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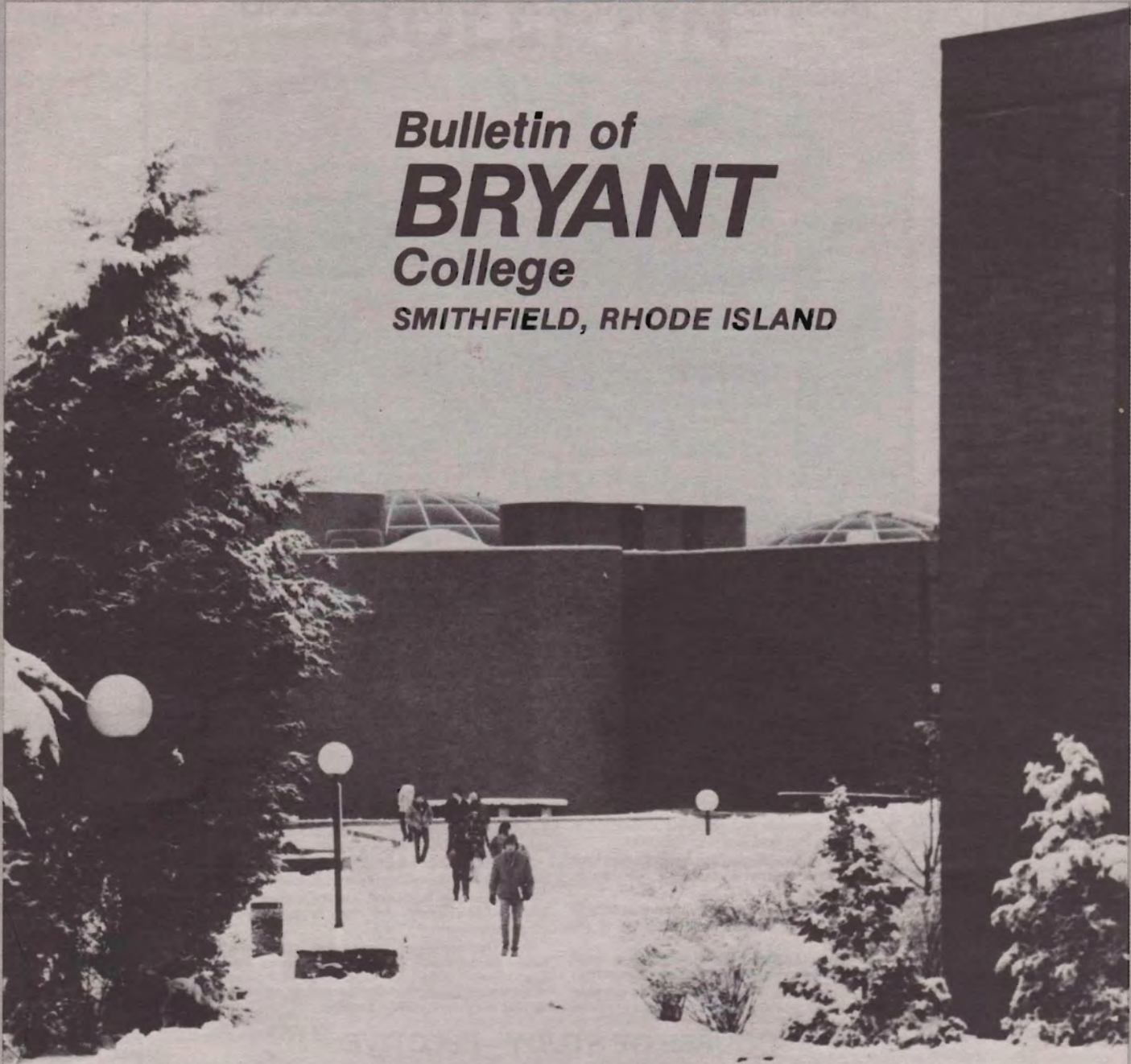
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Bulletin of
BRYANT
College
SMITHFIELD, RHODE ISLAND

ALUMNI ISSUE
Winter '77

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BUSINESS INTERESTS RHODE ISLAND



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BULLETIN OF BRYANT COLLEGE

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Patricia Fogarty, Associate Editor
Director, Public Information

Kerry Chaffer, Editorial Assistant
Assistant to the Directors

June Wood, Class News
Secretary to the Alumni Relations Director

Alumni Association Liason:

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Title IX Policy

It is the policy of Bryant College of Business Administration not to discriminate on the basis of sex in its educational programs, activities, or employment policies as required by Title IX of the 1972 Education Amendments.

Notice of Nondiscriminatory Policy As To Students

Bryant College of Business Administration admits students of any race, sex, religion, color, national and ethnic origin to all the rights, privileges, programs, and activities generally accorded or made available to students at the school. It does not discriminate on the basis of race, sex, religion, color, national and ethnic origin in administration of its educational policies, admissions policies, scholarships and loan programs, and athletic and other school-administered programs.

Campus News Roundup by Pat Fogarty



Elected Vice Chairman of Trustees

Walter Tillinghast, '43, has been elected Vice Chairman of the Bryant College Board of Trustees. Filling the vacancy left by the death of Frederick Tanner, Walter was named to the position at the October 21 Annual Meeting of the Board. Long active in Alumni affairs, he is currently Chairman of the Trustees Committee for the 1976-77 Annual Fund. Walter is president of Spaulding Company, Inc., Randolph, Massachusetts.

Dr. Gulski Honored

Dr. Nelson Gulski, '26, has been designated a lifetime honorary member of the Executive Board of the Bryant College Alumni Association in an announcement made by Executive Board President, Charles E. Bradley, '69.

In addition, the Board has set aside the \$2,700 contributed by the Alumni Association Executive Board to be applied to the "Nelson J. Gulski Scholarship."



Bryant Alumni In Marathon

Four Bryant Alumni performed well in the 26 mile, 385 yard "Ocean State Marathon" held in Newport, RI on October 24, 1976. They are: Richard Collard, '75, who came in 24th with a time of 2:38:32; Steve Olson, '75, who ran 70th at 2:48:25; Robert Armstrong, '71, a former captain of the Bryant Cross Country team, who ran 170th at 3:02:35, and Tom Eagan, '73, who finished 372 in 3:37:10. Approximately 600 runners were entered in the Bicentennial race.

Named Woman of the Year

Dr. Clarissa Patterson, Dean of Academic Instruction, was named 1976 Woman of the Year by the North Providence Business and Professional Women's Club. The award is presented to a woman of outstanding professional ability who has a strong recognition of the interdependence of people, and who has displayed consideration and thoughtfulness towards her companions at work and in the community.

Evening Division Director Appointed Regional Trustee

Timothy Cartwright has been appointed a Trustee for the New England Region of the United States Association of Evening Students. The organization provides an exchange of ideas between various evening school student governments. It also provides an administration of evening programs in colleges throughout the country.

Bryant Catalogue Receives Award

The National Composition Association, a section of Printing Industries of America, Inc., has awarded Honorable Mention for typographic excellence to Woodland Graphics for the Bulletin of Bryant College "in recognition of an outstanding example of excellence in typographic design, layout, readability, and clarity." Lawrence A. Clancy, Director of Publications and Advertising, can take credit for this imaginative piece.



Faculty Member Presents Papers

Dr. Lakshman S. Thakur, Associate Professor of management, presented three research papers at the joint national meeting of the Operations Research Society of America and the Institute of Management Sciences held in Miami, Florida, November 3, 4, and 5, 1976.

These were entitled "A Sequential Scheduling Problem With Emergency and Non-Emergency Demands;" "An Apriori Determination of the Bounds on Certainty Equivalents of Some Stochastic Programs;" and "Development of Objective Goals and Affirmative Action Plans," presented jointly with his brother, Dr. S. S. Thakur, IBM Corporation, Armonk, New York.

Deputy Commissioner, Internal Revenue Service Speaks At Bryant

William E. Williams, second in command of the Internal Revenue Service, Washington, D.C., was the featured speaker at the Ninth Annual Income Tax Seminar for Practitioners held at Bryant College on December 9, 1976.

