A MORE BALANCED WORKPLACE: OF WOMEN, BUSINESS, AND NEW DEFINITIONS OF SUCCESS
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**On the cover:**
The balancing act required to successfully manage personal and professional responsibilities has become second nature to many women. In this issue, *Bryant Business* explores how these professionals succeed in "having it all."
Over the past 30 years — the span of my professional experience — we have seen tremendous changes in the role of women in our society. When I was at Annapolis, midshipmen were all male; now, the Naval Academy is coed and women command ships and bases, pilot aircraft, and serve in all but direct combat roles. When I was in law school and private practice, women were only beginning to take the leadership roles in the profession that they occupy today. And in politics, women have begun to fill elective and appointive offices — and senior policy and staff roles — in greater numbers than ever.

In what seems to me to be a very short span of time, women have gone from asserting on bumper stickers and lapel pins that “women hold up half the sky” to proving that even the sky is no limit.

In an economy that’s rapidly transforming — propelled by e-commerce, information technology, and other constantly unfolding frontiers — opportunities for women continue to grow. The new tycoons and IPO millionaires of dot.com companies are predominantly young, often female, and educated in an environment that takes the equality and potential of women as a given. An environment, in fact, consistent with that of Bryant College.

For many years, we have offered women the opportunity to learn the professional skills they need to succeed in the business world. Recently, we’ve placed increasing emphasis on providing opportunities for all students to enjoy the kind of leadership, team-building, and management experiences that will stand them in good stead throughout life. It happens in the classroom, it happens in campus clubs and professional societies, and it happens on the playing field.

At a recent women’s volleyball game, fans were given a great example of the kind of versatility, confidence, and character that Bryant engenders. Our team members consistently work together and play smart — leading to last year’s league championship. But when the tape recording of the national anthem broke before a recent match, freshman Kerry Beach stepped forward with the “I can do that” spirit that exemplifies Bryant. She sang, a cappella, a beautiful version of the national anthem that brought the house down. Her teammates cheered her on ... and then together won another league match.

This spirit imbues the entire College — nowhere more than in our third Women’s Summit. This year’s speakers included consultant Sally Helgesen, Fort Point Partners CFO Kelyn Brannon, and Essence editor Susan L. Taylor. Kati Machtley, a chair of this annual event, has organized this remarkable gathering since its inception. She has created a forum that has in a few short years become a signature event on the Bryant campus. In addition to many students and faculty members, the 744 people who attended this year included senior business professionals whose perspectives contributed a great deal to the lively discussion. The cost of the event is carefully calibrated: One businesswoman told me last year that she would have expected to pay $300 for such a stellar event. Bryant’s price is just $10 — not because we’re unconcerned about net revenue, but because for an event like this we’re particularly concerned about access and affordability. Through corporate sponsorships, the volunteers of Bryant College make this a great event.

I could not be more proud of the position, vitality, and energy of the College. And I could not be more grateful to the many people — administrators, trustees, staff, faculty, students, alumni, and family members — who have made Bryant what it is today.

Ronald K. Machtley
President
A MORE B<br>WORK<br>OF WOMEN, BUSINESS, AND

Margaret
Lawson '53 and Cynthia
Schmitt '81 are alike in a lot of ways.
Both earned their bachelor’s degrees at
Bryant College. Both worked for more than
15 years before having a child. Both are very
successful business professionals. The difference?
Lawson graduated in 1953, a time when, in
her words, “the best a woman could hope for
was to be someone’s assistant if she
didn’t have a law or medical
degree.”
Today
Lawson is a vice president in charge of marketing services for The Hartford Steam Boiler Inspection and Insurance Co., a $650 million enterprise with 2,500 employees worldwide, but she spent decades in the trenches before achieving a senior management position. Schmitt, on the other hand, graduated in 1981 and was the CFO at Sara Lee Corporation by the time she was 35. She's now vice president for international finance, strategic planning, and business development for Revlon, Inc.
By most measures, American women have made great strides in business in the almost 40 years since Lawson abandoned her first career — in retail — because buyer training programs were so heavily male oriented. Gains have been particularly striking since the mid-1970s, when women held 36 percent of the managerial and professional specialty occupations in the country, according to the U.S. Bureau of Labor Statistics. By 1997, that percentage had increased to 49.

Women aren’t just helping run more businesses — they’re also owning more businesses. Between 1977 and 1992 (the most recent year for which U.S. Bureau of Labor data are available), the number of women-owned businesses expanded by 15 percent each year, reaching a total of 5.9 million.

On top of everything else, women are mastering the art of building careers while also engaging in the hobbies, family life, and other extra-professional activities that can characterize “success” in life.

**THE SECRETS TO THEIR SUCCESS**

What distinguishes women who rise to the upper echelons of their companies? Every situation is unique, of course, but a nationwide survey of top-ranking female executives identified several key characteristics. Released in 1996 by the nonprofit research and advisory organization Catalyst, the report *Women in Corporate Leadership: Progress and Prospects* found that women most often attribute their career success to the following factors: consistently exceeding expectations, developing a style with which male managers are comfortable, seeking out difficult assignments, and having an influential mentor. In an informal survey, seven successful Bryant alumni confirmed those findings and added several insights of their own.

When it comes to making a strong impression, there’s simply no substitute for top-quality performance. “In tax work, excellence means more than doing things as carefully and perfectly as you can, though that’s essential,” says Maureen Creasia ’82 MST, the senior tax consultant at Palmer & Dodge LLP, one of Boston’s leading law firms. “It’s going that extra mile. It’s taking the time to meet with clients in their homes if that’s what they need, and it’s putting in long hours when necessary.”

For Cynthia Schmitt, the key has been to keep issues as low as possible on the food chain. “I always ask myself, How can I solve a problem before it gets to the CEO level?” she says. Successful women exceed their superiors’ expectations — and they often exceed their own, as well. “I’ve surprised myself,” acknowledges Yvonne (Levesque) Megenis ’78, vice president and treasurer of Bridgeport Machines, Inc., a $200 million corporation. “In the past, I didn’t picture myself as a leader or manager. I was a much quieter person. But my years in auditing taught me how to talk to people, how to ask questions.”

As the only female among 25 top managers in a traditionally male environment, Megenis can attest to the importance of developing a style that is accepted by men. “I’ve learned to impress them with my professional skills before showing them my personality,” she says. Like it or not, many successful women have made peace with the need to play by men’s rules. Margaret Lawson was the assistant to the president of the Greater Hartford Chamber of Commerce in the 1960s and 1970s when the president decided to put her in charge of the all-male board of directors. “He told me to go to my first meeting wearing something dark and to be sure to blend into the background,” she recalls. “The temptation was to resist, but I did what he said, and it worked.” She eventually became vice president and corporate secretary of the chamber.

