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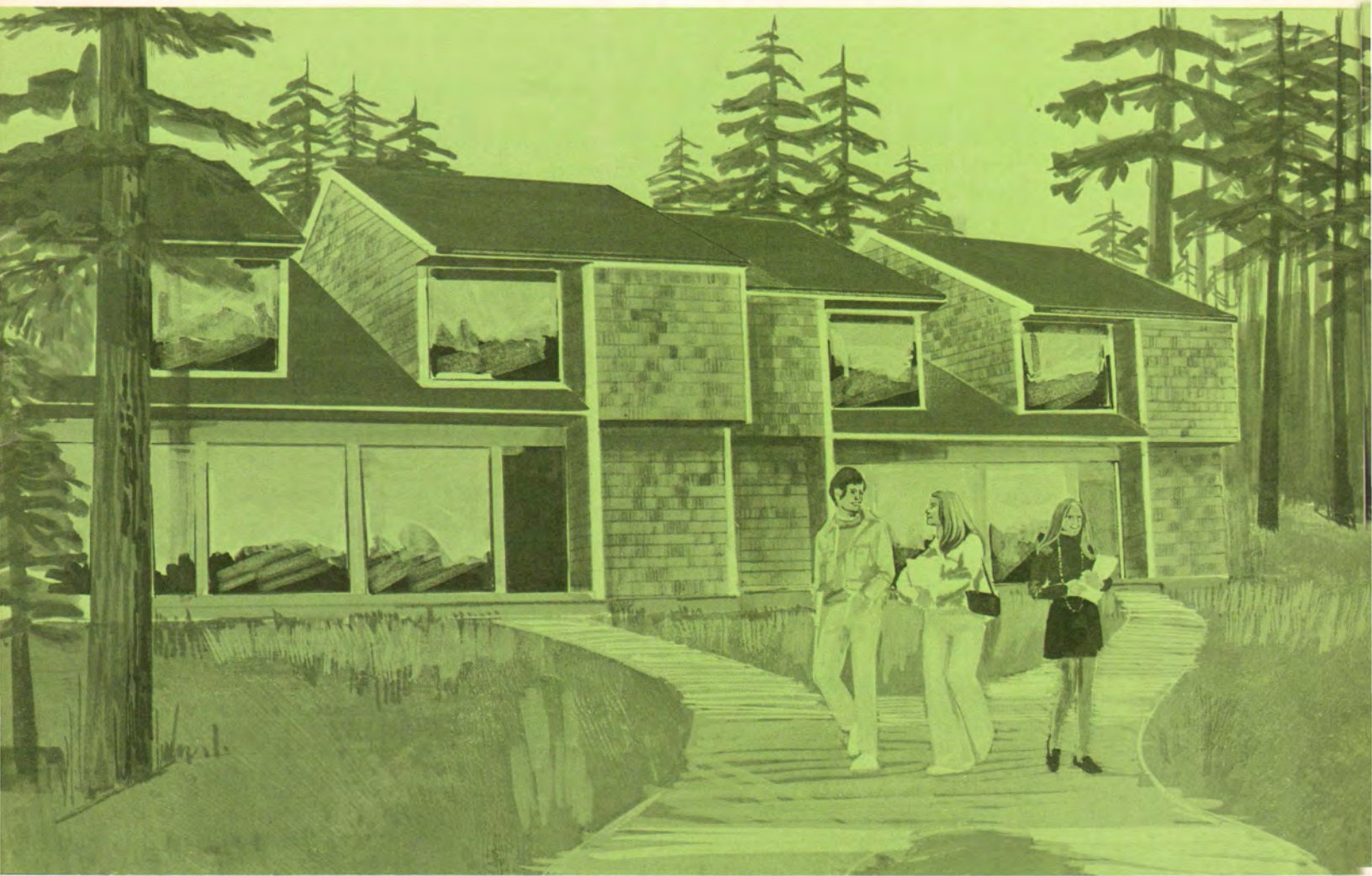
Bulletin of Bryant College, Vol. 74, No. 3, March 1974

Bryant College

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BULLETIN OF BRYANT COLLEGE

SPRING, 1974



BULLETIN OF BRYANT COLLEGE

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Bryant College Alumni Association. The objectives and purposes of the Bryant College Alumni Association are to promote the welfare of Bryant College, to inspire, develop, and maintain the interest of its members in the College. Specifically, the Association shall help to organize and encourage (a) activities which enhance the reputation of the College and interpret it to the public; (b) activities which will stimulate the interest of prospective students who would benefit from its unique educational program; and (c) activities which will encourage financial support by alumni and assist the institution in obtaining funds from other sources.

Admissions Policy. Bryant College is an accredited non-profit, four-year college of business administration and accepts, as a matter of policy, qualified students regardless of race, creed, color or national origin.

Bulletin of Bryant College, March, 1974, Vol. 74, No. 3. Bulletin of Bryant College published monthly by Bryant College of Business Administration, Smithfield, R.I. 02917. Second class postage paid at Providence, R.I.

Kenneth W. Cedergren, *Editor*

Cover: Townhouse Village, a design of our new housing complex created by Advertisers Workshop, Inc., Providence, R.I.

A NEW LIFESTYLE AT BRYANT

A new concept in student housing — Townhouse apartments in a co-educational student community — will be introduced to the campus this fall.

This all-student community will have accommodations for 200 residents living in modern structures, each housing several four bedroom, air conditioned Townhouse apartments. An eighth structure for maintenance and recreation facilities, and a spacious parking area complete the tree lined community-living complex.

Each student in the community will have his or her own bedroom and share a kitchen, 1½ baths, and a combination living room-dining room. The electrically heated, two floor apartments are fully furnished, and the kitchen is completely equipped.

Because each Townhouse has its own kitchen and dining facilities, community residents may do their own cooking, and are therefore not required to pay for regular college dining services.

Each student will sign a lease for his share of the apartment on a 10-month academic year basis.

Construction began late last year, and the units should be ready for occupancy well before the opening of classes in September.

FROM THE PRESIDENT



A college standing still in the face of today's challenges is actually going backwards. I can assure you Bryant College does not fit any such status quo category. Who would have predicted that three short years after the dedication of the Smithfield campus we would be faced with space problems. We have retained J. Robert Hillier, the architect who designed the present campus, to analyze our requirements and to recommend better space utilization. This project should be completed by early summer.

I am pleased to announce that two new Trustees, Barbara Hackman Franklin and Leonard I. Salmanson, were elected in December. Mrs. Franklin is Vice-Chairman of the United States Consumer Product Safety Commission, and Mr. Salmanson is President of Adams Drug Company, Inc.

The Bryant College Energy Conservation Committee made recommendations in its report last fall, and stressed the need for all members of the College community to be energy conscious at all times. The recommendations were accepted and heeded. Comparing December and January for the past two years, gas consumption was down an average of 33%, and electricity was down an average of 12%. I am personally gratified at the response, recognizing that December 1973 was a relatively mild month.