Washington Regional Alumni Hear President O'Hara December 7

The President and Mrs. O'Hara were guests of honor at a wine and cheese reception held at the Sterling Institute in the nation's capitol. Invitations were sent to nearly 300 alumni and their guests in the greater Washington area. This marks the first regional meeting to be held in this city.



Bryant College Site Of Senatorial Debate

The Rhode Island Press Club once again sponsored the Rhode Island senatorial debate, this year between Republican candidate John H. Chafee and Democratic candidate Richard Lorber. The program was videotaped in the auditorium, and later replayed over WJAR-TV Channel 10. President William O'Hara hosted a reception for the Press Club and their guests after the debate.

Dr. Fischman Tours 11 Cities

Dr. Burton Fischman, Associate Professor of English, and an expert in the field of business communications, has just returned from a tour of major cities in the country promoting his newest book, "Developing Leadership."

On a sabbatical this year, Dr. Fischman has an impressive schedule of speaking engagements throughout the country presenting seminars on motivation and better communications at various levels.

He has spoken to such diversified groups as computer experts, teachers, business personnel managers, academic administrators, and students. Dr. Fischman has been a member of the Bryant faculty since 1966.

The Tax Reform Act of 1976

A Very Quick Glimpse by Roger A. Francoeur '59

On October 4, 1976, President Ford signed into law the Tax Reform Act of 1976. This Act is the most comprehensive piece of tax legislation in over twenty years, and effects nearly all levels of taxpayers. A complete overhaul of the estate and gift tax area as well as major changes in the individual and corporate areas was made under this Act. In order to inform our alumni, a brief synopsis of a few pertinent changes as they effect the individual taxpayer follows.

Sick Pay Exclusion — The act repeals the sick pay exclusion as it stood under prior law. For taxable years beginning on January 1, 1976, a taxpayer, in order to be entitled to any exclusion, must be retired from work on account of permanent and total disability. The maximum exclusion of \$5,200 is reduced on a dollar by dollar basis if the taxpayer's adjusted gross income (including the disability payments) exceeds \$15,000. Thus there will be no exclusion once the taxpayer's adjusted gross income exceeds \$20,200.

Credit For Child Care Expenses — One of the changes in this section allows payments to relatives who are

not dependents of the taxpayer to be claimed as child care expenses. To qualify, the payments must be made for child care and the earnings from such child care must be subject to social security tax. This expense, which was previously an itemized deduction, is now a nonrefundable tax credit.

Vacation Homes — Complex changes have been made in this area and restricts tax deductions for individuals who both rent and also personally use a vacation home. The tax treatment will depend entirely on how many days the property was rented and how many days it was devoted for personal use.

Retirement - Income Credit — (Now called "Credit For the Elderly"). The Act eliminates many of the prior complicated computations and increases the amount of income eligible for credit. Special rules apply to persons under age 65 who have retired and are receiving income under a public retirement system.

Business Use of Homes — The Act makes it more difficult to claim the "office-in-the-home" deduction. The new law will allow a deduction for a portion of the home only if the office is

used *exclusively* on a regular basis as the individual's principal place of business or as a place of business which is used in dealing with clients in the normal course of the taxpayer's trade or business.

Tax Tables For Individuals — The Act replaces the twelve optional tax tables with four tax tables based on taxable income rather than on adjusted gross income. These new tables can be used for taxable income up to \$20,000 and are applicable to taxpayers who itemize their deductions as well as those who elect the standard deduction.

These changes are but a few of the many made under the Tax Reform act of 1976. Because of space constraints, it would be impossible to analyze every change. Due to the nature and scope of this Act, taxpayers should carefully scrutinize all provisions of this new law as it relates to them and, if in doubt, they should seek competent tax advice.

Report on the New MPS at Bryant by Dean Lebovitz

The arrival of new faculty at the College, particularly Dr. George de Tarnowsky (whose Ph.D. is in Public Administration) enabled Bryant and the Graduate School to start the Master of Public Service Degree this past summer.

The growing need for degree programs in this area was evident nationally for some time. Key factors were the extensive growth in government programs and activities — federal, state, and local — and the expansion of semiprofit and nonprofit agencies. With this growth surfaced the urgent requirement for improved management of increasingly complex and larger institutions and programs. Not only was this a national

phenomenon, it was also a need in Rhode Island and adjacent areas serviced by the Graduate School.

It was decided that the Bryant program should be primarily management oriented rather than policy oriented, as is the case with many public administration programs. This consideration strongly influenced our construct of the program. One sector of the program would be in public administration courses and the other would be in management courses.

The public administration sector includes advanced courses in Public Service, Public Law and Public Policy. The management contributes courses in Quantitative Analysis, the Computer and Scientific Management, Human

Resources, Communications, Accounting for Nonprofit Activities and Administrative Policy Making and Decision Making. There is also provision for some work in law enforcement.

The program's advanced core comprises 36 semester hours. If Graduate Foundation courses are required an additional 21 hours are necessary. Requirements depend upon what each student brings to the program. We do not want the student to take what is not needed, but they must take what is deemed required for the MPS Degree.

If the graduate student requires only the Advanced courses and goes full-time, he or she can complete the degree program in an extended year; if part-time, in two years. If all the courses

are needed, the program on a part-time basis can be completed in four years.

Approximately 300 inquiries were received when the MPS program was first announced, and they are continuing to roll in. Over 50 students have been admitted to the program thus far. About 25 enrolled in the new Foundation course in Public Service, offered for the first time in the Fall Semester of 1976. Advanced classes in Public Law and Public Policy will be offered for the Spring Semester of 1977.

Our Bryant graduate evening program appeals to individuals employed in nonprofit and semiprofit agencies, such as executive directors, key staff members, and department chiefs; and officials and employers of public agencies, civilian or military, and to law enforcement personnel. It also appeals to those who would like to enter these fields from the graduate level, but who as undergraduates initially had other career objectives.

We also have a high percentage of women in our MPS Program, reflecting both the current higher employment of women in public service agencies as contrasted with industry and business, as well as their excellent potential for future advancement and responsibility.

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Career Development... the do's and don'ts

Career planning is a developmental process. As part of the educational experience, career development encompasses activities such as career counseling, career planning courses, the development of decision-making skills so important for life planning, and career information and placement programs. Optimal placement of the student in employment or further professional preparation is the prime objective of the career planning process!

While students on campuses across the country generally have such formalized services available to them, similar types of career planning and self-assessment programs have evolved only to a limited extent for the graduate or individual working adult. Without such assistance, graduates often find themselves confused about occupational opportunities available to



them; lack comparative data which may assist them to evaluate their job market value; and, often are only vaguely aware of their values structure, interests, and abilities — all of which should be integrated for the development of a successful career plan.

For these reasons and because so many alumni often find it difficult to return to the campus in order to take advantages of the available formalized services, the following articles on career planning and placement are given in an attempt to bridge this gap for our graduates who are in need of such relevant information. It is anticipated that similar types of information will be given in future editions.

Stanley Shuman
Director, Career Planning
and Placement

Finding the Right Job

by: Lawrence A. Clancy

In the cloudy job market of 1977, you'll find many philosophies regarding methods for finding a job. With the economy and unemployment in a precarious state, jobs are still tough to find.

Ideally, before you even start, you should take inventory: explore yourself, your interests, your attitudes and your abilities. Try and find out what you are all about. On a sheet of paper write down your short and long-range career goals. Ask yourself "What do I want to be doing five years from now?" "What do I want to be doing ten years from now?" By utilizing a systematic approach, you'll make the job search much more meaningful.

Remember that in the interview you should be asking yourself, "What

contributions can I make to this company." The interviewer on the other side of the desk is asking, "What can this person do for us."

Once you have taken stock of your strengths and weaknesses, set your goals, and lay out a plan of action, the real work begins. Always be prepared for the unexpected. You must learn to evaluate any and all job offers, taking into account your own goals and objectives.

Even after you accept a job, you must continually look toward the future. Occasionally ask yourself "Where am I going?" And, you must face the uncertainties of job transitions.