It continued to work: In the 1980s, Lawson became the first (and only) female president of the Hartford Club, a male bastion, and The Hartford Steam Boiler’s first female officer. “It took three years before the engineers accepted me, but one day they called me over and said, ‘We’ve decided you can be one of the boys,’” she says. “Other women might have been offended by that, but I earned my acceptance with them. As they say, If you can’t beat ’em, join ’em.”
When Helen (Fiske) Irons graduated from Bryant College, Warren G. Harding was president of the United States. A first-class stamp cost 2¢. The New York Yankees beat the New York Giants in the World Series, 4-2. Time magazine debuted.

The year was 1923. And Irons, one of Bryant's oldest living alumni, graduated from the College with a secretarial diploma before going on to become the director of public welfare for Mendon, Massachusetts. She also served as town accountant — in fact, she was the first person to hold that position.

Being a woman in the workforce at that time, says Irons, was not an issue for her. “Most women didn’t work full time,” she says, “but I don’t recall complaints about those of us who did.” A supermom before the word was invented, Irons raised three children while working full time; that didn’t faze her either. “I didn’t find it particularly hard; my workload increased just as the children were getting older and could take care of themselves. I guess I just took it all in stride.”

At 96 years old, Irons still takes a lot in stride. She probably won’t attend Reunion 2000, she explains, since many of her Bryant classmates have passed on. “When you get to be my age,” she says with classic Yankee logic, “you expect that.” Irons still drives herself on errands, and she looks forward to bi-weekly Scrabble competitions with her granddaughter, Mary (Irons) Crooks ’87. The usual winner? “Grams,” admits Crooks. “She knows words I’ve never even heard of.”
SUCCEEDING BY DEGREES

If the women in the Catalyst survey didn’t immediately point to their education as a key factor in their success, it’s just one more indication of how far women have come. Once upon a time, a woman with a bachelor’s degree was relatively rare. Today, she’s practically a given: According to the U.S. Department of Education, the number of women who earned four-year degrees in 1960 was only 140,636; by 1999, that number had increased to almost 660,000.

Bryant women are well aware of the difference their education has made. “I hate to say it, but my dad was right!” says Elsie (Schaich) Kilguss ’55, a painter whose father encouraged her to earn a degree in business. Kilguss opened Studio Zwei Gallery in Wickford, Rhode Island, ten years ago, and since then has built it into a successful enterprise. “Raw talent isn’t enough,” she insists. “The art industry is very business oriented. I don’t think I could have managed to be self-sufficient without my business training.”

Palmer & Dodge’s Maureen Creasia agrees. “My master’s degree enabled me to move up through the ranks from entry level to senior tax consultant,” she says. “It’s had a great impact on my career.”

Education improves women’s career prospects — and their employers’ performance, as Peg Lawton ‘88MBA will attest. Lawton earned her first degree in elementary education in 1972, then earned her master’s at Bryant. Today, she serves as CFO of Red Hed Supply and Manufacturing, a Lincoln, Rhode Island–based manufacturing company and waterworks supplier. Started in 1974, Red Hed has grown dramatically in recent years. “I like to think I’ve contributed to that by bringing a new level of financial expertise to the operation,” says Lawton, who is the only person with an advanced degree on the company’s 45-person staff. “I have the ability to play devil’s advocate, to recognize when ‘little’ things are really quite important.”

SUCCEEDING ON THEIR OWN TERMS

Even as women are increasingly making their mark in what was previously a man’s world, they are also creating their own definition of success. It’s a definition that often encompasses professional achievement, family life, and community service.

“For me, success is being really happy with yourself, whether that means having a great career, combining career with family, or just having a wonderful family,” says Cynthia Schmitt, who married in her mid-30s and now has a three-year-old daughter. Maureen Creasia places a high value on family time — and is delighted that she and her niece can share their mutual passion for college basketball. Yvonne Megenis is active in the United Way and the YMCA, volunteering about 10 hours each month in addition to working full time and being a mom to her five-year-old son. “I’d feel like there was something missing in my life if I weren’t involved, especially in a poorer city like Bridgeport,” she says, adding that community service gives her opportunities to share her business skills and to test her creative side.

Being creative comes naturally to Elsie Kilguss, and while she’s thrilled that she can make a living that way, she values the influence she’s had on other people as an artist and a teacher even more. “Art elevates people to different plateaus,” she says.

“It’s never been about money,” agrees Denise Moon. The mother of a child with disabilities, Moon says that, when starting their own business, she and her partner wanted above all to create an environment where workers could balance family life — and where everybody would enjoy their work. “I suppose we could be a bigger company if we had different values, but we’re happy this way.”

AND NOW, THE BAD NEWS...

For all the progress that women have made in business, they still haven’t achieved parity with men. The U.S. Census
Bureau reports that American women make 74 cents for every dollar a man earns. While that figure doesn’t take into account differences in responsibilities and experience, Working Woman magazine’s most recent salary survey showed that women earn less than men for the same work in almost every position of every industry.

What’s holding women back? Female business executives recently polled by Catalyst identified three top factors: male stereotyping and preconceptions of women, exclusion from informal networks of communication, and lack of significant general management/line experience.

The Bryant alumnae interviewed for this article reported that the most common preconception about women they’ve experienced has occurred post-conception. “I think there was an assumption that I would have two or three kids, and I missed a key opportunity because of it,” says Bridgeport Machine’s Megenis, whose only child was born in 1992. Shortly after she returned from her eight-week maternity leave, an outside person was brought in as CFO — a position Megenis felt she was ready for. “I do wonder if I was mommy-tracked,” she says.

Denise Moon was worse than mommy-tracked after her first daughter was born in 1980: She was fired. “I was ready to return to work after two months and they told me not to bother,” she says. And it almost happened a second time. In 1982, the day after she let her boss know she was expecting, she was told she was being let go. Although this was in the days before the Family and Medical Leave Act, Moon had done her homework and knew it was illegal to terminate a worker because she was pregnant. “I told them, ‘I’m going to fight this,’” she said. Moon didn’t lose her job, but, like Megenis, she was soon passed over for a key promotion. “I think they just weren’t used to the idea of women of child-bearing age in management,” she says.

These women also agree that it remains difficult for women to socialize with male colleagues and plug into those “informal networks of communication” the Catalyst survey cites. This makes taking advantage of other networking opportunities more critical — a lesson Cynthia Schmitt learned while still a student at Bryant. “I remember a professor telling me that on her lunch break she walks around the mall and says hello to everyone, and that she keeps people’s birthdays in her Rolodex,” she says. “I followed her lead and, as a result, was much better prepared than my peers when I started working.”

