cumberland, Epoch Assisted Living in Lincoln, and North Bay Manor in Smithfield learned how to use the Internet with one-on-one training from Bryant student volunteers.

Members of the Bryant chapter of Students In Free Enterprise (SIFE) coordinated the event, held February 24 on campus. SIFE is a national organization that challenges stu-

dents on more than 700 college campuses worldwide to use the knowledge they have learned to better their community.

Two computers were raffled off, one to a retirement home and one to an individual participant. North Bay Retirement Community and Jackie Strauss, an Epoch resident, were the lucky winners. One and all enjoyed refreshments at the end of their two-hour session.

Local television station WJAR-TV 10 and several area newspapers covered the event.

The following day, some participants utilized their new or improved skills by sending thank you notes to the SIFE organization — by e-mail. “The SIFE students are just great,” wrote 90-year-old Mary Mailloux. “We were warmly welcomed and made to feel at ease.” Mailloux, a computer owner with some experience, had questions about icons and the proper names for the functions she was performing.

Dan Toland '02 shared his computer knowledge and learned something in return. “Seeing the smiles on their faces and knowing we made a difference in their lives is an experience I will never forget,” he says. “It also taught me that you're never too old to learn new things.”



Service call

Winter break. For most college students, it's an opportunity to relax and catch up with family and friends. For others, it means a part-time job, an internship, or extra course work.

For Jason Duchesneau and Adam Fontaine, it was missionary work in Kingston, Jamaica, and an experience that they can only describe as "inspirational." The two Bryant juniors had wanted to volunteer their time to help those in need. They turned to Father Joseph Pescatello, Catholic chaplain at Bryant. Not only did he find them a site to work at, he also agreed to accompany them on the trip.

Fr. Joe contacted longtime friend Msgr. Richard Albert, pastor of Stella Maris Church in Kingston, Jamaica. Msgr. Albert was featured on "60 Minutes" in May in a story that focused on his 25 years of missionary work in that country. (The Monsignor spoke at Bryant on February 28.)

Msgr. Albert hosted Fr. Joe and the students and selected locations where they could volunteer, including several schools and homes in Riverton City, where more than 5,000 squatters live in substandard housing. Both students agree they were profoundly moved by their experience at Saint Monica's Home for the Elderly and Abandoned, which also provides housing for those who suffer from leprosy and AIDS.

"It was difficult to look at these people and even more of a challenge to walk up to them," says Fontaine. "But once you talked to them, you felt so much better." Adds Duchesneau, "We were able to get them to sing and exchange stories — it was incredible to hear how positive they could be."

Duchesneau and Fontaine urge students who have the opportunity to take part in such a project to do so. "The trip inspired us to be more than we are and to not take life as lightly as we often do," says Duchesneau.

"We knew it would be challenging, but we were looking forward to helping others," says Fontaine. "What we didn't realize was the impact it would have on us."



Children in Riverton City are delighted to pose for a picture.



Ricky Green, Msgr. Albert's assistant (second from left) is at the airport to meet (l-r) Adam Fontaine, Jason Duchesneau, and Father Joe Pescatello.

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Bucki helps manage the financial aspects of the construction project at Bryant. Her day-to-day activities include meeting with contractors, and processing requisitions, invoices, and other paperwork so that suppliers get paid. She works with Bryant's project leaders, Brian Britton and Jeff Parker, to get final approvals.

"The job is interesting because it's never the same," says Bucki. "Every two or three months, subcontractors leave and new ones come in. I get to meet and work with new people all the time."

She feels that Bryant prepared her well for the career path she has chosen. "I think my Bryant education over-prepared me, but that's a good thing," she says. "I use about a tenth of what I learned as an undergraduate, but new opportunities arise every day to utilize even more. The skills are there whenever I need them."

Her manager, Phil Beati, admires her tenacity on the job. "Mary doesn't stop when she can't figure out a problem," he says. "She keeps going until she solves it." Adds Bucki, "That's the most important thing that my Bryant education taught me — that I can always go further than I think I can."

Gilbane encourages her to walk the job site with construction supervisors and learn all she can about the job. "I check to make sure that vendors have delivered material and that those materials are being used the way they should be," she says. "When I review a requisition, I need to know what I'm looking at and what the contractor is billing for."

As an undergraduate, Bucki was a commuter and worked full time to help with college expenses. She found the time to play softball for all four years, and was captain of the team in her senior year. She has fond memories of Bob Reall, who served as softball coach before retiring in 2000, and of many Bryant professors.

"Dana Lowe was my all-around favorite," says Bucki. "She taught cost accounting. She was also my faculty advisor and was always there for me. Laurie Bates was an unbelievable economics teacher. Gail Wright — how can you make someone love auditing? She can. And Pat Keeley taught me to love English."