Job check list:

1. setting goals
2. evaluating yourself

3. attitudes and motivations
4. complete inventory of skills, accomplishments and results
To attack the job market you need some basic tools.

1. telephone answering service
2. business cards
3. letterheads and envelopes
4. resumes
5. typewriter or typesetting service
6. office space
7. calendar book
8. card file
9. company research file
10. comprehensive information sources
i.e., newspapers, library reference books, Standard & Poor's, Chamber of Commerce, trade papers and journals, Moody's Manuals, Funk & Scott Index,

Fortune 500, Dunn & Bradstreet
11. Proper clothes
12. professional assistance, such as
Bryant's Career Planning & Placement
Services

To get a job, you must get that first interview. You must learn to write brief, concise letters that spark the reader's interest, enough so that he or she wants to meet you personally. You should learn to utilize all the resources at hand, including; placement offices, friends, acquaintances, faculty members, and even use the names of people you meet for referrals to other potential jobs.

Remember, don't jump at the first job offer, even if it is the only one you've received so far. Ask yourself, "What will this job do for me?", "Is it consistent with my goals and objectives?"

Remember the "Golden Rule for Job Seekers," somewhere, someplace, someone needs exactly what I have to offer. Good luck.

Making career decisions in high school-

by: Lawrence A. Clancy

At a few high schools a new concept in career decision making has evolved. Students have always needed job-careers guidance, but who is responsible?

Some people think it is the school's responsibility for career education, others believe it's the parents responsibility, and too often the individual suffers from this "responsibility vagueness."

At several high schools, the Guidance Department has put together a program which brings the Guidance counselors, parents and students together — working toward career decisions at the high school level.

In careers decisions all eyes usually turn toward the guidance counselor for the answers. Under this new program, the parents play a more important role. But still someone must give the parents the skills necessary to help their son or daughter in choosing a life goal. This is what this program is all about.

the you in yoUr resUme

by John G. Zeiger

Your resume is one of the most important pieces of paper you will prepare in a lifetime; it could well be more important to you than your degree.

You may never make it to a job interview if your resume does not arouse the interest of your prospective employer; you may never leave the interviewer with a favorable impression if your resume says one thing and you say another; and you may never be called back if, after you leave, your resume does not carry through on the impression you made during the interview.

What you write in your resume quickly becomes your graphic image which, unlike your personal image, does not fade and become more beautiful with the passage of time. It is up to you to do a better than first class job long before you get to talk with any prospective employer.

To attract attention, it should be outstanding. In a mechanical sense, this means that you have your resume prepared with perfect type face, reproduced by professionals with proper equipment, on a high grade of paper. Type your resume on an old portable, pass it through a dirty Xerox machine on run of the mill paper and you will give your employer an impression — sloppiness, carelessness and ignorance. There aren't many jobs where these qualifications are sought out by prospective employers.

Take time out and pick up a good book or English course on writing resumes. It will pay better than 100 per cent interest on your investment over and over again.

The chances are good that you are looking for the type of job which would make you happier than any other job. Those who clearly establish their personal objectives in their own mind generally have the best chance of writing the kind of resume which will attract the kinds of jobs they are seeking. More important, however, is how well you match up with the employer's objectives. He is looking for someone to do a certain job in the way he wants it done.

You can say, for instance, that you have a 4.0 cumulative average and that you were the top student in your class; for some jobs, this will be just the piece of background the employer is looking for; for other jobs, however, this very same average would be just exactly what they are not looking for. Before you start writing your resume, therefore, find out as much as you can about company and job requirements.

The beginning is intended to capture his interest so don't start out with BIRTH DATE: July 6, 1902, SEX: male, etc. Instead, set forth job objectives that mean something to the employer, or highlights of your experience and education, that will hold the person's attention. The fact that you want to become president of a company will not interest your prospective employer nearly as much as a statement such as, JOB OBJECTIVE: A job where I may contribute while developing a career in advertising.

The end will become the most recent in his memory bank. Make it interesting. A grand finale with the demographic clue, MARRIED, is not as strong as President, Community Council; Dean's List.

The resume is not a life history nor is it a written confession. Do not load your resume with every fact and facet of your life you can recall. Its major function is to get you an interview. If your resume doesn't match the employer's specification, that's the end of the opportunity.

The second major essential to consider is that your resume will be used as background to an interview. Be prepared with the substance of your experience. If the interviewer notes that you worked in a warehouse, don't respond with what a tough job it was, nor that you shoved boxes around; rather, tell him you worked the 8 to 12 evening shift organizing shipments of proprietary pentachlorophenol distributed to five key retailers in the East Providence market segment. The job is yours if you back your resume with convincing specifics rather than "ers" and "ahs."

Last, but not least, remember that your resume is his reminder of you as one of perhaps many applicants interviewed in a day. Did you leave him white space to make it easy to develop a picture of you and to facilitate his note-taking where it counts? Did you leave him with your hard-of-hearing grandmother's telephone number; or a phone that will be answered promptly and in a business-like manner? Think beyond the interview to the follow through.

Even if you're presently employed — remember it takes time to write a good resume. Once a year you owe it to yourself to sum up your accomplishments — that's the stuff promotions and resumes are based upon.

You will probably spend more of your life on the job than you do on any other single activity. Your resume can be the key to a lifetime.

How to survive the face-to-face interview

by Dr. T.F. Gautschi

The most important part of applying for a job are those few minutes when you are face to face with the company's interviewers. No matter what your qualifications, experience or references, if you blow the interview, you are likely to lose the job.

There are some things that you can do which will increase your probability for success:

Appear interested and be familiar with the company. Bone up on its products or services, markets, competition, etc. Be sure to read the company's own literature if it's available.

Bring Supporting Material

Take along appropriate samples of your work and records of achievement to support your job application. If you haven't supplied a resume in advance, bring one with you.

Keep Your Cool

The interview shows your ability to handle yourself with other people. Don't be argumentative. You might argue yourself right out of the job. Even if the interviewer is offensive, you can't

afford to lose your temper. In fact, he may be testing you. Some company interviewers evaluate the applicant on how he reacts to stress situations. Don't panic. Answer questions briefly and as naturally as possible. If you've done your homework, you're less likely to get rattled. The interviewer expects a certain amount of nervousness. Recruiters see a great number of candidates each year, and say that many survive even the most embarrassing moments. One eager young man, when invited to be seated by a recruiter, grasped the armrests of two chairs behind him and plunged to the floor between them. He got up, apologized and won the job, in part because he refused to let the momentary embarrassment panic him.

Don't Interview the Interviewer

Many applicants get carried away with their own thoughts and in their quest for details about the position, make the recruiter feel as if he's the one being interviewed. Express interest without being too aggressive. Be a counter-puncher. Let the interviewer provide the leads and respond accordingly. Discuss what the interviewer wants to talk about.

Establish Your Objectives

Many applicants lose out because they simply don't know what they want to do. Others seek jobs for which they're unprepared — the accountant, for example, who applies for a position as an insurance sales manager though he has never had experience making personal contacts.

Try to enter the interview with realistic job objectives. Look ahead four or five years and establish career goals to match your interests, abilities, and past performance. Narrow down your choices.

As a recent management major, for instance, you should know whether you want to work in a production plant or in a research environment.

Tell It As It Is

Boasting about your abilities is dangerous. Even if you have exceptional talents, the interviewer may consider you a braggart. Understatement will do more good. Exaggerations or false claims made to impress the interviewer may come back to haunt you. If he checks your story and finds

holes in it, your chances for the job will evaporate. If your misrepresentation is discovered after you get the job, the results will not only be embarrassing, they might ruin your career.

Emphasize What You Can Do

Interviewers say too many applicants have the attitude, "What rewards will you offer me to get me to produce?" This cart-before-the-horse approach raises questions about the job hunters' motivation.

An interviewer looks more kindly on those who take the position, "Here is what I think I can do for your company" and who assume they will be rewarded if they produce. When possible, try not to bring up the subject of money. Let the interviewer initiate any salary talk. When the question of "salary requirements" arises, most agree it best to state that salary is "open" and is dependent on the position and its potential of the position.