A visitation team from the New England Association of Schools and Colleges will review our facilities and courses this month. Our last review was in 1968. Normally, there is approximately ten years between these visitations, but our move to the new campus prompted the Association to narrow the time between reviews. We welcome this shortened interval because of the vast improvement in facilities and curriculum, and the progress we have made in all phases of the educational process. I feel strongly that the visitation team will be extremely impressed with your alma mater.

The accomplishments of our students and our alumni reflect upon the College and strengthen our reputation. We can take pride in the fact that of the 22 CPA's in Rhode Island who recently received their certificates, 13 were Bryant undergraduates and 2 had taken CPA review courses at Bryant. One of the 15 received Honorable Mention from the American Institute of Certified Public Accountants, joining a select group of 57 out of the 33,497 who took the examination nationally.

There is a trend for entering students to turn to state and local colleges because of rising tuition and the energy crisis. This trend should not, however, adversely affect our enrollment because of the excellent rapport our admissions counselors have established with the high schools and junior colleges from which the majority of our entering and transfer students come. George Craig, our Dean of Admissions, shares my optimism.

Townhouse living, a new concept in campus life, will be introduced this fall. The Townhouse Village project is well underway and the units will be available for occupancy for the fall term.

Our beautiful entrance drive to the campus will be dedicated as the Jacobs Drive on May 7, honoring the Jacobs family. Dr. Henry L. Jacobs was President of Bryant for 55 years, and was succeeded by his son, Dr. E. Gardner Jacobs, now President Emeritus and Chancellor of the College.

This year Bryant College will be the first college in Rhode Island to hold commencement activities, on May 18. There are several good reasons for this, namely, the energy crunch, and the length of time between final exams and traditional exercises, usually three weeks. Classes will officially end May 17.

Finally, I would like to congratulate our varsity athletic teams — hockey, bowling, and basketball — for their fine records and regional and national recognition.

Harry F. Evans
President, Bryant College

OPPORTUNITIES FOR PROFESSIONALS IN MANAGEMENT

*John G. Zeiger,
Assistant Professor of Management*

Are there opportunities for professionals in management?

One evening towards the end of a class discussion, a student remarked, "I have been attending class for five years, and I keep hearing about sound principles of management, but when I go back to work I don't find them in practice."

Are we making any progress? Recently, I had the occasion to address a group of businessmen with a primary interest in personnel administration. Since the group was open to new approaches in guest speaker presentations, I tried an experiment: Instead of giving a lecture, I based my presentation on a series of questions dealing with the latest findings on the principles of management.

Naturally, I was not there to pass judgment or give a grade as would be the case in the classroom, but from the majority of responses in answer to the questions posed, it was clear that in the overall picture, the group would have required a large correction factor in order to bring the grades within a passing range. Some of these questions are given at the end of this article and you may test yourself against the kind of information we are imparting to students whom you will soon meet in business.

It should be mentioned at this point that scholars have been wrong in the past and present, and can be expected to be wrong in the future. This article is also an open invitation to the readers to tell us what answers are wrong and why you may believe that they are wrong.

A favorite cop-out is to say, "We're talking theory and you're talking practice and vice versa." Truly any sound theory must also logically be sound practice; otherwise, we are back in the middle ages speculating on the number of angels on a pinhead. Practice is the proving ground of theory.

One of the major theories being

expounded in school is management by objectives. Book after book and article after article have been written on the subject and yet this simple theory seems to be more of a buzz phrase than a reality.

For instance, each semester I ask students, particularly in the evening school, "How many of you who are employed have a job description?"; approximately 25% answer that they do. Second I ask, "How many of you have a statement of job objectives as part of your job description?"; it is a rare night when the affirmative answer exceeds 5%.

The author has had a series of experiences as a consultant, a manager in both line and staff, and has seen the consequences of not having objectives and the rich opportunities for improving management effectiveness by introducing management by objectives as one part of an overall attempt to put management into the 20th Century.

When you ask businessmen about statements of objectives, there are a number of cop-outs. Among the more popular are: We wish to keep the job flexible, we like to see people exercise their initiative, everyone knows what his job is, etc. An objective evaluation of these answers would very well reveal just how difficult it is to have a man doing a job when he has no clear perception of what he is truly trying to accomplish.

Another favorite response is, "We're in business to make a profit." Owners profits, or even the necessity for profits for any business enterprise, is apt to be a very abstract objective to a worker putting resistors in a color television set.

The professional journals and popular literature are full of studies showing that boredom and lack of challenge extends even to the very top ranks of business. Some of this could very well be attributed to the fact that few people find a challenge in a job which has no meaningful objective that they can understand. Assuming you are in business or in a managerial capacity ask yourself the question, "Do I really know what the objectives of my job are?" "Have I reached an agreement on these objectives with my immediate superior?" Next, "Have I reached

an agreement with my subordinates on the objectives of their job?"

The concept of management by objectives was available to us in the 20's, at least if we had read some of John Dewey's work in the field of education. Some attribute the emergence of management by objectives to Ralph Davis in 1939. Others attribute it to Kurt Lewin at the Massachusetts Institute of Technology in the 50's. Whichever date you choose, there appears to have been a long time between academic awareness of the principle and practical usage.

How much longer should we wait before we put this concept to work for us? Or, does the business community know something we don't about which precludes the use of management by objectives.

American business has in some measure received world wide recognition of its competence in business management. A recent study provided by the Beta Gamma Sigma honorary society shows that increasingly it is the business school graduate taking over at the top level of American business enterprises. Can we rest on our laurels?

If what we teach is wrong, then we need to know so that we may improve our theories. Where our theories are sound, putting them to work presents a major opportunity for professionals in management.

Now, test yourself.

True or False

1. The more advanced a nation is, the better chance it has to stay ahead of technology.
2. People with low intelligence generally are not creative.
3. It is poor practice to have the employees train their future bosses.
4. In dealing with controversial issues, it is better to present both sides of the argument.

See the next page for the "toughies" . . .

Multiple Choice

5. The place to start planning is:
 - a) at the end
 - b) in the middle
 - c) at the beginning
 - d) before the beginning
6. Which of the following is the most apt to cause dissatisfaction among employees:
 - a) company policy
 - b) work
 - c) advancement
 - d) responsibility
7. Which of the following is the better statement:
 - a) The manager is in charge of people.
 - b) The manager is in charge of work and people.
 - c) The manager is in charge of work.
 - d) All of the above are about the same as far as a manager is concerned.

Answers on Page 7.



JOHN G. ZEIGER, of Cumberland, Rhode Island, is Assistant Professor of Management.

He received the B.S. degree in Chemistry and Education from the City College of New York in 1940 and studied for the Master's degree at Columbia University and Boston University, receiving the M.B.A. from Boston University in 1956.

He is a member of the American Academy of Management and Beta Gamma Sigma (Columbia University). He is a member of the Smaller Business Association of New England, and a management consultant.



WJMF-FM. An Annual Fund project. Part of the proceeds of the Annual Fund for 1973-1974 will be used for WJMF's broadcasting equipment. Steve Boulter is shown at the console. WJMF's call letters stand for John Mowry Farm.

