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A view from the summit

(Left) Gertrude Hochberg was one of more than 400 business professionals who attended Bryant's first Women's Summit. A former vice president of public affairs at Bryant and the College's first female vice president, she was also the first chairperson of the Rhode Island Commission on the Status of Women. Ms. Hochberg served as a guest presenter at one of the breakout sessions.

Today there are almost 8 million women-owned businesses in the United States, generating $2.3 trillion in sales and employing 18.5 million employees. And by the year 2,000, 50 percent of all U.S. businesses will be owned by women. These startling statistics were offered by Hazel Henderson, futurist and author, who addressed more than 400 business professionals at Bryant's first Women's Summit on September 15.

"The Women's Summit: Rising to Workplace Challenges in the Next Millennium" offered presentations, workshops, and breakout sessions that examined such topics as mentoring, integrating work and family, and diversity in the work force.

Opening remarks were given by Rhode Island Governor Lincoln Almond and Senator John Chafee, conference chairman.

Henderson spoke about the need for socially responsible entrepreneurs to improve their communities and make a better, cleaner, safer world. "Beyond GNP-growth, we have to grow wiser and more deeply in relationship with each other and our loved ones," said Henderson. "We are growing up – to our fuller potential and to create more humane societies and cultures for the coming new century."

Joanna Lau '97H, president and co-founder of LAU Technologies, a manufacturer of electronic systems for U.S. military and commercial applications, later gave a presentation titled, "Entrepreneurship: One Woman's Success Story."

A luncheon followed in the MAC, with keynote speaker Sue Herera, anchor of CNBC's "Business Tonight." She urged women to change the way they look at money and to take charge of their financial futures. "This is a wonderful time to be a woman," she said. "There is so much ahead, and so many opportunities."

A related summit story on page 2 reports on a session that focussed on a growing national concern to balance work and family.

Hazel Henderson (center), futurist and author, talks with conference participants.

QUICKLY . . .

Professor Jay Reedy will present a paper on "Making Tradition Modern" at the American Society for Eighteenth-Century Studies' December meeting sponsored by Boston College.

Mary Ellen Rivet, training support coordinator for the Export Assistance Center, has been elected to the executive board of the World Trade Club of Rhode Island.

Barbara Gregory, assistant director of career services/internship coordinator, led a panel discussion titled "Internship and COOP Programs: They Can Be Beneficial or Catastrophic" at the Eastern College and Employer Network Spring Forum held in June at Harvard University.

Professor Terri Hasseler presented the paper "Socially Responsible Rage: Postcolonial Feminism and Writing" at an Oregon State University conference in August.

Professor Judy Barrett Litoff presented a lecture, "Dear Poppa: The Letter as Historical Artifact," at the Minnesota Historical Society in Minneapolis in September. The lecture was part of a series of events celebrating the publication of her tenth book, *Dear Poppa: The World War II Berman Family Letters* (Minnesota Historical Society Press, 1997).

Professors Lori Ann Coakley, William Graves, Joseph Ilacqua, and Judy Barrett Litoff served as panelists for the session, "Introducing an Understanding of Western Business Practices and Cultures to Students in the Former Soviet Union," at the annual meeting of the Northwest Business and Economic Association held in Philadelphia in September.

Professors Phyllis Schumacher and Janet Morahan-Martin presented two papers this summer: "Gender Differences in Internet Usage, Behaviors and Attitudes Among Undergraduates" was presented in San Francisco at the joint meeting of the 7th International Human-Computer Interaction Conference, and the 13th Symposium on Human Interface (Japan); "Incidence and Correlates of Pathological Internet Use" was presented at the annual convention of the American Psychological Association (APA) in Chicago. The latter was part of a symposium, "Lost in Space: Can Internet Use Become Pathological," which Morahan-Martin organized and chaired. She also presented a separate paper at the APA on "Gender Differences in Internet Usage" (a literature review) at a second symposium on psychological issues surrounding the Internet.

If you have information for "Quickly," please send it to *Bryant's Business* Editor Janet Proulx or e-mail to jproulx@bryant.edu.

Mission possible: balancing work and family

One of the biggest issues facing today's work force – and employers alike – is that of maintaining an appropriate balance between work and home responsibilities. A growing trend among companies nationwide is the effort to support family values and personnel needs through flexible work schedules and other initiatives that demonstrate business responsibility to societal values and job satisfaction - while maintaining and even increasing productivity in a competitive environment. Senator John Chafee, chairman of the Women's Summit, said "Congress is continuing to look at these trends, and is trying to find ways to encourage employers to offer a more flexible workplace, and enable more Americans to continue working after they have children."