Job Sources

Many sources and media exist and all should be utilized in seeking another position:

Newspaper Classified Ads — Examples: local papers, small town weekly papers, large city papers like The New York Times, The Wall Street Journal, technical publications, etc. Ads may be inserted by a company looking for an employee or by an individual seeking a position.

Employment Agencies — A good company-paid agency can sometimes unlock doors that would otherwise be closed to you. You pay them nothing since they receive a commission from the company once you are hired. Some are very reputable and are held in high esteem for their skills by many companies and employers.

Employment Offices of small and large companies.

Associations - which you or your friends belong to.

Friends and Relatives — Make it known to as many people as possible that you are seeking employment.

Consulting Firms

Alumni Placement Offices

State Division of Employment

Security Magazines — Technical journals may be helpful.

Don't panic, be patient, be persistent, and remember, you have a good product to sell — yourself.

How to change jobs successfully

by: Dr. T.F. Gautschi

Changing jobs is not the uncommon experience it once was. A recent employee loyalty survey that we conducted indicates that nearly 35% of the respondents are dissatisfied with their present jobs, and that 72% of all respondents might voluntarily change jobs within the next two years. The reasons given were the desire for higher earnings, greater opportunity for advancement, more challenging work, more recognition for doing a good job, and more opportunity to show leadership.

This situation is influenced by many factors, including: better education, better communications and transportation, and higher expectations. The current world economic situation is causing firms to readjust their workforce to meet new marketing requirements. Some say that the average person is beginning to dominate what were previously traditional feelings of corporate loyalty - especially among professional workers. And the structure of our society is such that jobs are just not as permanent as they were a decade ago.

Be Aware of the Job Market

In such an environment, the individual professional should always be aware of the job market in his, or her, field. For many, personal growth should be viewed as a matter of marketing talents and knowledge to implement long-range plans and goals. With this view we need not be fearful of losing, or changing, our jobs, and we shouldn't have to "trap ourselves" into unacceptable work situations on a continuing basis. Life is too short, and too dear, to spend it doing something that we do not enjoy — at least on a long term basis.

Don't Panic

But what about the individual who is actually faced with the possibility of a job loss? The normal reaction is to be very concerned when confronted with the prospect of being unemployed or having to locate another position. In

this situation, it is important to your morale, and your future success in locating another position, that you do not panic and that you carefully and dispassionately list and consider all of your assets and liabilities. After all, you have a good product to sell — you.

Be Patient

Experience indicates that two or more months may be required to find a position that is reasonably commensurate with your interests and experience. The time varies directly with your salary requirements, age, background and experience, and the general employment situation.

You might have to make a tradeoff decision between your job requirements and your living location. So you may have to live on a "bare-bones" budget for a while. If you have lost your job, plan to work full-time looking for your new position. Don't get discouraged as the weeks go by — remember, you are looking for the right job, one commensurate with your interests and experience. Persistence will pay off.

It's a Matter of Marketing

It's a matter of marketing — that is, matching up what you have to sell with someone who needs your services. Unfortunately, there is no central clearinghouse for those who are seeking positions and those who are looking for employees. Therefore, you must survey the marketplace yourself. The more good contacts you can make, the greater will be your probability of finding the right position. About 50% of your success will be determined by your background and abilities, and the other 50% will be determined by how you go about your job hunting task. You cannot change your past, so you should try to improve how you communicate it, and also try to improve your job hunting skills.

Personal Letter

Experience has shown that a brief well-written personal letter is a good introduction for your resume. These

should be addressed by name to the vice-president in charge of your specialty.

Be brief. Tell him why you are writing. Convince him that by reading your resume his company will be interested in talking to you. Suggest a personal interview. You may wish to state that in a few days you will be calling to arrange the interview - that way when you call he'll already know something about you.

Be Brief

Your resume should be considered as a tool to encourage the reader to want to interview you. The average applicant sitting down to write his resume becomes fascinated by all the interesting work he's done and his life history. He tries to tell about it on paper. Actually what he's done for twenty years is serve as a test engineer, market researcher, or in some other capacity. Save the exciting anecdotes for the interview. The resume should be the main framework — primary structure — of your experience. The decoration and design detail can be hinted in your covering letter and explained at length in an interview.

It helps to tailor a resume for a specific job or company - make a rifle shot instead of a shotgun blast. These are harder to do, but they will often produce surprisingly good results. Emphasize the details of your work experience that apply to a specific job or company and ignore other areas. You can never tell it all anyhow so why not tell the things that will interest a specific target?

Profiles on how some Corporations recruit

by Lawrence A. Clancy

Anaconda Corporation

Pete Seibel of Anaconda works in the Auditing and Accounting Systems Procedure Department. He serves as the department's Administrative Officer. About 3½ years ago the department decided to double its staff to 20 people. They found the conventional approach through personnel a slow and tedious process.

Instead, Anaconda decided to go directly to selected campuses — six schools, including Bryant. They chose Bryant because of the student's caliber. Anaconda makes two interview trips a year from their New York headquarters to Bryant.

Each institution does the initial screening for the corporation. The first interview is held at the college; second at the company with the Controller and Vice President, along with the initial interviewer.

Jim Gaughran, in the same department at Anaconda, is the second interviewer in this team effort. The

interview team can make an initial decision, receiving backup from each other. They can also have the candidates come to New York and in theory a person could be hired within three weeks from start to finish.

Q. How can Bryant alumnus reach Anaconda?

A. Pete Seibel at Anaconda said that they prefer to work through the schools. Their initial screening is a great asset. Anaconda cannot afford, nor wants to pay employment agency fees. If alumni are out of work they should register with their College Alumni Office or Placement Office.

Employment data gaps can be harmful. If a person has been out of work for ten months or so it tends to look bad. However, in the current market unemployment is often self-explanatory.

Goodyear Tire & Rubber Company

Until last year Goodyear of Akron, Ohio, used the conventional approach

through personnel, but now they also have given more responsibility to Divisions and District managers to hire people directly. Personnel is used primarily as a backup unit.

Reaction time is much quicker in meeting a section's present needs. This method practically cut the staffing procedure in half.

We asked Terry Stewart from Goodyear some questions regarding Bryant students.

Q. How do Bryant students stack up against those from other schools?

A. Regarding expectations and realities, they are very realistic. Most salary anticipations are based on Rhode Island prevailing wages, whereas Goodyear uses rates which are higher. Bryant students are concerned with whether the company ever fires people, what they can expect to be doing in five or ten years, and so forth. Each department has set criteria for time slot evaluation, along with progress reports.

Alumni Update

by Fraser Lang

Alumni Directory Questionnaire "Consumed"

In returning her questionnaire for the new Alumni Directory, Evelyn Shamansky Moss '58 wrote: "Please excuse condition of enclosed card. Our puppy got to it and had a field day before we realized it was missing."

Now, that was a unique response to the mailing, but Mrs. Moss was only one of the thousands who returned the questionnaires.

Some alumni reported that they were returning a second form, apparently not having noticed the "fine print" which indicated that they should do so only if they had not sent us the first. We apologize for the inconvenience and agree that it was very "fine print" indeed.

The returned questionnaires will now be sent to Harris Publishing Company after processing by the Alumni Office and its volunteer help (see story on Page 11) Harris Publishing will publish the Directory at no cost to the College and will sell exclusively to Bryant alumni. The information is for the use of Bryant College and its alumni. Under no circumstances will it be made available

to any other source. The College will not receive any money from the sales.

All alumni are encouraged to return the questionnaires so that as complete a Directory as possible can be published.

1975-76 President's and Benefactors Club Dinner Set

The 1975-76 President's and Benefactors Club Dinner will be held at the College on January 18. President and Mrs. O'Hara will host this annual event which recognizes those alumni and friends who have provided special support for the College during the preceding year.

Old Guard Meets

The spirit of autumn highlighted the Old Guard Tea held on October 5 at the Alumni House. Alumni representing classes prior to and including 1926 gathered around the cider bowl to renew friendships and to exchange stories of their Bryant days.

President and Mrs. O'Hara greeted Old Guard members. The program included remarks by



Tacky Berberian and Fred Bowler, 1909 classmates.