WJMF-FM RECEIVES F.C.C. APPROVAL

At 8:30 A.M. on Friday, February 8, 1974, Bryant radio station, WJMF, officially began broadcasting on the intercom system of the College. The intercom system broadcasting is an interim measure pending arrival of equipment to take full advantage of the FCC approval of WJMF as an FM station.

Broadcasting followed the dissolution of a number of problems including the petitioning of WTEV to the FCC to deny the license on the basis that WJMF would interfere with their frequency. The FCC apparently found no interference and threw out the case.

ALUMNI RECEIVE CPA CERTIFICATES

At the February dinner meeting of the Rhode Island Society of Certified Public Accountants, several Bryant alumni received their certificates.

However, it isn't often that a wife, who is also a CPA, is sitting in the audience watching her husband receive his certificate. Virginia "Ginger" (Robinson) Gifford '68 received her CPA certificate in 1972. She is a principal revenue agent for the State of Rhode Island, doing corporate field auditing.

Her husband, Duncan, is a 1969 graduate and a candidate for his Master of Business Administration degree from Bryant this year. He is assistant controller at the Woonsocket Hospital, and received his CPA certificate at this February meeting of the Rhode Island Society. The Giffords reside in Greenville, R.I.

Bryant alumni who received the certified public accountant certificates:

Robert M. Armstrong '71
Ronald M. Borges '71
Stephen Campos '72
Walter E. Edge, Jr. '69
Duncan P. Gifford '68
Stanley Grebstein '49
David C. Kiley '69
Raymond P. McKone '58
Donald F. O'Leary '65
Alan H. Ryder '66
Barbara (Ducquette) Weir '59
Stephen D. Williams '69

ABC'S OF ZIP AND OCR IS PUBLISHED

Mary Jane Pelkey '62, Assistant Professor in the Department of Secretarial and Office Education, has published an informational booklet entitled "The ABC's of ZIP and OCR."

In 1967, the U.S. Post Office began the full-time operation of its Optical Character Reader (OCR) in Detroit. These electronic mail sorters have been installed in many central post offices throughout the country to speed the sorting and routing of mail.

Miss Pelkey's folder spells out the rules and regulations which will help you speed your mail along the way. The folder has a complete set of rules and guidelines, with illustrations of proper and improper formats.

Copies are available on request from the Alumni Office.

BASKETBALL INDIANS COP HOOP TITLE



Dave Sorafine

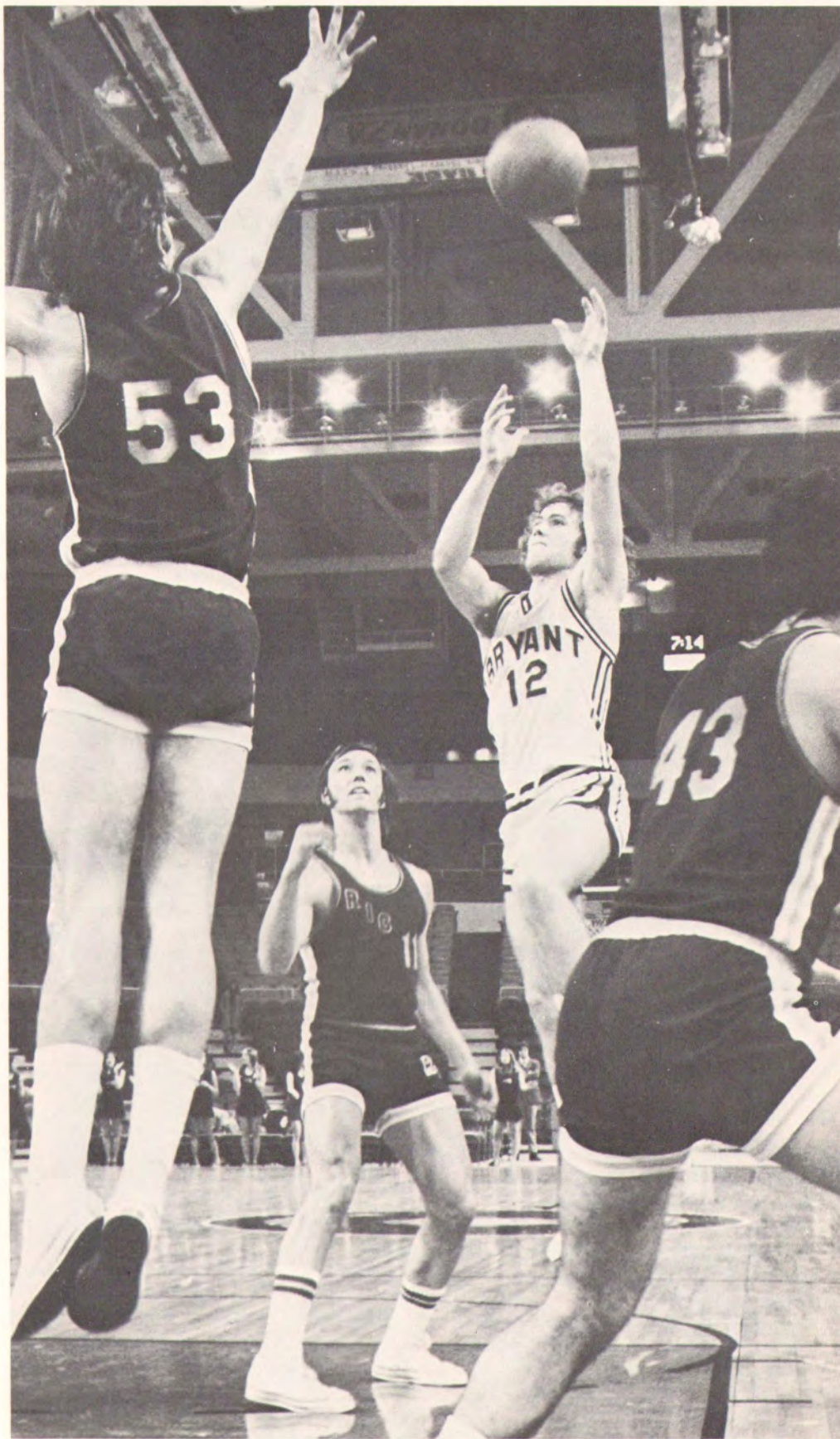
The basketball team set a season scoring record, captured its third straight Naismith Conference championship and gained a berth in the NAIA Regional tournament, all in one game, as it posted a 78-69 triumph over Babson in their Naismith showdown at Smithfield.

The victory, our eighth in 10 Naismith contests and its 18th in 25 games overall, gave us the conference title by one game over Babson and the automatic berth in the NAIA playoff tourney.

The 78 points gave the Indians a total of 2,120 this season, topping the old record of 2,073, set by the 1966-67 team that posted a 22-2 record under Coach Tom Duffy.

Sophomore star, Dave Sorafine, set an individual season-scoring mark by netting a total of 638 points, topping the old record of 629, set by Tom Smile.