Bucki feels that there are many opportunities out there for women with a business degree. "From the first day I worked for Gilbane, I was treated as an equal," she says. "But you have to be aggressive to be taken seriously."

At the end of 2001, when Bryant's new building is complete, Bucki will pack up her laptop, calculator, and files, and head off to another job site. She'll be sad to leave but excited about moving on to the next project.

"I'm jealous that I'm not a student anymore and that I won't be able to take advantage of the great things that are happening on campus," she says. "But I'm proud to be a part of the team that is helping Bryant to grow."

New Faces

Doreen D'Abate
Switchboard
Operator/
Receptionist



Pamela Easton
Assistant Professor
of Management
(Photo not available)

Marc Williams
Public Safety Officer
(Photo not available)



Michele Sczerbinski
Major Gifts
Officer

Promotions

Susan Detri-Souve
Director of
Annual Giving

Susan Poisson
Prospect Management
Assistant
Development Office

Deborah Shaw
Data Entry Clerk
Office of Admission

Save the Date

27th Annual Service Awards

Thursday, April 26, 2001

3 p.m., Papitto Dining Room

around

the corner

Mar 14	Fourth Women's Summit
Mar 22	Online college fair
Mar 24	Admitted student open house
Mar 31	Exploration Day for high school juniors
Apr 21	Oozeball Tournament
Apr 21	8th Annual Senior Citizens Prom 4 to 7 p.m., South Dining Room
Apr 26	27th Annual Service Awards
Apr 27-29	Spring Weekend
May 3	4th Annual Design & Business Conference RI Convention Center
May 4	Annual May Breakfast
May 4	Day classes end
May 5	Northern Rhode Island Special Olympics
May 7	Evening classes end
May 7-15	Exam period
May 15	Semester ends
May 18	Graduate Commencement Exercises
May 19	Undergraduate Commencement Exercises
May 28	Memorial Day
May 31	World Trade Day

Beverly Ledbetter, Bryant trustee and vice president and general counsel for Brown University, was the featured speaker at the Rhode Island Area/National Academic Advising Association workshop, "Compliance with FERPA: Advising in Higher Education," held at Bryant on January 18.

Professor Kenneth Sousa presented "Business-to-Business Electronic Commerce: An Examination of Successful Strategies" at the Decision Sciences Institute 2000 National Conference, held recently in Orlando, Florida. In January, he presented "Electronic Commerce: Trends and Challenges" for Rhode Island Minority Enterprise Development Week, sponsored by the U.S. Small Business Administration and the Rhode Island Small Business Development Center at Bryant.

Professor Jay Reedy's essay "Rousseau and Communitarian Individualism in Late Modern America" has recently been published in a book collection titled *Essays in Modern Identity*, ed. William Brewer and Carole Lambert (New York, 2000).

Professor Hong Yang presented "The legacy of Metasequoia — geological and genetic information integrated" at a seminar held at the Department of Earth and Environmental Science at the University of Pennsylvania in February. His article, "Environmental Study in China: A Transcending Experience for Business Students," was recently published in *College Teaching*. During winter break, he presented "The Nobel Prizes: A Centennial Celebration of Scientific Creativity" at the National Science Foundation of China in Beijing. The presentation was based on a course he teaches at Bryant. An accompanying article bearing the same title was published in a recent issue of *Science Foundation in China*.

Professor Neal Hannon's co-authored article, "How XBRL Will Change Your Practice," was published in the November issue of *The CPA Journal*.



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leaders edge

Judith McDonnell

Associate Professor of Sociology

Since 1989. BA, Cornell University; MA and PhD, Brown University. Member of the Diversity Council, Faculty Curriculum Committee, and Trustee Speaker Series Committee. Informal advisor to Bryant Pride.



Current research/interests:

Racial and ethnic inequality

What is the biggest challenge in teaching liberal arts at a business specialty school?

It used to be convincing students of the legitimacy of liberal arts. Now it is trying to get students to make the connection between how thinking about things differently in their own life will impact their careers. Students who take a business class know that the knowledge gained in the classroom will be useful in their careers. In liberal arts classes, the most difficult part is

convincing them that the intellectual development and knowledge gained will also be useful in their lives.

What is the best part of being a teacher?

Interacting with students. It's the moments of engagement in the classroom when I learn something or when a student learns something. It really is magical when I see recognition in a student's eyes and I know they are saying, "I hadn't thought of it like that before."

What course do you most like to teach and why?

Two, actually: Race and Ethnicity; and Sociology of Gender, Illness, and Health. Those courses tend to be the most provocative and really challenge students' worldviews.