The next Old Guard gathering is scheduled for June 18 as part of Bryant '77 - an alumni reunion festival.

Bryant '77

Brian Drought '66, MBA '73 will coordinate arrangements for Bryant '77 - an alumni reunion

festival set for June 17, 18, and 19. Chairperson of the Program Committee of the Alumni Association Executive Board, Drought also serves as the Board's Vice President. Other Board members on the Bryant '77 committee are Claudia A. McElroy '74 and John S. Renza, Jr. '70. Others will be named shortly.

Fraser A. Lang, Director of Alumni Relations and Development, has requested that members of reunion classes (1927, '32, '37, '42, '47, '52, '57, '62, '67, and '72) who would like to help plan the June events contact the Alumni Office at the College. A reunion luncheon will be set for each class on Saturday, June 18, and College dormitory rooms will be available at nominal cost.



Regional Meetings Scheduled

On December 7, Washington, DC area alumni met President O'Hara at a wine and cheese party held at the Sterling Institute. The event was arranged by S. Richard Longo '66. John E. Toole '53 helped to make arrangements for the President's visit. Longo is manager of Government Relations for the Sterling Institute and Toole is manager of governmental relations for Ernst and Ernst in Washington. Shirley C. Barden, Assistant Director of Alumni Relations and Development reports that other regional meetings are set for Florida in February. Bernard A. Jackvony '67 will serve as that state's chairperson. Plans for meetings in Rhode Island and central Connecticut will be announced shortly.

Corrected Donor List

The following persons were omitted or listed incorrectly in the 1975-76 list of donors to Bryant College:

Class of 1957:
Mrs. Margaret Rosa Savage
Mr. Lee R.W. Eitrem

Class of 1956:
Mr. Carlo Di Nicola, Jr.

Class of 1953:
Mr. Edward A. McLaughlin

Class of 1949:
Mrs. Victoria Agsanian Ovia

Class of 1940:
Mr. J. Alfred Houle, Jr.

Class of 1939:
Mr. Paul Filipowich

Class of 1938:
Miss Evelyn M. Bigda

Annual Fund Campaign

All members of the Bryant community have now received letters inviting their participation in the 1976-77 Annual Fund which has set a goal of \$100,000. At a kickoff dinner meeting for the Fund, Dr. Nelson J. Gulski, Chairperson for the drive, challenged committee members to work in the campaign to "help build Bryant's greatness." Gulski was introduced by Gertrude Meth Hochberg, Vice President for Public Affairs. Leslie Kirker Hubbard '44, Vice Chairperson for the 76-77 Fund, also addressed the group in "the art of fund raising."

Plans for the campaign include a series of mailings to alumni and friends, a special gifts campaign, a spring phonathon, and an appeal to the corporate community.

In the first phase of the campaign, 79% of the College Employees announced their intention to make a gift to the 1976-77 Fund. The clerical and secretarial staff led the group with a 90% rate of



Leslie Kirker Hubbard '44 and Dr. Gulski review the program.

participation. Fraser A. Lang, Director of Alumni Relations and Development, announced the results and noted that "This is an extremely encouraging boost to the campaign and one which sets forth a real challenge to the alumni family."

Revisions to Bryant College Alumni Association Constitution and By-Laws

ARTICLE IV, Section 2, Voting Members:

C. One representative of the Senior class and one member of the student body both to be chosen by the Student Senate.

ARTICLE IV, Section 2, Voting Members:

D. Such member or members as the Executive Board shall from time to time appoint as permanent, lifetime members.

ARTICLE VI, Section 1:

Change "first regular meeting" to read "last Regular meeting."

ARTICLE VI, Section 6:

Treasurer. The Treasurer shall perform the usual duties of the office, including the receipt and disbursement of funds of the Executive Board; and any other duties assigned by the President and/or the Executive Board.

Class News

Promotions and Announcements

13 Vincent Votolato, Sr. just returned from an 8 day tour of Lima, Peru with other Bryant College graduates.

36 Wesley C. Crawley, Vice President and Cashier of Fall River National Bank, honored at the Chamber of Commerce's Ninth Annual Recognition Dinner.

Roger C. Lambert elected Chairman of the Board, The Portland Savings Bank, Portland, Maine.

41 Edwin B. Briggs, Jr., after 35 years in Controllers Dep't at Uniroyal, is now self-employed as a Toy Manufacturer, East Greenwich, R.I.

47 June Robinson Burkett is Administrative Assistant, Kent, Cruise & Partners, Providence, R.I.

48 Julian M. Brownstein, elected to Board of Governors, West Farm Village, New Britain, CT.

Robert C. Dezinno, appointed by the Board of Education to fill the position of business manager for the Waterbury Schools.

49 Thomas A. Harring, Jr., Claims Manager of Commercial Union Assurance Co., White Plains, NY.

Raymond F. Lord, Jr., is Treasurer/Controller at E.A. Ballou & Co., Inc. of East Providence, R.I.

Anthony J. Paolino elected 33rd President of Metacomet Country Club, East Providence, R.I.

Joseph H. Palmer is head of Business Dep't. at LaSalle Academy, Providence, R.I.

50 Irwin "Andy" Anderson is president and treasurer of Rhode Island Fabricators, Inc. of Warwick.



G. Russel LeBeau, president

of Bo Bernstein & Co., announces a new name and new headquarters for the company. It is now "LeBeau, Leicht & Santangini, Inc." and is located in Rumford, R.I.



Francis A. Rosse has been appointed comptroller of Nicholson File Co. Cooper Group Div., Cullman, Alabama.

Donald B. Sisson has joined the Boston office of Reed Shaw Stenhouse as vice president with responsibility for all marine operations.

53 Jerome Kaplan is now owner and president of Mancor Inc., Pawtucket, R.I.

Lucy Bottone Zodda is co-producer and instructor of a TV course in Gregg Shorthand.

54 Lawrence P. Heney elected to the board of trustees of Norwich University, Norwich, VT.

Mary Grasso Lenz graduated in May 1976 with a BA in Bus. Ed. from Notre Dame College in Manchester, N.H.

57 George N. Moorachian promoted to business manager by the Providence School Committee.

Roland Theriault selected associate chairman for Local Business in the North Division for the 1976 United Way of Massachusetts Bay fund raising drive.

58 Andrew Andresco is a member of the School Board, Windsor, CT.

John W. Corbishley named general agent in Providence, R.I. for Massachusetts Mutual Life Insurance Co.

60 Paul V. DeLomba transferred from Kansas City to San Juan, PR as Partner in Charge of Price Waterhouse & Co.

Richard J. Maiorisi named director of the health care plans under Reimbursement



Department, Blue Cross Blue Shield of R.I.

61 Arnold E. Abbott has joined the personnel consultant firm Romac & Associates, Cranston, R.I.

62 E. William Bishop has been appointed vice president and general manager of Consolidated Diesel Electric Co., Old Greenwich, CT.

Robert V. Bianchini, elected president of the International Association of Managing Directors, South Egremont, MA.

H. Stephen Harvey, promoted to assistant controller, Financial Management and Control Program, Pratt & Whitney Aircraft, East Hartford, CT.

Elizabeth Walenda Trudelle is Director of Typewriting Instruction at Norwich Reg. Tech. School, Norwich, CT.

63 Richard E. Blezard awarded Master of Arts Degree in Management & Supervision from Central Michigan Univ.

Jill E. Moore appointed division head in the business education department at Nantucket (MA) H.S.

65 Joseph R. Blasi is Manager of Budgets and Cost at Nyman Mfg., Co., East Providence, R.I.

F. Robert Else, re-elected secretary-treasurer of the Connecticut Association of Purchasing Management.

Patricia Fessler named part-time business teacher at Hudson H.S., Hudson, MA.

Bruce A. Wilson appointed executive vice-president and secretary of the Connecticut Business and Industry Association.

67 Michael E. Fisher promoted to Sr. Vice President, Pacific Investment Management Co., Newport Beach, Calif.

She Came to Lunch and Stayed to Work

by Shirley Barden



Elvira Cardarelli Knight, Class of 1926, came to the College one day this fall for lunch and left as a full-time volunteer of the Alumni and Development Office.