In addition to building their professional contacts by attending industry events and serving on the boards of charitable organizations, women are increasingly establishing what have come to be known as “old girls’ networks.” The Chicago Network, for instance, counts among its members 300 highly accomplished area women employed in corporations, the professions, government, the arts, and the not-for-profit sector. One of the obligations — and privileges — of belonging to the Network is that members are required to return a phone call from another member within 24 hours.

CAUSE FOR OPTIMISM

While women in business continue to face challenges at the dawn of the new century, there is no shortage of reasons to celebrate their progress. Denise Moon recently hosted a “Women in Business” networking/fund-raising evening for South Coast Repertory Theatre, and her biggest problem was insufficient space for all the top-level female executives and business owners who were qualified to attend. Maureen Cresia has seen the number of female partners at Palmer & Dodge more than triple since she joined the firm, and the number of female associates there now approaches the number of male associates. And Peg Lawton is thrilled to see women making significant inroads in the traditionally male waterworks industry: “It’s delightful to see the number of women in important roles,” she says.

Most heartening are the quality and attitude of the young women entering the business world today. “Women are more confident and more relaxed,” says Schmitt. “They’re coming in with stronger skills, and they have more role models. They take their careers seriously, but they realize they’ll have multiple careers.” Margaret Lawson couldn’t agree more. “I’ve had four careers so far in my 47 years in the business world, and I hope to have a fifth one!”
Not for Women Only
Of immediate consequence to women, two Bryant professors’ research has implications for men as well

Bryant’s mission to educate students for business and for life is advanced by faculty members who are, first and foremost, excellent teachers. Many Bryant professors, however, are also prolific researchers. Just as instructors who are also business practitioners bring an added dimension to the classroom, so those who implement research projects enhance the educational experience by introducing students to original ideas and critical-thinking processes. Below are a few highlights of the work of psychology professors Janet Morahan-Martin and Nanci Weinberger.

The Digital Divide
In 1989, to assess the College’s technology needs, Bryant’s Information Technology department started surveying incoming undergraduates about their computer use and attitudes. Early survey results found men to be significantly more experienced and at ease with computers than women.

Auspiciously, the gap between males and females narrowed substantially by 1997. A whole new divide had emerged, however: the difference in Internet experience, competence, and comfort between men and women. It’s a difference with further-reaching consequences than, say, men’s mastery of sports trivia. “Access to and use of the Internet have important benefits in terms of professional opportunities and compensation,” says Bryant professor Janet Morahan-Martin, who is carving a niche for herself as a national expert in gender and technology issues. “Many companies use the Internet to announce job openings, for instance, and computing jobs are among the most highly paid out there.”

Concerned with what the gender gap meant for Bryant students and their futures, Morahan-Martin started researching the topic eight years ago. Since then she’s published more than 10 papers in academic journals and books, and edited an issue of the journal Cyberpsychology and Behavior devoted entirely to Internet and gender issues.

One of Morahan-Martin’s challenges has been to determine why the gender gap exists in the first place. “Thirty

There’s a huge loss of potential in the labor market when women lag behind men. Anybody who cares about the success of their business should care about getting women up to speed.”

Janet Morahan-Martin
years after the women’s movement began, it’s not that doors are closed to women, but something is holding them back,” she says. She has concluded that the “new technology” factor — and the related “fun” factor — come into play. “Women are usually slower to pick up on new technology than men,” she says, adding that men may be quicker because they see computers as something to play with, whereas women see them as something to work with. “Computers are boys’ toys and women’s tools,” she summarizes.

This difference in attitude begins young: Since most computer games are geared toward boys, males learn to enjoy and master computers earlier. The difference persists as new computer-related technology and on-line services are developed. “Today, women tend to use the Internet more for information, while men use it for recreation,” Morahan-Martin notes.

If women’s tentativeness with the Internet can interfere with their professional success, men’s enthusiastic embrace of it can create its own set of problems. Men are more likely to develop Internet “addiction,” for instance, and to engage in offensive or harassing language, probably because the Internet affords a degree of anonymity. “When women shy away from math and science, and now the Internet, it hurts their ability to develop fully,” Morahan-Martin says. “But it’s also damaging for men to interact more with technology than with other people.”

Morahan-Martin’s research adds to a growing body of knowledge that is inspiring the development of new products and approaches that may someday make the gender gap in technology a thing of the past. New computer games geared toward girls, for instance, may level the playing field at an earlier age — with long-term benefits for men and women alike. “There’s a huge loss of potential in the labor market when women lag behind men,” says Morahan-Martin. “Anybody who cares about the success of their business should care about getting women up to speed.”

‘ENVIRONMENTALLY FRIENDLY’ CHILD CARE
Professor Nanci Weinberger is also performing research of particular interest to women, but with relevance to a broader audience as well: She studies the physical settings of child-care centers to assess their impact on children’s emotional and cognitive development.

“I want to make students more skeptical. When they open a newspaper and see a study praising a new diet or medical breakthrough, I want them to ask, ‘How do the researchers know this? Which questions did they ask, and why?’”

“IT MAY BE THAT CHILD CARE IS SEEN MOSTLY AS A WOMEN’S ISSUE BECAUSE MOST CHILD-CARE PROVIDERS ARE FEMALE AND BECAUSE THE GROWTH IN THE FIELD HAS COINCIDED WITH WOMEN’S GREATER PARTICIPATION IN THE WORKFORCE,” SAYS WEINBERGER. “BUT IT’S SOMETHING BOTH MEN AND WOMEN SHOULD CARE ABOUT.”

At a time when the need for quality child care is growing each year, Weinberger’s research yields practical findings that providers can use to improve their care. For instance, being “promoted” from the younger toddlers’ room to the older toddlers’ room can be difficult for some children. Adding doors with full-length windows that allow children to see what’s going on in other classes, however, can dramatically raise their comfort level.

“This gives children early exposure to new teachers, new classmates, and new activities before they make the transition,” Weinberger explains. In addition, children tend to show increased levels of aggression and poorer learning performance when placed in larger groups, but well-defined “retreat” areas can reduce some of these negative effects. “We’ve all seen a child sneak away to hide underneath a table with a draping tablecloth,” says Weinberger. “Having a private corner where they can escape noise and activity makes a big difference.” Continued on page 10
Noting the dearth of literature on the subject, Weinberger has focused her energies on early childhood environments. In one project, Weinberger found that family child-care providers regularly modify their homes to make them safer for infants, but rarely to make them more developmentally appropriate. She recommended that training and licensing mechanisms incorporate guidelines for making homes both hazard-free and inviting for infants. “I enjoy the applied aspects of my work,” says Weinberger. “People can use my findings to improve the quality of the care they provide.”