Senator John Chafee, conference chairman, is interviewed by Channel 6 reporter Margie O'Brien.

At Bryant's recent Women's Summit, one of the most popular sessions, "Mission Possible: Balancing Work and Family," addressed this growing challenge. O. Rogeriee Thompson, one of the session's speakers, illustrated the point.

In 1980, she left the relative comforts of a large law firm to establish her own legal practice. She also purchased a home and had a baby – and set some unrealistic goals as to how she would balance all of these things within her life.

Thompson, who is now an associate judge with the Rhode Island District Court (and a member of Bryant's board of trustees) initially was determined to take her child to work with her, often leaving the baby in the arms of a court officer or sheriff while she attended to court cases, or asleep atop a file cabinet in her office."That lasted about two weeks," she said, "before I decided my child needed adequate day care while I worked."

Thompson's dilemma of adequately raising a child while managing a career led also to discussion of the pros and cons of moving from full-time to part-time work status. Joining Thompson as session speakers were Providence College Professor Pamela D. Sherer and Lori Coakley, an assistant professor of management at Bryant, who discussed strategies for integrating work and family.

"Women who want to move from full-time to part-time work and don't plan adequately," said Coakley, "may face a terrible disaster." Among the disappointments, she said, are diminished identity within the organization, limited involvement in decision making, reduced career mobility, and reduced benefits and income.

Coakley and Sherer, both of whom have studied work and family issues extensively, highlighted six steps women can take to strategize a move from full-time to part-time work status. They are:

- Assessing the organizational culture to determine if there are precedents for such a move, and what career mobility, training and development, and benefits and compensation are available to part-time workers;
- Assessing job responsibilities and relationships, including scheduling of work, access to resources and networks, and delegation of work;
- Determining personal and professional needs, including home life requirements; intrinsic work-related needs such as power, status and self-esteem; and extrinsic work-related needs such as compensation, benefits, and career mobility;
- Tailoring current job responsibilities to part-time status; identifying pay, pension, health, vacation and training issues for negotiation; and targeting the appropriate personnel within the organization with whom to negotiate the move;
- Negotiating the move to part-time status by scheduling a formal meeting with targeted personnel; introducing a plan for change along with supporting arguments (for both the organization and the individual); and anticipating any delays and obstacles to change; and
- Maintaining professional posture by informing all necessary parties of the change and the impact on them; continuing to develop networks within the organization; and creating realistic expectations for yourself and the job.

Coakley said that one of the most important aspects of making such a move is avoid letting their part-time status become an issue. "This is an easy card to play," she said. "Remove this idea at all times by focusing discussions on work, not on working part-time."

Bryant professor is award-winning poet

One of Bryant's new term-appointed faculty members is not a high-tech business expert, but rather an award-winning poet. Tom Chandler, of the English department, is teaching a course on literary studies and conducting a poetry workshop. He has served as an adjunct faculty member since 1990.

This fall, Signal Books will publish *Wingbones*, Chandler's latest collection of poems. The manuscript was a finalist in four national book competitions, and poems from it were nominated for the prestigious Pushcart Prize. One of those, *Gravity*, is below.

Chandler is a winner of the Galway Kinnell Poetry Prize and has twice received writing fellowships from Yaddo, a writing enclave. His poetry has appeared in the *Poetry*, *Ontario Review*, *The New York Quarterly*, and many other literary journals. He has published two other books, *The Sound The Moon Makes As It Watches,* and *One Tree Forest.*

Gravity

Maybe the lost are living now
in the world inside the world.
Their shadows smear the rooftops gray,
kiss whispers in the broken eyes of windows,
lean wildly across the sift of starts.
They do not speak in languages of words.
Sometimes their fingers dandle
in the warmth of moonlit snow.

Inside its little cages of bones
the heart believes in everything it can,
the sycamore branches carved from the sky,
the blue tongue of the wind, the crust of pavement
cupping what would love to tug us deep inside
to rooms where those we've lost may well be laughing.

Three public safety officers received 1996-97 service awards at a presentation ceremony held on campus: Brian Desmarais, Officer of the Year; Vincent Benoit, Distinguished Service Award; and Jay Hammond, Emergency Medical Technician of the Year. Pictured are (l-r) Joe Meichelbeck, vice president of business affairs; Officer Desmarais; Officer Benoit; George Coronado, director of public safety; Officer Hammond; and President Machtley.