Tucked away in a spacious and gracious South County home, Elvira Knight is gleaning information from thousands of questionnaire returns to update the alumni records. The data will be published in the first Alumni Directory to come out in 10 years.

A native of Rhode Island, Elvira commuted from her Centerdale home to Bryant and Stratton by streetcar and bus. For several months she was the "only shorthand customer" in her class. Her father, a policeman, owned a granite quarry in Smithfield. After her three brothers and three sisters left home, Elvira remained with her parents to take care of them. Her sister, Rose, now deceased, was in the first class to have a full graduation. The ceremony was held at the Albee Theatre in 1928.

For more than 32 years she was employed by the State Department of Labor. In early 1935, Elvira began the first population census to be completely finished for the State of Rhode Island. She helped in the gathering and compilation of data and did all of the typing, justifying margins manually on the more than 200 page report. So remarkable was her skill, she was invited by IBM to type for demonstration purposes at their 1939 New York World's Fair exhibit.

A note of interest: the IBM typewriter which she used was the only electric typewriter in the State House for years. At that time no purchase was permitted, only leasing.

An early part-time position was in the North Providence Town Clerk's Office where she was called upon by the Police Department to assist in interrogations. She remembers vividly being called upon to take notes on a homicide case and claims to have been "scared skinny to take all this down in shorthand."

Widow of a retired Navy lieutenant commander, Elvira is an active worker in community affairs — heart clinics, Navy League, American Association of Retired Workers and many others. Evidence of her expert needlework skills abound in her charming ocean view home. "In between the acts," she confesses to "a passion for coconut marshmallows." Elvira Cardarelli Knight, with fifty years of service to her family, community and alma mater is still going strong.

David E. Gordon promoted to manager, Chicago Branch for National Family Opinion, Inc.

Carmine F. Marabello, Jr., appointed as an instructor in accounting by Johnson & Wales College, Providence, R.I.

Richard A. Boulds is Account Executive, Allendale Insurance, New York.

William H. Doherty has been named assistant Professor in Business Administration, Mount St. Mary's College, Emmitsburg, MD.

68 Leo P. Trambukis appointed Commissioner of Public Safety, Providence, R.I.

69 Robert J. Baruch appointed Winsted (CT) Memorial Hospital's Business Office Manager.

Howard D. Coshak appointed plant superintendent, New England Twine & Cordage Co., Lincoln, R.I.



Henry P. Lourenco promoted to manager of provider reimbursement, Blue Cross and Blue Shield of R.I.

Robert L. Williams named Manager, Paper and Tape Reinforcements for the Industrial Textiles Marketing Division of Owens-Corning Fiberglas Co., Toledo, OH.

70 Steven A. Jenkins is a Senior Sales Representative for Xerox Corp., Providence, R.I.

Edward J. McCabe promoted to marketing manager for the Hartford Insurance Group's Cincinnati regional office.

Edward J. McGuire, Jr. named general manager of the Burlington, VT sales and service office of the Paul Revere Life Insurance Co., Worcester, MA.

William Perry appointed director of catalogue sales for Chilton Automotive Catalog Division in Radnor, PA.

71 John S. Samek is Research & Development Liaison, Providence School Dep't.

James J. Smith is chart writer and program selector at Plainfield Greyhound Park, Plainfield, CT.

72 Joel Altman promoted to Assistant Merchandise Manager for Cresco Manufacturing, a division of Warnaco, Inc.; in New York.

Thomas J. Asselin received notification of becoming a certified public accountant in Connecticut.

Donald R. Gosselin joined the day platoon of the Woonsocket Police Department's detective division.

Robert E. Heslin was recently honored by the Greater Providence Chamber of Commerce for outstanding service to the Greater Providence Community as Man of the Year.

Alan H. Roy recently completed a graduate course in bank marketing management at the University of Wisconsin.

James M. Bzdusek promoted to Chief of Equipment Services Construction Contracts Branch, Environmental Protection Agency, Cincinnati, OH.

Michael D. Carrigan is in the retail lending area at the Fairfield (CT) Office of City National Bank.

Robert S. Donohue, Jr. named Assistant Vice President of the money market division of the First National Bank of Boston.

Joan H. Farland has graduated from the U. S. Air Force's intelligence specialist course.

Randal A. Fury promoted to marketing representative for The Hartford Insurance Group's Bridgeport (CT) regional office in Fairfield, CT.

Edward J. LaMontagne promoted to assistant vice president of the Wayland Square Office, Providence, of Old Colony Co-operative Bank.

John E. Potter appointed manager of the Thorp Financial Services office in Toledo, OH.

74 Warren C. Brown recently completed a four-week intensive Sales Training Course as the final phase of a 30-week program for the position of Sales Representative for Burroughs Wellcome Co., Research Triangle Park, N.C.

Profile — Bob Reall

by Kerry Chaffer



Bryant was extremely pleased when Hockey Coach Bob Reall joined the staff in 1973. For the first time, Bob is with us as full-time hockey coach, baseball coach, and gym manager — and Bryant is overjoyed.

It is little wonder why. Since 1973 he has compiled a 40-24 record, and has yet to experience a losing season. In 1975 he coached Bryant to the ECAC collegiate title - the same year he coached Central High School in Providence to the Rhode Island Suburban League. Both feats were accomplished after only two years of varsity hockey for each team.

Bob's own hockey history traces back to his childhood in Providence where he skated on local ponds and rivers. An All-Stater at La Salle Academy, Bob then went on to Providence College where he became one of their first varsity hockey stars. After receiving his BA in Education in 1956, Bob taught English and History for the Providence School System, where he stayed until coming to Bryant full-time this year.

Concerning his decision to take this position Bob claims that "coaching fulltime was something I've always wanted to do. I've held two jobs since 1956 when I got married. This is a great opportunity that I might never have gotten the chance to do again."

Bob began coaching collegiate hockey in 1968 at Roger Williams College. During his four-year tenure there he compiled a 51-25 record — again without a losing season.

Bob and wife Marion, an accounting clerk in the Bursar's Office at Bryant, have raised a hockey team of their own at home in Greenville. Their four daughters and two sons are all hockey enthusiasts and participants. "I think our biggest star is going to be my 13-year-old daughter Marshal!" exclaims Bob.

Throughout his high school teaching career Bob remained dedicated to the sport of hockey - whether it was coaching existing hockey teams, starting new ones, or conducting summer hockey camps and winter youth programs. His dedication has been well rewarded — Bob has not failed to produce a winning season in his 20-year coaching career.

Bob Reall has gained the respect and admiration of hockey players and coaches throughout Rhode Island and the New England area. We at Bryant can certainly understand why.

Dr. Frederick C. Tanner — In Memoriam

Bryant Loses A Great And Good Friend

by Gertrude Meth Hochberg, Vice President for Public Affairs

The recent death of Frederick C. Tanner, Vice Chairman and member of the Executive Committee of the Board of Trustees, marked a special loss to this institution. Doctor Tanner was appointed to the Board of Trustees in 1962.

His relationship with Bryant began with his friendship for Dr. E. Gardner Jacobs. Mr. Tanner was president of the Federal Products Corporation and Doctor Jacobs was president of Bryant College. Both were prominent members of Rhode Island's business and civic community. Both men shared a deep interest in Rotary; in fact, each one of them was a former president of the Providence Rotary Club. Frederick Tanner brought to Bryant College the experience of running dozens of businesses, in addition to the great Federal Products Corporation. He also set a remarkable example of community service. He was a member of the Board of the Providence Journal Company, a past president of the Providence Chamber of Commerce, a trustee of Roger Williams General Hospital, director of the Board of Citizens Trust, and a trustee of the Citizens Savings Bank. He was also a director of the United Fund and the Junior Achievement organization. In fact, the lists of businesses and civic organizations which he served are too numerous to mention. But according to his daughter, Mrs. Mary L. Clark, he never joined an organization unless "he felt that he could actually make a contribution. He never wanted to be just a figurehead."

As Doctor Jacobs put it, "Frederick Tanner brought to the Bryant policy-making board a quiet wisdom and an experience in decision-making that contributed a great deal to the progress of this institution."