As Weinberger studies child care, she merges psychology with education and environmental issues, demonstrating to students the value of interdisciplinary thinking. “Students often feel pigeon-holed into marketing, accounting, or whatever; but it’s at the intersections of those disciplines where the light bulb goes off and they find creative solutions,” she says.

Her background as a researcher enhances her students’ classroom experience in another way, as well. “I want to make students more skeptical. When they open a newspaper and see a study praising a new diet or medical breakthroughs, I want them to ask, ‘How do the researchers know this? Which questions did they ask, and why? How did they test their hypothesis?’ I love it when they challenge me, because it shows that they’re learning not to take what ‘experts’ say for granted, whether in class or in the rest of the world.”

A look at a recent faculty research project

**RON DELUGA**
Professor, Psychology  
B.S., Bowling Green State University  
M.S., Miami University (of Ohio)  
M.B.A., Xavier University  
Ed.D., University of Cincinnati

Health care, tax, and spending policies are common barometers by which U.S. presidential candidates are judged. But how can the electorate know whether a presidential hopeful will be effective in office? Psychology professor Ron Deluga believes he may have found a clue. He has spent the last three years analyzing the personalities of U.S. presidents whom historians consider to have been charismatic and inspirational, and believes that there is a connection between certain personality traits and presidential effectiveness (also as determined by historians). “If we can find out which characteristics are connected with favorable outcomes, that might be useful to the general public at voting time,” says Deluga. Surprisingly, favorable outcomes are sometimes born of inauspicious origins; highly charismatic people often possess fierce qualities.

People who can lie with a straight face might be called Machiavellian or ruthless. They tend to be unemotional, make decisions based solely on facts, and believe that the end always justifies the means. While those may seem to be somewhat distasteful qualities, they can be useful in certain situations. “People with this trait can make tough decisions easily,” Deluga says.

Perhaps that explains the success of Franklin D. Roosevelt, whom some historians deem the most charismatic American president as well as one of the three most effective, and whom Deluga’s research found to be the most Machiavellian president. That may also explain, in part, why the 32nd president was able to guide the nation through the Great Depression and World War II, and was the only commander-in-chief to be elected to office four times.

Presidents whom historians have not considered effective include Gerald Ford, Jimmy Carter, and George Bush. They were not charismatic, either, according to Deluga’s research. Because Bill Clinton is still in office, his effectiveness has not yet been rated and Deluga withholds analysis of his personality.

Deluga’s research on this subject has been published in Leadership Quarterly.
When I started my career in the 1960s, I'd say 98 percent of women in corporate America were clerical,” says Judith Squillante ’60, now the senior vice president of human resources at PBS&J, a national consulting engineering and planning firm headquartered in Miami, Florida. “The glass ceiling was very real.”

In fact, 10 years later only 20 percent of the managers in her field, human resources, were women. So pervasive was the notion that HR was a man’s profession that a mid-1970s survey by the American Society for Personnel Administration, aimed at determining the “typical” personnel officer, was entitled “Mr. ASPA.”

Even in 1991, when fellow alumna Melissa Scanlan graduated, women faced significant barriers in the field. “Everyone talked about women in the workforce,” says Scanlan, who today is vice president of human resources at Comdisco, a global technology services company. “But the culture hadn’t fully adapted to the idea of women in business. A lot of the traditional stereotypes were still accepted.”

But, oh, what a difference a few years can make. By 1996, the percentage of women human resources professionals had more than tripled to 62.5 percent, according to the U.S. Department of Labor. Moreover, a 1997 article in HR Magazine estimated that women held 20 percent of senior executive positions in human resources. It’s a trend that promises to continue as more women appear to be choosing careers in human resources — 70 percent of the student members of the Society for Human Resource Management are female.

Squillante believes that decades of women’s hard work have made this progress possible. She notes that she was the first woman to hold a senior position at her current company, as was the case with her previous engineering employer. (She is also now on the board of directors of PBS&J, the first and only woman so far to earn that distinction.) Her mother, Hilda (Jamiel) Ferris, who graduated from Bryant in the 1930s, taught her to arrive at work early and stay late. That advice paid off. “At the end of the day, most employers recognize hard work more than a person’s gender,” she says. “There are still pockets of resistance to women in leadership positions, but I think equality is here for the most part.”

**CHARTING THE COURSE, SETTING THE TONE**

Both women consider human resources to be essential to a strong business — and they challenge traditional perceptions of the profession. “People see HR as a soft, touchy-feely kind of field,” Squillante says. “It’s not. It has a very strategic side. My role is to further corporate goals and objectives by looking at the human component of the corporation — what motivates and inspires employees, how we can meet or exceed expectations, how and when we should institute changes. The department has bottom-line ramifications that are critical to healthy companies.”

Scanlan also ensures that her department is an integral part of her company’s success. “I provide strategic perspectives, working with division heads to determine what their ‘people needs’ are,” she says, echoing Squillante. “I bridge the two sides of the business — the human side and the technical side — and I’m not a softy. My job is to make this business successful.” That’s why she believes human resources professionals need to have a general understanding of how
every department functions. "I couldn't step in and run each of our areas, but I know how they operate," she says.

In addition to keeping an eye on the bottom line, Scanlan notes, HR executives influence the tone of the workplace. "Part of my job is to help determine and advance the corporate culture," says Scanlan. "How? By embracing the core values — passion, pioneering spirit, integrity, and competition — that have made us successful. I gear everything we do toward those values, from crafting job descriptions to making hiring decisions."

FINDING A BALANCE

With many people working increasingly long hours and with the number of two-working-parent families growing, quality-of-life concerns have become more important than ever. One of her responsibilities as a human resources officer, Scanlan believes, is to create an environment that allows employees to meet their needs outside of work. "Comdisco is what I would call family and life friendly — not just family friendly," she says. "There is more to life than work, regardless of whether or not you have a family. We don't want people to feel as though they are indentured servants, and I think we've been pretty successful at making sure that doesn't happen." She notes, for instance, that Comdisco is one of a growing number of companies that offer flextime and an on-site daycare center.

But Scanlan concedes that even with a supportive employer, it can be difficult to do everything she needs to do. She notes, for example, that as a working mother she sometimes needs to leave meetings early to attend to her children. "When I started at Comdisco, I thought I could work 60 hours a week and raise my kids. I was able to put in those kinds of hours when my first child was a baby, but not as she has grown older," she says. "I'll be a parent forever, though, so I'm dedicated to making my kids a priority."