Moving in day on August 30 proved that each new student has his or her own way of settling in. Some lift and carry, some provide the inspiration.

Smith, Combs offer tips for success

Despite differences in age and background, Rick Smith, chairman of Bryant's math department, and motivational speaker Patrick Combs have something in common: both are authors who have developed systems for building success and helping college students make the best of their abilities.

Smith's book, *Mastering Mathematics: How to be a Great Math Student*, contains more than 200 tips on study techniques, test preparation, and classroom performance to help marginal math students achieve success in math courses. Combs's *Major in Success: Make College Easier, Beat the System & Get a Very Cool Job* offers an approach that uses college resources and applies them to work-world situations. Combs, an author and popular speaker on college campuses, came to Bryant in September to share his success-building ideas with students.

Here are some of their tips:

Rick Smith - Mastering Mathematics

- **Have the right attitude in math courses** - a positive math experience can provide a model for success to inspire you to pursue challenges in the future without becoming demoralized
- **Begin before your math course starts** - take an active role in course preparation and buy the textbook early and review it
- **Master the course using four major steps** - follow the teacher's explanations, master class notes and materials, work out homework problems on time, and follow a separate organized study plan for tests
- **Use class time effectively** - attend more than one section of the course (if it is offered), focusing on note-taking in one and identifying and asking questions in the other
- **Make effective use of time between classes** - prepare for the next class, read your class notes and textbook effectively, do your homework and check it before the next class, and work with other students
- **Aim for perfection in test preparation** - always focus on obtaining 100 percent of the test answers by mastering all topics; the higher grade you aim for, the higher grade you are likely to get

Patrick Combs - Major in Success

- **Focus on what you care about** - major in the subject that interest you the most and take courses that excite you; many students never end up in careers in which they majored in college
- **Make bold decisions** - the decisions you make every day - and don't make - shape your future
- **Commit yourself to taking the time to make your dreams come true** - there are very few cases of overnight success, so don't be impatient
- **Break through your failures** - successful people are those who are able to overcome their mistakes and failures and move on the next level
- **Be good to others** - you can put "focus, commitment, boldness, persistence, even money to work for you and not end up successful if you don't make people around you feel good about themselves."

Bryant trustee and former Rhode Island Governor Bruce Sundlun '80 lunches with new students on Convocation Day.

Internship with Patriots is dream come true for Bryant senior

Stephanie Zanfagna learned first-hand that New England Patriots head coach Pete Carroll does not appreciate his players being late for meetings.

Zanfagna, who interned with the Patriots this summer, was approached by an anxious Chris Slade, the team's star linebacker, one evening while she was eating dinner. "He said he was late for a meeting," Zanfagna explained, "and asked if he could use my bike to get across campus." She acquiesced, sparing Slade from Carroll's wrath.

Zanfagna is a senior marketing major at Bryant. An avid sports fan and an accomplished athlete, she is the captain of the Bulldogs softball team and a three-time all-state selection at North Providence High School.

When she found out last spring that the Patriots award one of their internships each year to a qualified Bryant student, she jumped at the opportunity. "I'm interested in sports marketing, and Mike Rondonelli [a '97 Bryant grad and former Patriots intern] encouraged me to apply."

After a lengthy interview process, Zanfagna was selected as one of three interns from a large pool of applicants. Her two colleagues hailed from Auburn University in Alabama, and Springfield College in Massachusetts. It was heady stuff for someone who admits to being somewhat of a homebody.

"I spent the first two-and-a-half weeks in Foxboro working at the stadium. Don Lowery [vice president for public and community relations] took us on a tour of the stadium. He brought us down to the field and we stood on the 50-yard line. I felt like 'Rudy'. It was unbelievable. I'd never been to a stadium that big."

Zanfagna spent most of her summer vacation at Bryant for the Patriots five-week training camp. She worked in the public relations office, where she assisted in the day-to-day operations. "I'd be at work at 7 a.m., pick up the newspapers, and deliver them to the coaches, scouts, and the media relations office. At 9 a.m., I'd go out to the first practice and do various tasks such as hand out rosters. Then I'd return to the office to prepare for the 11:30 press conference. I dealt with the media quite a bit and learned a lot about it."

The highlight of the summer was accompanying the Patriots to Philadelphia for an exhibition game with the Eagles on August 21, a game she characterizes as "the best experience of my life.

"I worked with Mike Lynch [of WCVB-TV Boston], who was the sideline reporter for television. I would call up to the press box to confirm injuries during the game. It was quite an experience being on the sideline for an NFL game."