His education, which included professional training in four colleges, gave him a breadth of academic expertise which was unusually valuable. Incidentally, it should be said that he earned his own way through all of these institutions and knew well the sacrifices necessary for a good education. Frederick Tanner's knowledge of the workings of finance and industry was also put to the service of the local, state and national government. He was on the Industrial Advisory Committee of the Federal Reserve Bank of Boston, and advisor to the Nuclear Energy Committee of the National Association of Manufacturers, and director of the New England Electric System. We could list many similar appointments in the public interest. Nevertheless, he was able to find the time to play a major role in the recent history of Bryant College. He also played an important part in the planning and execution of this institution's dramatic move to Smithfield.

"For these reasons, The Board of Trustees deems Frederick C. Tanner worthy to receive the degree of Doctor of Science in Business Administration, honoris causa, and requests that he receive this degree with all its rights and privileges." So was this worthy and notable man honored at Bryant's 109th Commencement, May 18, 1972.

In addition to his years of counsel, advice, and decision-making, Frederick Tanner's legacy to this College continues. His son, Frederick S. Tanner, a former Captain in the U.S. Air Force, earned his graduate degree (MBA) at Bryant College in 1975 while working at BIF Industries in West Warwick, and it was his own father, Doctor Tanner, who presented the graduate degree (MBA) to his son at Bryant's 112th Commencement in May of 1975. This touching incident was witnessed by the entire Tanner family.



Doctor Tanner is revered by his wife (the former Helen Choma), his two children, and his two grandchildren, as a deeply devoted husband, father, and grandfather. "We are a very close family," says Mary Clark, "and father never permitted his business nor his community concerns to interfere with our family life. He was apt to underplay all the prominent roles assigned to him in public life. To us he was a loving father, intensely interested in all of our family activities. We had no idea of the scope of his interests nor his distinguished place in the community until we started to go through his papers and his library."

The Trustees of the College have composed a special Resolution honoring the memory of Frederick C. Tanner. This document clearly expresses the admiration and gratitude of the College community for his contributions to our growth and development. This Resolution will be formally presented to his wife by Doctor Jacobs. Copies will also be given to his son and to his daughter. The Resolution was signed on behalf of the Trustees, alumni, faculty, staff, and students by President Dr. William T. O'Hara, Chairman of the Board, Dr. William P. Robinson, Jr., and by Dr. E. Gardner Jacobs, Trustee, President Emeritus and Chancellor.

Peter J. Goglia appointed a Certified Consumer Credit Executive with the Society of Certified Consumer Credit Executives, Providence, R.I.

Terry D. Magun is an Account Executive for Viridis Associates, Woodbridge, CT.

Michael K. McKenna named manager of the membership department of the Greater Providence Chamber of Commerce.

Steve Thurston has joined Thurston Sails Inc. as the third generation of the sailmaking family dating back to 1903.

John H. Soulliere promoted to the position of regional sales manager by the Foxboro (MA) Company.

75 Robert G. Arcand elected to the position of International Operations Officer at Hospital Trust National Bank, Providence, R. I.

John B. Ayers joined the Bostitch Division of Textron in East Greenwich, R.I. as Materials Mgr.

Edward J. Crawley promoted to Accounting Supervisor at the Fairmount (W.VA.) plant of Owens-Illinois, Inc., Glass Container Division.

Kwong O. Nuay, Jr. elected to the position of technical support officer, Rhode Island Hospital Trust National Bank, Providence, R.I.

Michael W. Tripp is a partner of Dufour, Keenan, Tripp & Co., Certified Public Accountants, Providence, R.I.

JoAnn Zerbato is a student at Pace University, Westchester, NY.

76 Valerie Brauckman is a media assistant for Lane, Golden & Phillips in Philadelphia.

Gilbert A. Couto appointed assistant treasurer, John I. Paulding, Inc., New Bedford, MA.

Reginald Packer is a recruit officer for the Woonsocket (RI) Police Dep't.

Scott S. Rennicks named a sales representative for the Congoleum Corp. Resilient Flooring Division, Kearny, N.J.

Married

61 Victor Almonte Jr. and Evelyn Mansolillo—September 19, 1976 in Cranston, RI.

65 Martin Soltys and Louise Champigny—September 4, 1976 in Slatersville, RI.

67 Allan F. Ashbacher and Theresa R. Lajeunesse—August 14 in Seekonk, MA.

68 Joseph C. Bullock and Diane E. Carroll—October 2, 1976 in Westerly, RI.

69 Thad W. Wicks and Martha E. Pervier—April 6, 1974 in Stonington, CT.

71 Kenneth H. Gustafson and Karen Boyer—July 10, 1976 in Worcester, MA.

73 Gary A. Walker and Jacqueline T. Dugas—September 25, 1976 in Pawtucket, RI.

74 Salvatore Calmano Jr. and Patricia Doyle—August 28 in Providence, RI.

Edward F. Chappell and Carol A. Kadelski—September 11, 1976 in Pawtucket, RI.

Edward R. Comstock and Sharon E. Joschko—September 25, 1976 in Edina, MINN.

William F. Czepiel and Sarah K. Sheldon '75—September 18, 1976 in East Greenwich, RI.

Thomas J. Rossi and **Margaret A. Ferrante**—August 15, 1976 in North Providence, RI.

David A. Holden and Joan M. Chute—October 16, 1976 in Pawtucket, RI.

Edward H. Gowett and **Donna M. Messori**—October 9, 1976 in Providence, RI.

Frank H. Peterson Jr. and Gail Beland—September 4, 1976 in Pawtucket, RI.

Ronald D. Wolfson and Ruth E. Rafey—September 5, 1976 in Swampscott, MA.

75 Richard DiSano and Pamela Pagliuca '74—October 2, 1976 in Warwick, RI.

Alan S. Ehrens and Karen L. Cappetta '76—September 19, 1976 in Cheshire, CT.

Ralph Manzi Jr. and **Martha J. Harrison**—October 2, 1976 in Greenville, RI.

A. Rief Kanan and Rebecca R. Davis—August 21, 1976 in Durham, CT.

Michael J. Leahy and Kathleen Jo Maeder—August 21, 1976 in Greenfield, Iowa.

Donald G. Laport and **Mary G. Rego**—October 9, 1976 in Fall River, MA.

Thomas W. Robbins, Jr. and Jeryl Ann Johnson—September 5, 1976 in Waterbury, CT.

Frederick J. Rojee Jr., and **Susan M. Salvucci**—September 12 in Franklin, MA.

76 Gerald O. Turcotte and Cheryl Ann Aubin—October 9, 1976 in Woonsocket, RI.

Gary A. Boisvert and **Patricia LaPointe**—September 11, 1976 in Barre, VT.

Mark Lamontagne and **Diane Dumas**—August 29, 1976 in Albion, RI.

Ronald W. Dufault and **Alda M. Estrella**—September 4, 1976 in Fall River, MA.

John Garceau and Suzanne Belanger—September, 1976 in Pawtucket, RI.

David G. Gobeille and **Debra M. Hebert**—August 28, 1976 in Cumberland, RI.

Steven D. Hoffman and Mary Beth Carlo '75—June 6, 1976 in Vernon, CT.

Steven W. McLaughlin and **Dolores A. Bialack '75**—September 4, 1976 in Stamford, CT.

Craig S. Polucha and Joyce E. Synowiec—September 5, 1976 in Coventry, RI.

Robert Roy and Doris Boulay—September 11, 1976 in Pawtucket, RI.

Gary M. Rescigno and **Barbara A. Salisbury**—September 18, 1976 in Westerly, RI.

Born To

64 William J. Piccerelli and his wife, **Diane Palacz Piccerelli '65**, a son, Matthew Joseph on July 23, 1976.

67 Howard I. Paskow and his wife, Dianne, a son, William Shaw on July 1, 1976.

68 Walter R. Pearson and his wife, **Eileen Schoonmaker Pearson**, a daughter, Kelly Lynn on August 19, 1976.

Richard R. Waldeck and his wife, Maureen, a son, Richard David, on September 5, 1976.