Who is your role model?

My parents. They had good values and taught me how to live out those values so that they are more than just an idea or concept.

Most treasured possession:

A bracelet I bought for my mother when I visited Paris. She was wearing it when she died.

Favorite quote or motto you live by:

"If you come to help us you are wasting your time, but if you have come because your liberation is bound up in ours let us work together." — Rose Gregorie, Innu woman

Most memorable person you have ever met:

Sherman Alexie. His engagement with life, his ability to see and understand it on many levels, and his enjoyment of life's ambiguities is incredible.

What advice would you like to give to Bryant students?

Be kind to each other.

Diversity Action Plan

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understand the value and richness of diversity from both a business and personal standpoint."

"Students, administrators, faculty, and staff have all become stakeholders in this opportunity," states Colin Mincey '03. "Together we can understand how diversity on our campus can positively impact Bryant and the personal and professional development of its students."

Mincey and Goldberg believe that although the recommendations offered by the Diversity Council may appear too good to be true, it's important to note that members of the Bryant community, both on and off of the Diversity Council, have been designated as accountable for every component of the plan. They remain optimistic that the Bryant community will embrace this plan.

The primary objective of the students on the Diversity Council is to communicate to their peers how the Diversity Action Plan will enrich the Bryant experience for everyone. Mincey and Goldberg strongly believe that student groups who have made a conscious effort in building partnerships with other organizations on campus have had a positive impact on the continued commitment for a more cooperative and open-minded environment.

How do these students feel this initiative will impact the Bryant community in the years to come?

"It's clear that our success hinges on our ability to understand, accept, and embrace the reality that the employee in the next cubicle will be different than you and me. Bryant's diversity initiative is our vehicle to prepare for that reality," says Mincey.

Goldberg adds, "Expanding the world of opportunity is more than just a catchy slogan, it's what makes this initiative real. And it's what is going to catapult the students of Bryant into the business world with the skills and mindset that will put them at the head of the pack."

Student-athletes urged to “spot” for each other on and off the field

If you try to find speaker Mike Green's Web site or look for his promotional materials, you'll be out of luck.

Yet Green can barely find time in his schedule for the 200 speaking appearances he will make this year at colleges and universities. He doesn't advertise, but colleges clamor to have him speak to their students.

Funded in part by a grant from the NCAA, Green visited Bryant on February 22 to talk to Bryant's student-athlete population about problems caused by alcohol.

Green's letterhead lists him as a collegiate consultant on drugs and alcohol. But he adds a unique perspective as a former student-athlete in his own right. He was an assistant football coach at West Chester University when he was approached about taking on the added responsibilities of an on-campus drug and alcohol counselor.

Fourteen years later, Green works independently, generating business by word-of-mouth. Many colleges hire him as part of their freshman orientation programs, but he is truly at home when he works with athletes at both the collegiate and professional levels.

"When I speak to the students, I'll ask them how many have lost a friend in a drinking and driving accident," Green says. "Thirty percent of the audience will raise their hands, and that's still the most stunning thing I've ever seen."

As a speaker, Green is frank, engaging, and witty. He drops names like legendary Penn State football coach Joe Paterno or late Philadelphia Flyers goaltender Pellet Lindbergh. He moves quickly from topic to topic, yet the theme generally remains the same — you don't have to be an alcoholic to have an alcohol problem. His emphasis to Bryant students was how to avoid what he calls one-night problems — the impulsive incidents that can happen when impaired judgment blends with the excitement of a moment. Too often, according to Green, the result is a drunk driving accident, alcohol poisoning, violence, or some kind of sexual misconduct.

Team leaders, such as coaches and captains, need to set the example, according to Green. He cited a local college football program that saw a significant decline in the number of one-night problems simply by having the team captain briefly address the subject after every game.

"I call it spotting," says Green. "Athletes can associate with that term because they hear it so often in their training in the weight room. If a guy's having trouble pushing the weight up, he has someone spotting him so he doesn't get hurt. Well, I tell students that they need to spot for each other off the field, too. Get the keys, stop a fight before it starts, remind each other of what's important."

*You don't have to be
an alcoholic to have
an alcohol problem.*

Beam me up

The progress of the \$50 million campus expansion was marked on January 18 when trustees joined President Ronald K. Machtley to sign a steel beam that was then used in the construction of the multi-million George E. Bello Center for Information and Technology. Also signing were Vice Presidents V.K. Unni, Thomas Eakin, and Laurie Musgrove.



Pictured in the closeup above are trustees (l-r) Donald Lopes '58, Lloyd Granoff (former trustee), and Ernest Almonte '78, '85MST.