Sorafine was named to five consecutive Eastern Collegiate Athletic Conference teams, chosen weekly by the ECAC selection committee. He was also a candidate for the All-East ECAC team.



Ned Bohlen

INDIAN BOWLING DUO TAKES EASTERN DOUBLES



Ken McKenzie and Joe Kubiskey

The tandem of sophomore, Joe Kubiskey and freshman, Ken McKenzie captured first place in the Eastern Intercollegiate Bowling Conference Double Championships at Bowlmore, New York City, on Feb. 17. The "super duo" combined for an eight game total of 3095 pins. The Bryant total was 60 pins better than the second place finisher Drexel. Drexel amassed a total pin fall of 3032, and the Redmen of St. John were right behind them with a 3015 total.

Kubiskey, a native of Pawtucket and McKenzie, a Warwick resident, were on top right from the start of the tournament. Joe averaged a phenomenal 199.1 per game, while freshman sensation McKenzie contributed a steady 191.2. Kubiskey's scores are even more impressive considering he was on crutches until Thursday. Joe had sustained a knee injury, and there was considerable doubt whether he would be ready in time for the tournament.

Without a doubt, the Eastern

Doubles Title is perhaps the greatest jewel that any Indian Bowling Team has ever won. The sixteen team field was composed of such notables as Villanova, Iona, West Point, the University of Massachusetts, Rutgers, and Worcester Poly. A second Bryant duo in the competition finished an outstanding seventh overall. Bob Foster and Bill McKee just missed the first day cut by falling just 30 pins behind the sixth place team.

All of the semifinalist bowlers qualified for the tournament by regional rollofs held throughout the East Coast. Kubiskey-McKenzie and Foster-McKee scored 3056 and 3024 respectively in the eight game qualifying sets. The tandems were joined by a duo from the University of Massachusetts as the New England representatives in the classic. By winning the championship, Joe Kubiskey and Ken McKenzie automatically qualify for next year's event. Also, Joe and Ken finished one-two in best individual performance.

SWIMMING

While the swimming team posted only a 1-5 record, its progress is evidenced in the fact that all but two of the previous years' records were surpassed.

Answers to Questions

Management Self Quiz

1. False. Somehow we become wedded to, and overinvested in, our technology, making it difficult to change. (Computers anyone?)
2. False. Little correlation has been found between intelligence and creativity. (We all have a chance.)
3. False. There are some dollar-and-cents findings that the boss becomes more effective when employees have part in his education. (It hurts the ego at first, but it works.)
4. True. In general for better educated audiences.
False. In general for less educated audiences.
(Trick question—only a teacher could make up this one. One reason students rebel and swallow live goldfish.)
5. a) at the end. (When you have an appointment in Chicago, don't reach for the airline schedule until you find out how long O'Hare airport taxi lines can be.)
6. b) company policy. (Remember Herzberg, "The Motivation To Work," 2nd ed. 1959. You can do all you want to improve company policy, but it is a "dissatisfier." A "satisfier" is the work itself, the achievement, the advancement, and the responsibility.)
7. c) The manager is in charge of work. (We've come a long way from the mill town?)

P.S.: Which of the above answers is wrong? We'd like to hear from you.

HOCKEY

The hockey team completed a very successful inaugural season by winning thirteen games and losing eight, and by finishing as one of the top seven teams in the ECAC, Division 3.

In one of the top games, Captain-Goalie Phillip Cerrone made 52 saves in a 5-4 overtime loss to Worcester State, Division 3's undefeated leader.

Coach Bob Reale's prospects for 1974-75 appear even brighter as all players except Capt. Cerrone will be returning.

CENTER FOR MANAGEMENT DEVELOPMENT

A NEW FOCUS

Bryant College established the Center for Management Development in the fall of 1973 to create an educational link with external business organizations. The Center identifies a new educational focus for Bryant College — the education, training, and development of the human resources in business, government, education, social and professional organizations.

More and more, external organizations are turning to academic institutions for educational solutions to their organizational problems and for the development of managerial talent. The institutions offer a common ground of mutual advantage where virtually unlimited resources of ideas and energies may be exchanged between the classroom and the executive suite. Apart from a few executive management programs of national repute, no such forum for sophisticated corporate-academic contacts exists in the entire New England area. The Center will provide such a forum, and will be concerned with every aspect of organizational management and responsibility.

The establishment of the Center for Management Development may imply that there exists an acute shortage of managerial manpower, but the implications are not entirely true. The constant search for managerial competence is an organizational fact of life. The managerial expertise must be identified, developed, and maintained. It has become increasingly recognized that the value of an employee — from top management to the first line supervisor — can be increased through the appropriate educational, development, or training process.

The very nature of our changing society is a mandate that requires organizations to remain educationally current and to encourage the development of its human resources. Due to the obsolescence of knowledge, rapidly changing technology,

vacillating national priorities, the increasing impact of social and cultural forces, it has been estimated that "knowledge doubles every ten years." With such pressures the education of the nation's work force is not only desirable, but necessary.

The Center does not intend to be, nor can it be, all things to all people. Many development and training needs are most appropriately addressed and resolved by internal staff. There are many other organizational areas which may require educational solutions and may be met on a shared basis with other similar organizations. In addition to seminars designed for representatives from many different organizations, the Center is available to fulfill individual needs for specific programs where the resources of the Center would be appropriate.

All programs designed and implemented by the Center for Management Development will include certain common denominators:

- Response to an identified need.
- Dedication to a specific educational objective.
- Tailor-made design to meet the needs.
- Faculty and curricular materials assembled to suit the design.
- Evaluation of results.
- Establishment of a feedback process to facilitate restatement of objectives, design modifications, and reassessment.

The seminars and programs developed by the Center may have a local, regional, or national orientation, and may vary in length from a one-day seminar to an intense two-week live-in program on the Bryant campus. As dictated by the program design and content, specialists will be assembled to conduct the programs.

At a time when the educational influence of Bryant College is ex-

panding, at a time when Bryant has a reputation for providing quality education with a practical orientation, at a time when Bryant is perceived as being responsive to educational demand, it is important that Bryant meet the educational demands where they exist and adapt to changing needs of the society which it serves. The Center for Management Development will focus on the optimal development of human resources in organizations and anticipates the challenge of achieving these objectives.



Philip R. Graf, Director of the Center for Management Development, received his M.B.A. in organizational behavior from Ohio University. Formerly the Assistant to the President of Bryant College, Mr. Graf has worked in program development and in the Division of Research at Ohio University. He is the author of several published research papers, and was recently a faculty member of the 1973 African Advanced Management Program, in Zambia.

CLASS NOTES

21 Gladys Greene Sullivan was selected as "1973 Woman of the Year" by the Newport, R.I., Chamber of Commerce.

31 Elizabeth A. Reynolds, a Sigma Lambda Theta alumna, is presently associated with the Spruce Point Inn at Boothbay Harbor, Maine.

38 Concetta Scotti Foster is a sales representative for DeFelice Realtors in North Providence. The Fosters reside in Greenville.