72 Timothy Lynch and his wife, **Marcy Anson Lynch**, a daughter, Shauna Michelle on August 25, 1976.

Retired

33 James E. Ponnell of 67 Forsythe Lane, Cranston, RI as Vault Officer, Rhode Island Hospital Trust National Bank.

In Memoriam

'05 Maurice A. Goff, Sr., August 7, 1976. He resided at 10 Gurney Street, Providence.

'18 James Gorman, November 12, 1976. He resided at 17 Fountain St., W. Warwick, RI.

'21 Albert Jenkins, August 17, 1976. He resided at 112 Summit St., Pawtucket, RI.

'31 Joseph P. McCabe, October 24, 1976. He resided at 235 Main St., Fiskeville, RI.

'34 Rouel H. LaBelle, August 26, 1976. He resided at 24 West St., Newtown, CT.

'41 Theodore M. Mowbray, August 23, 1976. He resided at 42 Laurel Rd., West Springfield, MA.

'44 Vera E. Lindia, August 15, 1976. She resided in Washington, DC.

'48 Philip E. Downs, August 4, 1976. He resided at 300 Winston Dr., East Greenwich, RI.

'51 Milton G. Brown, October 17, 1976. He resided at 63 Lakeview Rd., Lincoln, RI.

'55 Peter A. Mancini, Sr., August 15, 1976. He resided at 10 Roger Williams Dr., Greenville, RI.

'56 Dr. Michael F. Walsh, September 15, 1976. He resided at 64 Bateman Ave., Newport, RI.

'57 Daniel J. Moss, July 27, 1976. He resided at 10 Pocahantas Dr., Middletown, RI.

'60 George W. Rogers, Jr., September 28, 1976. He resided at 38 Davis Lane, Red Bank, NJ.

'61 George E. Abadjian, August 20, 1976. He resided in Downers Grove, Illinois.

Steve Thurston '74 — Sailmaker

by Lawrence A. Clancy

Throughout the pomp and circumstance of Bryant's 1974 graduation, at least one young man knew exactly what he was going to do when the day ended. His diploma said he was an accountant, but at heart he was a sailmaker. It ran in his blood, his father's blood, and his grandfather's.

Back in the early 1920's Steve Thurston's grandfather, Orrin, started making sails in Barrington, Rhode Island. This trade he learned in the sail lofts of Nat Herreshoff, "the Wizard of Bristol."

Steve's father, Edward, joined the firm after his education was interrupted by World War II. In 1945 the Thurston Sails moved to Warren, R.I. closer to the river, the sea, and the billowy colorful sails.

Young Steve, the third generation of sailmakers, started working in the sail lofts after classes at Barrington High School, and on weekends and summers since he was 16 years old.

After high school Steve went off to Bryant College and majored in accounting. As we sat in weathered, comfortable chairs in a small office off the sail loft at Thurston Sail's headquarters on Warren's historic Water Street, across from the boat-filled Warren River, I asked Steve some questions.

Q. Did you find your Bryant education helpful in the world of sailmaking?

A. Actually yes, it taught me that I didn't want to practice accounting, but be a sailmaker with a sound business education. Besides sitting in a corner at a sewing machine stitching a sail, I also handle Thurston's marketing, sales, and some of the accounting duties.

Steve and his father, along with the other sailmakers, put in about 60 hours a week at this time of year handling the winter repair business. One corner of the sail loft flows over with cascading bundles of multi-colored sail bags containing soiled and torn sails awaiting expert cleaning and repair.

Q. Tell me Steve, what makes Thurston different from other sailmakers?

A. I think it's our personalized approach. We don't just make or repair sails. We work with the customer to see that they receive the best possible sail for their boat and the weather they intend to sail.

Q. You mean that each boat has more than one type or set of sails?

A. Yes. You have to realize that sail boat building is big business. Just as automobiles are made with many options, you'll find some boats designed just for pleasure sailing; while others are sold more equipped for the racer.



The problem with sailmaking is that one boat can have three different sets of sails, depending upon how the boat will be used. For sailing on Long Island Sound a boat may need a more full sail for the light air. But for sailing on Buzzards Bay, a boat might need a flatter sail for the stiffer air.

Q. Steve, how do you keep track of all this sail information?

A. Well, each manufacturer has a complete set of blueprints for each and every sail that fits his boat. We also visit the major boat shows in New York, Boston, and throughout New England. We study the nature and design of boats, sails and hardware, trying to see what others are doing and what people need and want.

Q. Okay, what happens when I decide I need a new sail for my 13-foot Banshee?

A. First thing we do is look up the sail's specifications and compare it with your desires and requirements. If this is different from the original specifications, we create a new sail in the design laboratory. We refer this design to you with our quality design and recommendations for construction.

From your personally approved blueprint, full-size loft lines are laid out by the master sailmaker on the floor (two gentlemen have been with us over 25 years). Next, the specified sailcloth is inspected for permeability, stability across the bias, and set.

Q. Then what happens?

A. Once approved, cutters sample each fabric panel for stretch and tensile strength before hand-cutting each panel to its proper form. Laid out to their full-sized loft pattern, the panels are then assembled by skilled hands for correct size, shape and draft.



Q. How do you finally assemble the sail?

A. Rather than using the quicker, easier and less accurate method of sewing to a flat line, each sail is hand assembled according to the blueprint so that the sail tapers and curves to its ultimate shape. This method assures that the draft control which drives the sail, is proper and permanent.

Finally, the stitcher, under the exacting eyes of the layout man, stitches the sail by hand first, then the final stitching is down on a sewing machine. At this point the sail enters the finishing area where grommets, eyelets, numbers and insignia are affixed. After one more careful inspection by the master-sailmaker the Thurston label is stitched on at the tack...signifying your sail is ready for hard use.

Q. How long does all this take?

A. For a small boat, say a dingy, it takes probably two hours. However, one sail for a 20 or 30-foot boat takes five to six hours.

Q. Steve, what kind of boat do you and your father sail?

A. We had to give up our sailboat, we just don't have time taking care of everyone else's boats.



SGT. Raymond Lavallee - Back To School After 26 Years

by Kerry Chaffler

Sgt. Raymond Lavallee of the Woonsocket Police Department attended junior high school, high school, and earned his B.S. in Law Enforcement from Bryant College. Not an unusual feat for a man of almost 50 years — except he began this entire pursuit at the age of 40.

Sgt. Lavallee dropped out of school after the seventh grade. It was almost 26 years before he returned. "I really felt a lack without my education," confesses Lavallee. "New guys were coming on the force who were knowledgeable, more alert than I was. It's a competitive world out there — without education, where do you go?"

If anybody has gone places, it's Sgt. Lavallee. Besides earning



his degree from Bryant College in 1974, he also attended URI where he was enrolled in a course on scientific criminal investigation, and Babson College, where he graduated from a 3-week command training institute for law enforcement officers. Lavallee also proudly displays a degree from the FBI National Academy in Quantico, Virginia, which he earned in September of 1975.

"At one time, I was working full-time for the police department, spending eight hours at URI on Fridays and going 4 nights a week at Bryant," remarks Lavallee. "My wife, Mary, and family encouraged me all the way. In fact, they really kept me going."

As a result of his education, Lavallee was eligible for the position as Woonsocket's first training officer. "This is a position that has been badly needed for years," he states. "I provide in-service training for everyone here on the force — something I never had. I guess you could also say that I am the Public Relations department for this Police force."

Lavallee has often been a source of pride for the Woonsocket Police Department. During the 1955 flood disaster, he dove into the raging waters to save a boatload of people swept away by the current. During that same year, a 27-year-old Lavallee saved the life of a 43-year-old woman by breaking her fall from a burning 3-story building. He is also responsible for preventing the suicidal jump into the Blackstone River of a Woonsocket man.

"My education has greatly improved my life," claims Lavallee. "I'm really enjoying my new position and enjoying being more knowledgeable and aware of police duties. Besides...this is the first time I've had weekends off in 23 years!"

When asked how he persevered through the rigorous schedule of schooling and a full-time job, Lavallee pauses, smiles, and says, "Nothing is difficult when you want it badly enough."

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