Zanfagna came away with a sense of the inner workings of a strong organization. "I was very impressed about how the Patriots' organization functioned as a team. For example, when the Patriots were playing Dallas, it was 'we' who were playing Dallas, not 'they'. All the secretaries wore AFC Championship rings. Bob Kraft wants everyone to feel like they are part of the success. Pete Carroll's leadership also has a big influence. There was a great atmosphere and sense of unity and he was one of the major reasons why. People really respect him and the way he handles himself."

"I also learned a lot about the promotional aspect. It gave me the chance to apply concepts I'd learned in my marketing classes."

The Patriots have asked the Bryant senior to stay on and work home games – and who knows what exciting experiences lie ahead for the Patriots and Stephanie Zanfagna this football season.

Bryant in the news

In the past month, the achievements of Bryant College faculty, staff, and students have attracted media attention. Here are selected highlights:

- **Professors Janet Morahan-Martin and Phyllis Shumacher's** co-authored study of "Internet Addiction," was picked up by wire services nationwide and has appeared in a number of major publications.
- **Professor Rick Smith** and his book, "Mastering Mathematics: How to be a Great Math Student" were the subject of a major article that appeared on the front page of the Sept. 11 *Providence Journal-Bulletin's* "Lifebeat" section, complete with a colored picture of Smith in the classroom.
- **Professor Ron Deluga's** research on succeeding with your superiors continues to appear in newspapers and magazines across the country. It was recently featured in the Aug. 1997 issue of *Woman's Own*, a magazine with a circulation of 300,000.
- **Professor Doug Levin and Science Lab Manager Bill Brew** were featured on WLNE-TV 6's morning news on Sept. 1. Levin and Brew demonstrated the variety of environmental educational programs they have developed for the Blackstone Valley Tourism Council. They were interviewed from the deck of the Blackstone Valley Explorer.
- Bryant seniors and resident assistants **Fran Doehner and Harold Peacock** were featured on the cover of the Aug. 28 *Greenville Observer* as they moved back to campus at the end of August. **Julie LeBlanc, Bill Phillips, and Martha Ucci** were extensively quoted in a two-page article on the "freshmen experience."
- The Women's Summit held on September 15 generated publicity before and after the event. Pre-event publicity included a story in the "HERS" section of the *Providence Journal-Bulletin* on Aug. 29 and promotion on WJAR-TV 10. Day of event news coverage included Channels 6, 10, and 12, *Providence Business News, The Providence American,* and *The Call* (Woonsocket), which followed with an editorial.

United Way/Fund for Community Progress Campaign

Bryant's United Way/Fund for Community Progress campaign began mid-September and packets have been distributed to employees. For the first time, employees may donate to the college through the United Way campaign. Donations earmarked for Bryant will go to the Campus Scholarship Fund to help students meet the cost of attending college.

Employees may allocate their United Way contributions to a specific agency, a particular type of service, or a certain geographical area. Donations may also be designated for the Fund for Community Progress, which is composed of 21 local agencies that offer a broad spectrum of community-based services.

"The campaign theme 'Celebrate Giving' reminds us that it is important to give something back to the community in order to build a better future for ourselves and those around us," says President Machtley, who is chairing the Private Education Division of this year's United Way campaign. President Machtley gave the program a boost by donating tickets to the September 14 Patriots/Jets game. A silent auction for the pair of tickets netted $310 for the campaign.

Donations for the United Way/Fund for Community Progress campaign will be accepted through November 20, when a complimentary breakfast will be held at 8 a.m. to thank donors for their participation. Drawings for donated prizes will be held throughout the campaign. The extensive prize list includes gift certificates to area restaurants, memberships to the Bryant Athletic Center, and two tickets to the New England Patriots vs. Pittsburgh Steelers game on December 13.

Contact Co-chairs Rosanne Dana at Ext. 6045 and Karen Barrett at Ext. 6020 for more information or if another packet is needed.

On the Move

Promotions:
Kathy Jarret: Associate Director for Advising Services
Susan McDonald: Associate Director for Registration Services
Elizabeth Powers: Assistant Dean of Undergraduate Studies/Director of Undergraduate Programs
Joe Pratt: Director of Corporate Relations
Bob Sloss: Interim Dean of Students
Joyce Teng: Programmer, Information Technology

Title changes:
Karen Misiaszek: Gift Account Assistant
Joanne Socci: Gift Account Assistant

Transfers:
Elaine Goodwin: Faculty Services Coordinator

NEW FACES

Darrell J. Claiborne
Assistant Director, Student Activities

Claiborne's experience includes serving as assistant director of student activities at Plymouth State College. Other positions held at Plymouth State include operations manager of Hartman Union, Black History Month chairperson, and Black Student Union advisor. He holds a bachelor's degree from Johnson & Wales University and a master's degree from Plymouth State.