Marguerite McCrudden McKay is departmental secretary, psychological services, in the student relations office of the Providence School Department.

40 Alfred A. Angelone is vice president and treasurer of LaSalle Oil, Inc., Providence.

42 Leonard Wilbur is a registered representative for W. E. Hutton & Company, Boston. He resides in Attleboro, Mass.

48 John Kornacki is secretary-treasurer of Doco Services, Lawtons, Inc., and Hernbergs, subsidiaries of Dahl Oil Company, Inc. in Norwich, Conn.



Joseph Pelkey '49 has been named District Sales Manager for the Southeastern United States by Willson Products Division, ESB Inc., manufacturer of safety equipment. In his new position he will be responsible for sales of personal protective equipment throughout Georgia, South Carolina, Alabama, Southern Mississippi and Florida.

49 G. Wallace Ackroyd, president of the Sanford, Maine, Trust Co., was elected a director of Northeast Bankshare Association.

William L. Benson is vice president of Woodside Division of Pezrow Enterprises, food merchandisers.

50 Edward Bednarski is brokerage supervisor and field representative for The Graham H. Blake Agency in Bradford, Vermont.

Robert Flynn, managing director of the Maine Oil Dealers Association, participated in a recent panel discussion on the energy crisis. Also participating were representative from the Central Maine Power Company, and Northern Utilities, Inc. The meeting was held in Lewiston.

51 Nina Dobry Boyden is a secretary at the Jordan Day School in Princeton, N.J., a private school for children with learning difficulties. She resides with her family in Belle Mead, N.J.

54 Louise Kelso Rutherford is teaching at Penacook, N.H., Regional High School. She received a bachelors degree in Education in 1969.

55 Thomas R. McMann and William Greene '61 own the Wilbraham 10-Pin Bowling Center in Wilbraham, Mass. Tom and Bill were host to the Bryant College bowling team when they were participants in the qualifying rounds for the Eastern Intercollegiate Bowling Conference. (One of our two teams went on to win the E.I.B.C. tourney in New York City on February 17.)

56 William F. Schaeneman is president of Executemp, headquartered in Bloomfield, Conn. Executemp is a service to management providing executive level personnel on a temporary, project or emergency basis.

Stanley A. Scraba has become an associate of the Barber Insurance and Real Estate Agency, Putnam, Conn.

57 John Jarvis Fitta of Barrington, R.I. has been named to the Rhode Island Auditor General's staff, a newly created auditing, examining, and evaluating arm of the Rhode Island General Assembly. He was former senior in charge for Laventhol, Krekstein, Horwath, and Horwath in Providence. Alan H. Ryder, Class of 1966, has also been appointed to the Auditor General's staff with John. He resides in Cranston, and was an auditor

with the Defense Contract Audit Agency of the U.S. Department of Defense at Groton, Conn.

Patricia Killian Mahon is a secretary to the vice president of trust administration at Hartford National Bank in Hartford, Conn.

David C. Snyder is manager of credit and collections, General Electric Company Distributive Services, Garden Grove, Calif.

Daniel A. Spaight, Jr. is coordinator of the vocational facility at Central High School, Providence.

Paul E. Staub is director of office management with The Hartford Insurance Group, and recently completed a seminar at their advancement center in Hartford.



Howard S. Bishop '57 has been named General Manager of Dealer and Consumer Sales for Sperry Remington, a worldwide supplier of office systems, machines and related equipment. Prior to this, he was with Magic Marker Corporation and General Sales Manager for Victor Systems & Equipment. Howard is also a member of the American Marketing Association and American Institute of Certified Public Accountants. Howard and his wife, Marilyn, live in Doylestown, Pa. with their four children, Sherie, 15, Wendy, 12, Kristen, 8, and David, 4.

59 Edward R. Sloan is general agent for Occidental Life of California, and maintains an office in Wethersfield, Conn.

61 Carol Slezak Spira is an executive secretary with General Electric Company, Schenectady, N.Y.



William A. Prokop '61 has been elected to the position of Vice President and General Manager of the Berol Products Division, manufacturer of a wide variety of writing instruments. He and his wife, Patricia, and their three sons reside in Newtown, Connecticut.

62 George and Ruth Quinn Rivard reside in Glocester, R.I. They have a daughter, Christine, who will be two years old in July.

63 Daniel O'Connell has been admitted to the Massachusetts Bar Association. He is the owner of the Captain Joseph J. O'Connell Boat Showroom in Fall River.

64 Gloria Nastari is manager of Continental Travel Agency, North Providence.

Jack and Judy Shaicovitch have two daughters, Sandi and Sari. Jack is merchandise manager for a division of Bruck Mills, Montreal, Que., Canada.

65 Howard and Suzanne Fish Gottlieb have a daughter, Melissa Bari, born December 15. They reside in Livingston, N.J. Asterio "Terry" Souza is marketing manager for Rock of Ages, Barre, Vermont.

66 Bruce F. Powell is controller for AGI Rubber Company, Bridgeport, Conn.

67 Susan Strickland Bouvier and her husband, David, have a new daughter, Bonnie Sue, born October 19. They are residing in Warwick.

James and Shirley Lindquist Gaboury have twins, Colleen and Kelly, born November 5. They reside in Naugatuck, Conn.

Richard L. Gilbert is with IBM as a Senior Cost Accountant at their Boulder Plant. He has established a Public Accountant and Tax Service office also. He and his wife, Denise, have four children, Rita, 10, Mitchell, 4½, Sabrina, 2, and a new baby, Erick, born on January 29. They reside in Boulder, Colorado.

Allan H. Tufankjian has been re-elected as director of the Young Lawyers Section of the Massachusetts Bar Association.

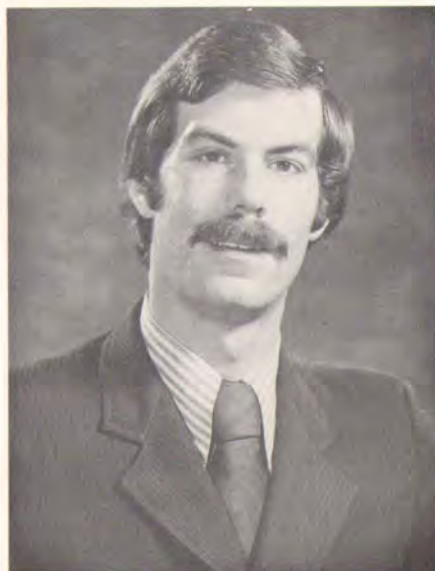
68 James and Carol Booma Bruen have a son, Gregory David, born December 21.

Joann Luszca LaFlamme is an executive secretary at Champlain Valley Physicians Hospital Medical Center, and resides in Plattsburgh, N.Y.

Joseph and Wendi Frischer have a son, Mathew Rod, who will be one year old in July.

Robert Stutz is vice president of Beacon Hill Lodges of Canada, Ltd., and is headquartered in Winnipeg, Manitoba, Canada.