Squillante also appreciates the confidence she found at Bryant: "I went to college early — I was 16 years old — and I met so many women students who were comfortable with themselves and their capabilities. I learned a lot from them. It was the ideal college for me." Scanlan agrees: "I tell everyone that Bryant is a phenomenal business school where I learned how to learn. Every day I'm glad I chose it."
Bryant alumni hold leadership positions in fields as far-flung as accounting and the arts, management and medicine. But why should they wait until graduation to prove their mettle? Adept at combining vision with energy, many Bryant students take the initiative right here on campus, immeasurably enriching both their own educational experience and that of the community at large. Two cases in point: Pamela Coppola ’00 and Leanna Mansour ’00.

“As a junior, I really wanted to start a project from scratch,” recalls Coppola. She responded to the urge by founding the Bryant Communication Society under the guidance of communications professor Kevin Pearce. “I thought it was important to form the club because more and more students were majoring and minoring in communications,” she says, adding that the group is also open to non-majors interested in the field. A double major in marketing and computer information systems, Coppola has served as the organization’s president for the two years of its existence. “We educate people about career options, host guest speakers, and try to encourage more student/faculty interaction,” she says, “so it really complements the classroom experience.”

Mansour, meanwhile, concentrates on another aspect of Bryant life as president of BACCHUS, a student group dedicated to promoting responsible behavior. The organization sponsors campus participation in such activities as the Great American Smoke Out and Drunk Driving Awareness Month, and was originally created by Doris Helmich. (Helmich currently serves as special assistant to the vice president of student affairs.)

Since joining BACCHUS, Mansour has initiated several new programs destined to become permanent Bryant traditions. Among them is an annual street dance held on the patio between two first-year residence halls. “We throw the party for the freshmen on their first night on campus,” she says. “We bring in a DJ, mocktails — the works — so it’s no surprise that we get a great turnout.” Mansour is also the mind behind “Pasta Pigout,” a spaghetti feast held during spring weekend shortly after the band begins to play. “We’re not telling people not to party,” she’s quick to note. “We just remind them to do it responsibly.”

LEARNING ABOUT LEADERSHIP

Their experiences have given both women new insights about the directions they wish to pursue after commencement. “I learned that I want to encourage people to develop their skills,” says Coppola. “I’m always asking students, ‘Have you considered the executive board?’ or ‘Do you want to work on our public relations committee?’ I’ve found that I’m good at recognizing what people are good at, then nurturing their talents.” No surprise, then, that she recently accepted a position as a management associate for CIGNA.

Mansour, too, has learned that she likes to help others help themselves. “People tell me what they want, and I help them get it. By doing that, I’ve overcome the serious case of shyness that I had when I arrived at Bryant,” says the resident advisor and orientation leader. “As I’ve become more involved with this community, my self-confidence has skyrocketed.”

If you are a former member of a Bryant organization and would like an update on its activities, please contact Judy Kawamoto, director of student activities, by phone (301-292-6160) or e-mail (jkawamot@byrant.edu).
The third Women's Summit was held on Bryant's campus on March 29. Each year this conference provides a forum for discussion about the issues that women face in today's business environment. National business leaders share their professional and personal insights with other women who have their sights set on entrepreneurial or corporate success. Below, chair of the Women's Summit Committee Kati Machtley offers her perspective on what it takes to reach the Summit.

SOMETIMES YOU CLIMB A MOUNTAIN SIMPLY BECAUSE IT'S THERE

Kati Machtley will not take all of the credit for the inspiration to host the Women's Summit at Bryant College. That, she says, was husband Ron Machtley's idea. He decided that the best way to encourage women to go into business was to introduce them to other professionally successful women. But Kati Machtley does deserve the credit for keeping the Women's Summit going. Initially, Machtley agreed to take the lead in planning this large event because it was, in her words, a "project that could be done" and would be helpful to women. A few road bumps later, she has proven her point to everyone — especially those who thought the Summit could not get off the ground.

In the Summit's first year, 1997, planning sessions were well attended by volunteers eager to be involved in a new and high-profile project. But when it soon became apparent that it would be no simple task to draw prominent keynote speakers, many people stopped going to the meetings. Some even advised Machtley to abandon the project because it "just wasn't feasible." Machtley, however, had been in that position before; she hadn't backed down then and she wasn't going to back down now. "I helped to run a congressional campaign to get a totally unknown candidate elected," she says of her work on her husband's former political career. "By comparison, I figured the Women's Summit was going to be easy." So she and her Women's Summit Committee co-chairs, Judy Clare, Mary Moroney, and Elizabeth Powers, persevered.

LEAD, FOLLOW, OR GET OUT OF THE WAY

As it turns out, "easy" might have been a bit of an exaggeration, although Machtley has managed to make it look that way. Ever calm, she approaches each decision and the occasional crisis with a quiet deliberation that belies her sharp calculation and steel resolve. And each phase of planning the
event becomes an opportunity to learn how to do it better. One important lesson Machtley and her committee learned early is that, sometimes, when you want something done right, you have to do it yourself.

During the first Summit, the Women's Summit Committee relied upon support from an agency in Washington, D.C., which was supposed to secure funding, keynote speakers, and workshop presenters. But the committee never received the funds, and although the agency did provide keynote speakers, Machtley and her co-chairs were forced to find their own workshop presenters, some of whom were Bryant faculty. “They [the firm] held us back,” says Machtley. “I don’t want to dwell on that, though; it wasn’t a great experience.” She’d rather focus on what did work. In the second year, for instance, the committee took full responsibility for all aspects of the event: identifying keynote speakers and negotiating their contracts, obtaining funding from sponsors, and arranging the myriad logistical details required to make an event of this magnitude run smoothly.

BUILDING THE SUMMIT

Plans for each Summit commence immediately after the last one ends, when after reviewing the evaluation forms the

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TAKING IT FROM THE TOP

The three keynote speakers of this year’s Women’s Summit offered advice, insight, and inspiration.

**Kelyn Brannon** is the chief financial officer of Fort Point Partners, a consulting services company providing strategic e-commerce solutions. Brannon, who was formerly the chief financial officer for Amazon.com, offers this advice to women in business: “The key is to read. You have to stay informed. You have to read *Wired, Industry Standard,* and *Red Herring,* so that you know the buzzwords like B-to-B and B-to-C. The best reading is the most current information, and you’ll find that on the Web.”

In addition to maintaining an awareness of the business world, Brannon advocates being aware of one’s inner self. “It was a pivotal point in my life when I decided that I was okay, that I might not be as bright as everyone thought I was, but I certainly wasn’t as stupid as I thought I was,” she says. “Now, I am as confident with what I know as with what I don’t know. I have become successful at being myself and that’s why I’m where I am.”

**Sally Helgesen** provides consulting services to a variety of organizations, including nonprofits, small- and mid-sized companies, and Fortune 100 companies; her specialty is shaping management’s role in today’s changing economy. She urges women to seek opportunities to mold organizations that will then become places where they feel comfortable. “Women are underrepresented in the careers that involve the creation of new technology,” she offers as an example, “and these careers will shape our work.”