C. Claire Law
Associate Director, International Admission

Since 1994, Law had served as director of international liaison at the Art Institutes International, Pittsburgh. Prior to that, she was assistant director of admissions at the Art Institute of Atlanta. She holds a bachelor's degree from Carleton University in Ottawa, Canada, and is presently enrolled in the master's degree program at the University of Rhode Island.

Jane Elizabeth Porter
Area Director, Residence Life

A 1996 Bryant graduate, Porter most recently served as resident director and co-director of student activities at Mitchell College in New London. As a Bryant undergraduate student, she served as resident assistant from 1993 to 1996. Her honors included Dean's List, Who's Who, Student Leader of the Month, and a Student Senate Service Award. She was also a Commencement award recipient.

Richard Siedzik
Network Support Manager

Siedzik comes to Bryant from Eastern Utilities, where he held a number of positions and most recently served as supervisor for technical support services. He holds a bachelor's degree from Roger Williams College and has completed numerous training courses in his field.

Carrie M. Skinner
Resident Director, Residence Life

A 1996 graduate of the University of Massachusetts Amherst, Skinner held a number of positions within their student affairs division, including resident assistant, new students program counselor, community development assistant. She most recently served as undergraduate admissions assistant.

Serle M. Stolasz
Assistant Director, Admission

Stolasz returns to Bryant after serving as company officer at Massachusetts Maritime Academy. She had been at Bryant from 1994 to 1996, serving first as executive secretary/scheduling assistant for the president, and then as admission counselor. She holds a bachelor's degree from the University of San Diego.

Troy Damond Williams
Area Director, Residence Life

A 1994 graduate of Roger Williams University, Williams brings several years of related experience to the position of area director. He served as resident assistant at Roger Williams, and from 1994 to 1997 held positions at Rhode Island College, first as residence hall director, and more recently as assistant director for housing.

Kenneth M. Turbitt
Assistant Director, International Admission

Turbitt had served as assistant director of international admission at Boston University since 1994, and prior to that was an admissions counselor at Manhattan College and Providence College. He holds a bachelor's degree from Providence College and is enrolled in its master's degree program.

Employee benefits

TIAA-CREF now on line

Bryant employees can now access their TIAA-CREF accumulation values or change their distribution instructions using the NET. Simply go to: http://ais.tiaacref.org/aisframe.htm. Next, choose option: See Accumulation Values if you want to see your balances. Then enter your social security number and pin number. (If you don't have a pin number, follow the directions listed for creating a pin number, not the 7-digit number you originally received).

Health Advisory Task Force

Health insurance costs continue to rise dramatically, and the challenges of stabilizing future rate increases continue. A task force, composed of all constituencies of the Bryant community, will assess alternatives to our current health plan.

Task force members include: Joe Meichelbeck; vice president of business affairs, and task force chair; Doris Helmich, health educator, and chair of the Council of Administrators; Jan Lewis, assistant vice president, human resources; Shirley Plante, associate director, human resources; Irene Bedard, office coordinator, health services; Sam Mirmirani, professor of economics; Kathy Simons, professor of accounting, and president of the Faculty Federation; Wallace Wood, professor of computer information systems; Felix Corpuz, physical plant, and chief steward of the Service Employees International Union; and Virginia Bowry, public safety assistant.

All employees are encouraged to take part in this process by submitting suggestions to Jan Lewis in human resources.

Around the Corner

October 2:	Rosh Hashanah
October 5:	Open House 10 a.m. to 3 p.m.
October 11:	Yom Kippur
October 13:	Columbus Day No undergraduate day classes; undergraduate and graduate evening classes will meet
October 24-26:	Parents' and Family Weekend '97
October 26:	Daylight Saving Time ends Turn clocks back
	Halloween party for children of employees Sponsored by Greek Life Time: TBA - Papitto Dining Room
October 31:	Halloween
Nov. 11:	Veterans Day
Nov. 26-28:	Thanksgiving Recess No classes; offices close at noon, Nov. 26

Work in progress

Jim Cook, of Arcus Glass Studios in Providence, has the world at his feet as he welds the globe that will be part of the new Bryant entrance sign. The sculpture will rest on a red and black granite base. Watch for information on a ceremonial unveiling of the new sign on October 31.