James E. Vaida is employed by Vaida Adjustment Service, Worcester, Mass., as an insurance adjuster.



Jerry P. Sager '68, of Short Hills, New Jersey, has been nominated to the Board of Directors of the Acacia Mutual Life Insurance Company of Washington, D.C. He is also President of Leasecor, Inc. of Maplewood, N.J. Leasecor is a nationwide holding company involved in long term leasing with holdings in the real estate and television production industries. He also serves as Secretary-Treasurer and a director of Automated Materials Company of Somerville, New Jersey.

70 Alan M. Austin is deputy director of personnel for the Boston Traffic Commission. He was a special assistant to Mayor Kevin White.

Robert J. Bucci marked one year with the Automobile Club of Rhode Island as accounting manager, having joined them in February, 1973.

Joseph E. Campbell is manager of the accounting department at Permanent Savings and Loan Association in Meriden, Conn.

71 Timothy J. Grimes is assistant manager of underwriting for Paul Revere Life Insurance Company. He is residing in North Attleboro, Mass.

Raymond V. Morel is an auditor with Citizens Bank in Providence. He is also in the graduate program at Providence College.

Jon R. Wood has relocated to Wallingford, Conn. He is a sales representative with Chatfield Paper Company in North Haven, Conn., covering the Greater Providence area. Chatfield Paper handles packaging materials and paper products.



George J. Kaltner '58 has been appointed to Vice President and General Manager of the International Division of Liggett & Myers Tobacco Co. In his new position he will be responsible for all cigarette operations outside of the United States. He and his wife, Valerie, have two children, George Mark and Craig, and reside in Briarcliff Manor, New York.

72 Thomas J. Asselin is an accountant for Kleiman and Kanabis, CPAs, in New London, Conn. His wife, Faith (Davidson) is teaching at Waterford High School.

Robert C. Collins is a Storekeeper Third Class with the U.S. Coast Guard in Petaluma, California.

Michael J. Kaelberer is acting manager for the Holiday Inn, Route 6-A, Provincetown, Mass.

Edward Polli is a travel consultant for Garber Travel Agency, Hanover, New Hampshire.

Debra Frier Rodriguez is teaching at Southbridge High School in Southbridge, Mass.

George H. Schobel is Director of government programs for Blue Cross and Blue Shield of Rhode Island.

Carol Winiarski is executive secretary to the vice president and controller of Textron, Inc., Providence.

73 John D. Estes is budget supervisor for Eaton Laboratories, Division of Morton-Norwich Products, Inc., Norwich, N.Y.

Paul Farrell is a rental manager trainee with Ryder Truck Rental, Inc.

Linda Salois Keefe is teaching at Gansett High School, Gardner, Mass.

Deborah Sue Phillips is teaching at Westhampton Beach High School, N.Y.

Lawrence Trudeau is a programmer-analyst for Texas Instruments of Attleboro, Mass.



David Palmer '59 has been promoted to *National Wine and Liquor Sales Manager for the Grand Union Company*. He served for six years as *National Wine Division Manager for "21" Brands, Inc., of New York*. In his new position he is responsible for the development and implementation of wine and liquor sales programs for the company. He and his wife, Brigitte, and their two children live in Mattituck, Long Island, N.Y.

MASTERS DEGREES

70 Harry Friedmann is manager, operations research for Uniroyal, Inc. in Providence.

71 Kent E. Tunnicliffe is personnel manager for School House Candy, Inc., Pawtucket, R.I.

72 Frank G. Bingham is purchasing manager for Uniroyal, Inc. in Providence.

Joseph F. Clark is director of fiscal services for Sturdy Memorial Hospital in Attleboro, Mass.

James A. Dorsey is marketing manager for IBM in Providence.

Robert P. Doyal is a senior data systems analyst for Electric Boat Division of General Dynamics, Groton, Conn.

Gary V. Finck is treasurer of First Bank and Trust Company, Providence.

Major Thomas J. Foley is operations and plans officer with the U.S. Army, assigned to the Eighth U.S. Army.

Robert S. Gershkoff is executive vice president of Davenport Associates Inc. in Providence.

Thomas J. Lennon owns Speedway Distributors, Seekonk, Mass.

Edward A. McLaughlin, Jr. is an audit group manager for the U.S. Internal Revenue Service in Providence.

Ashok C. Menta is Director of Simplex Rayon & Silk Processors, Ahmedabad, India.

Josephine A. Murgo is a revenue agent for the U.S. Internal Revenue Service in Providence.

Roger L. Plante is an assistant vice president with the Woonsocket Institution for Savings.

Frank A. Pontarelli is a part-time faculty member in the management department of Quinebaug Valley Community College, Danielson, Conn.

Ronald R. Whittemore is a manufacturing engineer with Texas Instruments, Inc., Attleboro, Mass.

73 Paul E. Ames is a hospital sales representative for Pfizer Laboratories.

David D. Balkcom is an administrative assistant in the Department of Radiology at Rhode Island Hospital.

David A. Barry is a business systems analyst for Hasbro Industries, Inc., Pawt.

Neil P. Berman is vice president and general manager for Stylecraft Company, Inc., Providence.

Leonard R. Bradley is a manufacturing engineer with Texas Instruments, Inc., Attleboro, Mass.

Leonard Brisco, Jr. is an area sales representative for Xerox in Providence.

Thomas A. Brassil is a systems engi-

neer for IBM Corp. in Providence.

William A. Celentano is a pharmaceutical salesman for Westwood Pharmaceuticals, Buffalo, N.Y., and resides in East Greenwich, R.I.

Andrew R. Cerullo is an audit supervisor with Industrial National Bank of Rhode Island.

Konrad A. Deucher is group manager for GUO Consultants, Zurich, Switzerland.

Brian D. Drought is consumer credit officer for Old Stone Bank, Providence.

Thomas P. Getty is a chemist with GAF Corp. and resides in Delmar, N.Y.

Stephen M. Gilchrist is assistant vice president for First Bank and Trust Company, Providence.

James V. Isherwood is assistant manager for Special Fabrics, Inc., Lincoln, R.I.

Gordon G. Jacobs is purchasing director for Boston Insulated Wire and Cable Company, Boston, Mass. He resides in Rumford, R.I.

David F. Kelley is adjuster in charge of Crawford and Company, Hyannis, Mass.

Jeffrey N. Levein is an account executive with Young & Rubicam, Inc. in New York City.

Anthony S. Magina, Jr. is senior product engineer with The Foxboro Company, Foxboro, Mass.

Ronald L. Martel is associate manager in charge of special projects for People's Bank, Providence.

Thomas H. McGarty is associated with Fall River Electric Light Company.

Eric H. Niedmann is supervisor, test documentation, for Electric Boat Company, Groton, Conn.

Roger J. Normand is an auditor with the U.S. Department of Health, Education and Welfare, Boston, Mass.

Stephen D. Paden is controller at Fuller Memorial Hospital, South Attleboro, Mass.

William A. Pirraglia is owner of Dadson Associates, Warwick, R.I.