One of the most important steps for women, says Helgesen, is learning how to use technology to maximize their contributions. “Bryant College has positioned itself on the cutting edge of technology while balancing its curriculum with business and the liberal arts,” she says. “That’s certainly a proactive approach.”

“Dream a world. Compose a life.” That is how **Susan Taylor**, editor-in-chief and publications director of *Essence,* began her touching and often funny speech at the Summit. Taylor, who is also a senior vice president of Essence Communications, Inc., urged audience members to accept life’s challenges while setting parameters in their lives. “We create our own boundaries,” said Taylor. “Whatever you believe is true. So make it up if you have to. Say to yourself, ‘I am fabulous.’ And you will be.”

After her speech, Taylor remarked that the Summit “was a powerful gathering of women that gave us an opportunity to speak truth from our hearts in a safe place. Having such a place, where you can find solutions to real-life problems, is very important.” Taylor places great emphasis on spirituality, equating peace of the soul with silent spaces. “Silence is the salve for the soul and connects us to spirit and truth and wisdom,” she says. “Be courageous enough to be in silence with yourself.”
The sponsors are helping women find resources in the workforce, and they’re letting the community know that they support this effort.

Summit committee begins its search for potential keynote speakers. Presenters are women who have successful business careers and who can offer insight, encouragement, and advice on the hardships, barriers, and doubts that sometimes encumber entrepreneurs and corporate executives alike. Machtley and her co-chairs peruse Fortune magazine’s “The Fifty Most Powerful Women in American Business,” comb Boston’s Women’s Business newspaper, and inquire at speakers’ bureaus for possible leads.

Finding the speakers, however, isn’t the biggest challenge; it’s their price tag that can be most daunting. “Celebrities and well-known speakers cost more than $40,000,” says Machtley, “and that’s well over our entire budget.” Some speakers will reduce their fees, but many rely on professional speaking engagements as part of their careers — after all, these businesswomen became successful partly because they know how to market themselves.

Still, the money needs to come from somewhere. Since the Women’s Summit is designed to be accessible to people whose resources may be limited, but whose ideas are big, attendance costs are kept as low as possible; the registration fee is only $10. As anyone familiar with marketing knows, that kind of money won’t cover advertising and mailings, let alone speakers. And a nonprofit organization such as Bryant lacks the flexibility to allocate funds to this type of event, even when it is as important as the Women’s Summit. As a result, much of the financial burden is shouldered by sponsors who, in return for their contributions, receive advertising on the postcards and registration brochures mailed to 20,000 people in Rhode Island and southeastern Massachusetts, as well as in newspaper ads, on the program booklet, and on campus banners. This close association with the Women’s Summit is one of the negotiating chips Machtley uses when she explains the benefits of sponsorship to potential financial backers. “The sponsors are helping women find resources in the workforce, and they’re letting the community know that they support this effort,” she explains. “It’s a kind of community service.”

ENJOYING THE VIEW

Kati Machtley’s commitment to the Women’s Summit is, in many ways, her service to the community. She is not a paid employee of the College, so the hours she spends on the conference (12 to 30 hours per week for six months) are volunteered. But the moment the opening keynote speaker begins to deliver her remarks at 9:00 a.m., Machtley knows all of the meetings, phone calls, and negotiations were worthwhile. At that moment, she settles into her seat and looks forward to the inspiring stories, workshops, and advice that will elevate each and every conference participant. She feels the energy throughout the day as the attendees become more convinced that they, too, can succeed against any odds. Guests share their stories with her; their dreams of owning their own businesses or achieving professional advancement. But it’s the first speech that assures Machtley that all is as it should be. “Everyone is registered and on the edge of their seats with enthusiasm. The day can begin,” says Machtley, seemingly already looking forward to that moment next year.
PHILANTHROPY MAKES THE DIFFERENCE

The tradition of senior class gifts is a long-standing one at most colleges and universities. But as T.S. Eliot reminds us in *The Sacred Wood*, tradition “cannot be inherited, and if you want it you must obtain it by great labor.” Each generation, in other words, must re-envision and redefine itself to the traditions of its predecessors. As the first Bryant graduates of the new millennium, the Class of 2000 has done just that by charting an ambitious plan to raise $10,000 over the next five years—the first class gift of its kind.

“We’re fortunate to belong to a class that has great commitment and leadership,” says Julie Piccirilli ’00, chair of the senior class gift committee. “We have our work cut out for us, but we’re confident that we can succeed.”

Already they have secured two lead gift commitments of $1,000 each and have raised $6,600 total. Says Mary Alice Conlon, director of annual giving and the senior class gift advisor, “We are very optimistic about the ability of this year’s class to exceed its goal. This is an exceptionally cohesive and generous group of young people.”

The fruits of their labor—an as-yet-undefined project in the new Quad—will be unveiled at their five-year reunion in 2005. “At first, some of our classmates were disappointed that we won’t be presenting something tangible at graduation,” says gift committee member and class president Molly Devanney ’00. “But now they see the advantages of this kind of approach. Virtually everyone thinks it’s a great idea, and it has generated a lot of enthusiasm for the reunion.” There is bound to be a crowd for this class’ five-year reunion.

One reason for presenting a gift of this kind was practical: In the past, there often seemed to be too little time for seniors to choose, fund, and build a gift by graduation. And many students don’t have the financial means to give at the level they would like. “Bryant alumni have shown us how important it is to give something back to the school,” Devanney says, “We want to do that and set an example for others too. This arrangement lets our classmates pay later, when they’re making money. Even if they don’t have a dime now, they can still help by pledging now and paying later.”

Another important motivation is the class’ desire to raise awareness of, and participation in, the College’s annual fund. Their precedent-setting approach demonstrates how much can be accomplished through carefully planned, long-term giving. “Because the process spans five years, the gift will be much more meaningful,” says Piccirilli. “Above all, we want this campaign to be a model for future classes. We want it to begin a whole new tradition of giving.”

Visit the Class of 2000’s senior gift link at www.bryant.edu/seniors.

GIVING MORE THAN MONEY

It’s no surprise that women are spearheading this year’s senior class gift. A 1992 study by the Women and Philanthropy Program at UCLA revealed that female donors want not only to contribute money, but to be involved in the fund-raising process. Institutions that have successfully approached women donors “have done more than tap into their pocketbooks,” says Abbie Von Schlegell, co-editor of *Women as Donors, Women as Philanthropists*. “They’ve also utilized and shown appreciation for their talents as gift solicitors.”