Joseph A. Raso is manager, utilization review, for Blue Cross-Blue Shield of Providence, Rhode Island.

David A. Riccio is a branch manager for Woonsocket Institution for Savings.

Douglas A. Sebastianelli is senior account analyst for Travelers Insurance Company, Brockton, Mass.

Lyle J. Schmidt is a sales representative for The Foxboro Company.

William Scott is assistant treasurer at Brier Manufacturing Company in Providence. Bill and his wife, **Louise (Ruvolo) '65**, have a daughter, Allison Paige, born September 20.

Wayne M. Stetson is Director of Public Works, Pawtucket, R.I.

John J. Szostek is acting foreman of mechanical maintenance for New England Power Company, Somerset, Mass.

Robert G. Tetreault is division personnel representative for Texas Instruments, Inc., Attleboro, Mass.

Robert C. Whitaker is a personnel officer for the Board of Regents, R.I. Department of Education, Providence.

George M. Yapchaian is associated with the Commercial bank group of Old Stone Bank, Providence.

Wayne P. Yetter is a professional sales representative for Pfizer, Inc., Pfizer Laboratories Division, New York City. He resides in Riverside, R.I., and is attending Suffolk University Law School.

Henry P. Zinno is a manager—payables, receivables, insurance—for ITT Royal Electric Division in Pawtucket.



Robert L. Williams '69 has been appointed sales training supervisor in the personnel relations department at Owens-Corning Fiberglas Corporation, at their corporate headquarters in Toledo, Ohio. Previously, he held sales positions with the company in other areas.

PROMOTIONS AND APPOINTMENTS

Robert D. Bancroft '65 to manager, Star Markets, North Kingstown, R.I.

Richard S. Barker '65 to assistant secretary and assigned to the marketing and commercial development department of Old Colony Co-operative Bank and Newport National Bank.

R. Peterson Belanger '53 to manager, corporate data processing center, Aetna Life and Casualty, Hartford, Conn.

Arthur J. Berriman '52 to district sales manager, BritRail Travel International, Inc., Boston, Mass.

Philip C. Botana '68 has been elected vice president and general manager of International Aviation Services of New York.

John D. Callahan '56 to regional manager, Allstate Insurance Companies, West Hartford, Conn.

Nicholas R. Capezza '58 to manager, Star Markets, University Heights, Prov.

Lawrence C. Cargill '61 to executive director of the Indian Valley YMCA in northeastern Connecticut.

Joseph E. Collamati '64/'73 to sergeant, Wrentham Police Department, Wrentham, Mass.

William E. Cowan '54 to corporate vice president, Management Information Services of Acme Market, Inc., Philadelphia, a subsidiary of American Stores Company, Wilmington, Delaware.

Paul Filipowich '39 to Town Treasurer for Seymour, Conn.

Fidel Fosque '58 to packaging line specialist foreman for Chesebrough Ponds, Clinton, Conn.

Eugene F. Gervasini '41 re-appointed Town Manager, Westerly, R.I.

W. Edward Gibbons '47 to controller, New England Machine and Electric Company, and its sister company, New England Electric Supply Company, Pawtucket, R.I.

Joseph J. Gimlewicz '52 to assistant vice president, Union Federal Savings Bank, Pittsfield, Mass.

Robert Gould '56 to business manager for the Medford Visiting Nurses Association, the Malden Community Nursing Association, and the Combined Visiting Nurse Association of Reading, Mass.

Robert A. Halben '58 to the newly created post of controller, Almac's, Inc., East Providence, R.I.

Clarence Edward Hanna, Jr., '48 to an acting assistant vice president for financial affairs at the University of Conn.

Lawrence P. Heney '54 to the executive board of the Montpelier division of Chittenden Trust Company, Montpelier, Vermont.

Richard B. Hopkins '57 to assistant vice president in the finance department of Connecticut Mutual Life Insurance Company, Hartford.

John W. Jennings '69 to assistant controller for Consumer Value Stores, Woonsocket, R.I., a division of Melville Shoe Company.

Donald E. Johnson '69 to manager, expense accounting, in the financial planning and control area at State Mutual Life Assurance Company of America, Worcester, Mass.

Peter M. LaChance '72 to assistant cashier in the Consumer Credit Division and officer in charge of United National Bank of Taunton, Mass., new cash reserve program.

Adelard G. Ladouceur '48 to corporate vice president and controller of Nortek, Inc., Cranston, R.I.

Charles R. LaFontaine '56 to secretary of the Woonsocket Institution for Savings and its wholly owned commercial affiliate, Woonsocket Institution Trust Co.

Alan E. Lang '52 to executive vice president and chief operating officer for Chatfield Paper Company, North Haven, Conn.

John R. MacFarlane '55 to president of Insurance Service of Sarasota, Inc., a life and casualty agency based in Sarasota, Florida.

A. J. McNamara '61 to director of marketing and sales coordinator in the Safety Products Division of The Norton Company. He will be responsible for seven new plants in the U.S. and Canada.

Richard S. Miller '60 to assistant vice president of People's Savings Bank in Providence.

William A. Mulvihill '48 to major subcontract administrator in subcontract management on the Space Shuttle Program, Rockwell International Corporation, Downey, California.

William Pagel '51 to controller for J.S. Woodhouse Company, Inc.

John H. Ricci '72 to assistant sales manager for National Office Supply Company, Providence.

Howard R. Ringgold, Jr. '72 to order and traffic co-ordinator for Proctor and Gamble, Boston, Mass.

Joseph V. Santerson '56 to vice president of The Connecticut Bank and Trust Company in Hartford, Conn.

Allan J. Scaccia '69 to mortgage loan analyst in the Real Estate Investment Group at Old Stone Bank, Providence.

Walter F. Spiewakowski '56 to manager of branch accounting and controls for the Optical Products Division of American Optical Corp., Southbridge, Mass.

Robert E. Terra '59 to assistant treasurer, Almac's Inc., East Providence, Rhode Island.

Conrad Thibault '50 to assistant vice president of Nashua Trust Company, Nashua, N.H.

William Winans '70 to associate accountant with the home office of Travelers Insurance Company, Hartford.

MARRIAGES

Brian Ahern '73 and Eileen Mello on September 8 in Pawtucket, R.I.

James F. Alfano and Roberta A. Lambert '73 on August 19 in Warren, R.I.

Joel Altman and Rosalyn Fichtenholz '73 on June 24 in Huntington Station, N.Y.

Jeffrey A. Asher '73 and Patricia M. Welch on July 28 in Pawtucket, R.I.

Thomas J. Asselin '72 and Faith A. Davidson '71 on July 14 in New London, Conn.

Harvey L. Baker '73 and Beverly Kline on June 24 in Sharon, Mass.

Robert J. Bakerman '73 and Cheryl Ann Amaral '72 on October 28 in Edison, New Jersey.

Raymond Rocchetti and **Sharon Balosie '70** on September 8 in Waterford, Conn.

Richard E. Bayer '69 and Linda S. Finley on December 29 in Centralia, Ill.