Since women are now better educated and more affluent than ever before, they represent an increasingly active and important—though under-recognized—segment of philanthropy. Although polls have shown that 76 percent of Americans believe that men control more wealth than women, Federal Reserve Board data reveal that women control 51.3 percent of personal wealth in the U.S. Moreover, a recent National Science Foundation survey showed that, on average, women donate twice as much as men. Says Schlegell, “The potential that exists from women donors is astounding.”
Lacrosse

The fall season at Bryant College saw the varsity debut of two new intercollegiate programs in football and field hockey. As those teams made history, a third team was undergoing a rigorous program, waiting for its time in the spotlight. That time arrived this spring: After a successful 20-year run as a club program, the Bryant lacrosse team faced off at the varsity level for the first time on March 11 against Merrimack.

Expectations for the team are high. There has been no talk of simply playing to the best of their ability: "Our main goal this year is to finish in the top four of the Northeast-10 Conference, which will put us in the conference tournament," says Bryant head coach Rory Whipple. "We're looking at every game this year as preparation to that end."

Whipple, who came to Bryant after highly successful head coaching runs at Hartwick and Clarkson, clearly knows what it takes to produce a winner. And when he looks at his team, he sees a squad with the talent and enthusiasm to succeed.

Still, he has a few concerns. "We have quality players at every position," he says, "but most of our guys are young and still learning how to play at this level." The Bulldogs also have seen a rash of bad luck, with preseason injuries affecting the roster. "Our biggest problem will be a lack of depth, which will probably dictate our style of play," says Whipple. "We're working on taking care of the ball and being patient on offense."

Whipple could have been forgiven for assembling an easy schedule for Bryant's first season. Instead, as an indication of where he wants the Bulldog program to go, he put together a challenging nonconference schedule to complement a solid Northeast-10 slate. Opponents include NCAA champion Adelphi, perennial contender New York Tech, and a West Chester squad that is consistently named among the nation's top teams. In fact, Bryant faces five teams that are ranked among the Division II preseason coaches' poll, including the No. 1, No. 3, and No. 4 teams in the nation. Still, Whipple is not intimidated. "I honestly feel that our players can compete with anyone," he says. "Our 10 starters are right up there athletically, and if our lack of depth doesn't hurt us we'll be all right."

The bottom line for Bryant this year? "We will be a competitive lacrosse team," says Whipple. "We had a great fall and I think we can do very well this year. We're excited to begin."

Baseball

When we last left the College's baseball team, the Bulldogs were celebrating a 1999 Northeast-10 Conference championship following a dramatic run through the league's postseason tournament. One year later, Bryant and 10-year head coach Jon Sjogren are aiming for their third conference title.

When Sjogren took over the program in 1991, his goal was simply to elevate Bryant to a new level of competitiveness. With back-to-back conference titles, however, his goals have become more concrete and ambitious. "We've reached the point where 'success' means winning the conference championship and winning the Northeast regional," says Sjogren. And he's confident that Bryant can achieve success in 2000.

Despite the loss of five starting-position players, including an All-American selection and three other all-conference picks, Bryant returns a solid team from top to bottom this season. Fifteen returning letterwinners are augmented by a strong recruiting class, which should put Bryant comfortably in the mix for the conference title.

"We lost quite a bit of talent," says Sjogren, "so our team will be different this year — but not necessarily better or worse. We won't have the same power in the middle of our lineup, but we're more balanced throughout the order, we're better defensively in the middle infield and the outfield, and our pitching staff, on paper, is the best we've had since I arrived here." Adding to the energy of the 2000 season is the opening of the Bryant Baseball Complex — a brand-new facility with amenities that give the Bulldogs a significant home field advantage.

The Bulldogs' schedule, as usual, is a challenging one. In addition to the slate of
Northeast-10 Conference games, Bryant played an ambitious southern schedule in March and will host one of Division II’s perennial powers when Florida Southern comes to Smithfield in May.

“If we’re going to be a Division II team, then we have to play the country’s top Division II teams,” says Sjogren. “We need to test ourselves outside our league if we’re going to reach our ultimate goals of winning the NCAA regional and competing for a national championship.”

Softball

With nine returning letter-winnngs and seven returning starters in the fold, 12-year head coach Bob Reall has little doubt that the 2000 edition of Bryant College softball is an improved version. Reall placed a number of young players in key roles last season, and the Bulldogs struggled to an 8-29 record. But the improvements those players have made in the offseason, coupled with the addition of a solid incoming class, gives the venerable head coach reason for optimism.

“We need to hit better than we did last year,” says Reall, “and we need to see our pitching improve. If we do as well in those two areas as I think we will, then we’ll get the wins.”

If the Bulldogs do improve, it should make for an exciting time in Smithfield. The 2000 season will see the unveiling of the new Bryant Softball Complex — a state-of-the-art playing facility and a top-notch home field.

Men’s Golf

Hoping to build on the momentum of three tournament wins in the fall, the Bulldog men’s golf team enters the spring portion of its schedule with high aspirations.

Bryant won its 16th Northeast-10 Conference championship in the fall, then captured trophies at the ECAC Southern Qualifier and the NEIGA Division II championship. Now an ambitious schedule puts the Bulldogs in some of the top collegiate tournaments in the nation, opening with the Embry Riddle Invitational in Daytmo Beach, Florida, and culminating with the URI Invitational in nearby Kingston, Rhode Island. The tough competition should prepare the Bulldogs and head coach Archie Boulet for a 14th consecutive NCAA tournament appearance.

Men’s Tennis

New head coach Larry Sack comes into his first year at Bryant with a veteran team that has its sights set high in the Northeast-10 Conference. Sack replaces Anthony Weis, who passed away tragically in October.

Injuries kept the Bulldogs from reaching their full potential last year, but they nevertheless finished with a modest 7-4 record and a third-place showing in the conference tournament. This year, Bryant is healthy at the start of the season and should benefit from an opening-week trip to Hawaii to play some of the top teams in Division II.

Seven returning letterwinners, including Northeast-10 Conference champion Justin Stein, are joined by two promising newcomers; together they should help put Bryant near the top of the conference standings.

Track and Field

The recently completed indoor season saw Bryant athletes put forth a number of strong individual performances. Head coach Jerry Hassard is hoping to channel those into team success in the outdoor season. Hassard is quick to point out the abilities of his men’s 1,600-meter relay squad, his standout men’s triple jumper Jeff Baeckstrom (third in New England in the winter), and his entrant in the New England Championships women’s shot put, Melanie Butler.

The fate of the Bulldogs’ season will depend on whether those athletes can push their performances to NCAA-qualifying caliber and whether the rest of the men and women can offer the depth needed to score at some of the higher-level meets.