Richard P. Begin '73 and Judith A. LaTour on August 18 in No. Scituate, R.I.

Ronald R. Briand '70 and Nancy L. Jencks on October 20 in No. Attleboro, Massachusetts.

Vincent H. Bucu '69 and Karen M. Page on October 13 in Seekonk, Mass.

Paul John Choutka '73 and **Susan Jean Morris '73** on November 17 in Taunton, Mass.

Carmine F. Cimino '68 and Carolyn A. Farr on August 18 in Portland, Maine.

Barry F. Mower and **Jane Coulombe '67** on August 18 in Swansea, Mass.

Andre Desmarais '73 and Annette Lussier on September 1 in Cumberland, Rhode Island.

Charles E. Dickerman '72 and Pamela H. Ward on November 24 in Orleans, Mass.

Ronald C. Clardy and **Charlotte Ann Dow '70** on August 4 in Weston, Mass.

Richard L. Durand '73 and Denise M. Violette on August 18 in Woonsocket, Rhode Island.

Kevin F. Finn '73 and Sharon A. Ryan on July 28 in Blackstone, Mass.

David R. Fish '68 and Kathleen Grega on September 1 in Fairfield, Conn.

W. Porter Ellington and **Marie A. Hardink '62** on August 12 in Woonsocket, Rhode Island.

Michael H. Lareau '72 and Mary Jane Keaney on February 22 in Cranston, R.I.

Paul T. Johnson '71 and Vicki Jean Grandolfi on October 27 in Cheshire, Conn.

Gordon Rutherford and **Louise Kelso '54** on December 22 in Concord, New Hampshire.

Thomas F. Mazerall and **Nancy F. King '70** on August 25 in Little Compton, Rhode Island.

Daniel Kulaga '72 and Donna Wilkie on September 1 in Attleboro, Mass.

Richard W. Lauer '72 and **Jeanne M. Ritchie '71** on August 4 in Riverside, Conn.

Donald E. Lowell '70 and Valerie J. Williamson on November, 1973 in Attleboro, Mass.

A. William Lundeen '72 and Betsy Ann Husted on August 25 in Lakeville, Conn.

Louis J. LaFlamme and **Joann Luszcz '68** on September 1 in Central Falls, R.I.

Leonard A. Hareter and **Anita T. Lussier '61** on June 30 in Cumberland, R.I.

John R. Radosevich and **Celeste Ann Mathieu '72** on November 3 in Braintree, Mass.

Donald G. Elbert, Jr. and Myrene McArdle '61 on September 1 in Newport, Rhode Island.

Edward L. McCallum '73 and Bonnie Lyn Mutrie on October 28 in North Haven, Connecticut.

Raymond V. Morel '71 and Diane Capone in November in Bedford, Mass.

Charles H. Coppotelli and Alice L. Pinnavaia '73 on July 28 in Greenlawn, New York., in a ceremony in which The Reverend Donat Barrette, College Chaplain, officiated.

Dennis Quinn '72 and Patricia Carreiro on August 25 in Attleboro, Mass.

Ralph A. Ruggeri and Jacalyn Rebello '72 on July 21 in Seekonk, Mass.

Carlton D. Johnson and Jacqueline Ross '60 on September 3 in Fall River, Massachusetts.

Robert J. St. Pierre '70 and Margaret M. Viveiros on September 29 in Attleboro, Massachusetts.

Allen D. Smith '73 and Barbara Sekulski on September 1 in Torrington, Conn.

Edward James Smith '71 and Sheila Loxsom on November 30 in Pawtucket, R.I.

Ronald W. Spira and Carol Ann Slezak '61 on May 19 in Amsterdam, N.Y.

Dennis E. Strand '70 and Susan M. Reynolds on November 23 in Torrington, Conn.

Ronald B. Klapthor and Susan L. Thomas '67 on August 12 in Newport, Rhode Island.

Donald W. Yelle '73 and **Pamela J. Young '72** on July 28 in Waterbury, Conn.

DEATHS

Harold A. Goff '04, on February 19. He resided in Rehoboth, Mass., and for many years had been active in alumni activities, working especially with graduates from the early years of Bryant & Stratton. Last October, Harold was a member of an "old guard" committee that planned a reunion luncheon for classes from 1896 to 1923.

A native and lifelong resident of Rehoboth, he had kept busy with a small insurance business, served on the Rehoboth Board of Public Welfare, and had been a selectman, and Registrar of Deeds, Taunton. He was active in the Grange, Masons, Elks, and American Association of Retired Persons, and had been chairman of the trustees at Bristol County Agricultural High School. Harold is survived by his wife, Annie.

Marion E. Smith Peckham '06, on October 9, 1973. She had resided in Prov.

Paul Hughes '10, July 20, 1972. He had operated bowling alleys for many years until his retirement in 1963. Mrs. Hughes has relocated in Peacedale, R.I., near her daughter, Paula. Also surviving Mr. Hughes are seven grandchildren.

Ethel G. Collingwood '13, on January 14 at the age of 80. She was retired from the Marathon Company of Attleboro, Mass. She was always proud of her own association with Bryant, but counted a sister, Mary, a nephew, Fred, and two nieces, Velma and Maude, as family-related alumni.

Amelia Batastini Equi '16, on January 14 after a short illness. She was a South Hadley, Mass. resident for the past 27 years, and had been associated in business with her husband for many years. She is survived by a brother, and several nieces and nephews.

Agnes M. Wightman '19, on January 12 in Fall River, Mass. She had been the bookkeeper at the former Richards Company in Attleboro. Surviving are two nieces and a nephew.

Carl P. Carllen '21, on June 6. He was the owner of the Randall-Carllen Real Estate-Insurance Agency. He is survived by his wife, Harriet, of East Providence, R.I.

Alice Priest Crowther '25, on Sept. 16, 1972 at the Hattie Ide Chaffee Home in East Providence. For many years she had been a secretary for Kennecott Wire and Cable Company, and resided in Seekonk, Mass. She is survived by her husband, Kenneth, and a daughter.

Alfred C. Angelone '26, on Jan. 9. He was the relocation director for the City of Cranston. He had been comptroller of the Seaboard Foundry in Johnston from 1946 to 1961. Surviving are his wife, Adeline, two sons and a daughter.

J. Everett McCabe '28, Dec. 2 following an illness of three months. He was the owner of his own accounting practice for the past 25 years. Also, he was a former auditor and highway superintendent for the City of Pawtucket. He is survived by his wife, Anna, two brothers and two sisters.

Esther Deutsch Goldberg '29, of Norwich, Conn., on Nov. 8, at the age of 64. She is survived by her husband, Louis, two sons and a daughter.

Kenneth E. Caie '35, on Sept. 2 after a long illness. He had been residing in Old Greenwich, Conn. He was associated with the Waltham Watch Company, Waltham, Mass. for many years as credit manager, and as credit manager and secretary for J.R. Wood, Inc., a subsidiary of Lenox, Inc. Surviving are his wife, Helen, and two sons.