Bulldog to Join Professional Football Team

Bryant senior Scott Baltos, the College’s starting fullback, has been invited to the minicamp of the NFL’s New York Giants. When he signs a free-agent contract with the team, he will become the first Bryant student to ink a professional football contract.
**THE NEW CENTURY PLAN FOR EXCELLENCE**

**NEXT STEPS**

**Bryant’s New Century Plan for Excellence**

Bryant’s New Century Plan for Excellence affirms the College’s dedication to educating undergraduates and developing a niche as a nationally recognized educational institution.

Among the strategic plan’s mandates: solidify emerging areas of excellence, enhance the quality and diversity of students and faculty, provide a physical environment that supports new methods of teaching and learning, and offer computer resources comparable to those found in the business world. (The plan’s details were reviewed in the Fall 1996 issue of Bryant Business.)

While all these objectives are important, the latter two are, in some ways, most vital to maintaining the College’s competitive edge. Surveys of students who were accepted by Bryant but who enrolled elsewhere indicate that “facility quality” is one of the most common reasons for turning Bryant down (second only to “financial aid offerings”). Students and their families draw conclusions about Bryant’s academic programs based on its physical plant — and those conclusions are not always favorable.

“We’re fully committed to providing the best possible learning and living experience for our students, and to do that we must upgrade our facilities,” says President Ron Machtley. “That’s especially true now that we’re putting new demands on our buildings. Seventy-nine percent of our students currently reside on campus.”

**PLANS FOR THE FUTURE**

Since upgrading the campus is vital to meeting the College’s goals, Bryant has crafted an ambitious, $50 million plan for constructing a new Center for Information and Technology, Wellness Center, and Quad. “We’ve evaluated the financial implications of the plan very carefully,” says Don Walsh, a Bryant trustee and chair of the College’s finance committee. “Our fiscal health is strong, applications are up 50 percent from just five years ago, and enrollment has skyrocketed,” he notes, adding that the project will be funded through a combination of private gifts, budget surpluses, and bonds. “This is the perfect time to embark on an effort of this kind.”

The new Center for Information and Technology will serve as the centerpiece of the new construction. “Planning this building has been a long, intensive process as we’ve moved from establishing priorities to selecting vendors,” says Charlie Francis, an active honorary trustee and chair of the College’s building and grounds committee. “Members of our committee traveled all over the country, visiting technology centers and libraries at dozens of corporations and universities to find out what works — and what doesn’t.”

Bryant’s current library was built as part of the Unstructure in 1970, long before higher education felt the full impact of the technology revolution. In contrast, the new, state-of-the-art building will house a traditional library as well as cutting-edge learning resources. “This represents an outstanding opportunity to meet the evolving needs of current and future students,” Machtley says. “The building will reflect the most recent developments in the acquisition and management of information.”

Construction will commence as soon as possible so that current Bryant students can begin reaping the benefits. “We’re scheduled to break ground for the Center for Information and Technology mid-year,” says Francis. “Since we’ve already developed the project so thoughtfully, we’re hoping the facility can be completed fairly quickly.”

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**Capital Expenditures Comparison ($ Millions)**

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After attending an all-girls high school, it was a little strange to walk into a class filled with men," admits Mary (Donnelly) Mergener '54. "But accounting was much different back then; not many women went into the field."

Mergener was one of just seven women in that accounting class — indeed, in the entire Bryant accounting department — almost a half-century ago. But she soon discovered that women weren’t the only new kids on the block. Among the male students, the College was enjoying an unprecedented diversity of ages and backgrounds as veterans — many with families and jobs — took advantage of the opportunities afforded by the GI Bill. "Seeing how hard they worked really made us appreciate our education," says Joan (Tomlinson) McDonald '54, Mergener's classmate and friend of nearly 50 years. "I suspect it also cut down on our antics and helped us take things more seriously."

And that, she says, was a very good thing. The accelerated accounting program required students to complete 120 credit hours in two years; they attended class six hours a day, 11 months a year. And they didn’t have access to any of today’s study aids. "Even grammar school kids have nice hand-held calculators now," says Mergener, "but those weren’t around in our time. That meant that if your exam answer didn’t balance, it could be because of a mathematical error or a conceptual error. Either way, you had to go through the whole problem again, reworking all of the addition and multiplication."

Coursework and part-time jobs kept both women busy. "I had so much to do that I dated my boyfriend [now husband] only on Sundays for years," says McDonald. But, she’s quick to add, she loved every minute of those hectic days: "I thought I’d died and gone to heaven when I came to Bryant because there were so many opportunities for me."

No matter how busy they were, McDonald and Mergener always found time for fun. Members of Alpha Phi Kappa sorority, they took every opportunity to kick up their heels. "There were lots of nice dance halls to choose from," recalls McDonald, "and every Saturday night places like Lake Pearl brought in live orchestras."
WHERE IN THE WORLD?

WHERE IN THE WORLD?

Thanks to everyone who participated in Bryant Through History’s debut contest. For many alumni, the photo brought back fond memories and funny ones. A few follow:

"The photo represents the graceful stairway in South Hall on the old campus on the East Side. Since most of my classes were held in that building and my locker was in the basement, I passed up and down that stairway several times a day between 1951 and 1955. I also remember that my classmates and I often inspected (and sometimes repaired) our hairdos and lipstick after looking in the large mirror on the landing that was inscribed ‘As Others See You.’"

—LORNA B. (BURTON) AVRITCH ’55

"We believe those stairs in the ‘Where in the World?’ picture are located in South Hall... at least that is what we called the beautiful building back in the ‘dark ages’ of the early 1960s! Actually, that is where my husband and I first met — halfway up the stairs wondering if the new female freshman was going in the right direction, and the know-it-all junior male was so willing to help her find the right room!

“To make a long story short: We both graduated from Bryant, at the lovely old campus location walking through the famous archway and, after a tour of three-and-one-half years in the army for Everett, we married in 1968.

“We have lived all over the U.S.A. and met other Bryant alumni everywhere. It is indeed a small world out there.”

—JANET EATON WALKER ’64
—EVERETT S. WALKER, JR. ’63

"Ahhhhhh... I remember it well. The BIG imposing brick building in the center of campus on Young Orchard... Those were the days... Secretarial subjects were held in classrooms at the top of that rather dramatic staircase and the cafe was downstairs... It wasn’t much of a cafeteria by today’s standards, but it sure served mouth-watering
hamburgers to lonely freshmen who hadn’t yet found their favorite hangout off campus. I can still almost taste the vanilla cabinets... thick and delicious... no fat-free diets on our minds then, just very special friendships that exist even today. Thanks for the trip down memory lane... It was wonderful.

—LOUISE POPOVITCH VAGRN ’52

“The picture on page 27 in Bryant Business is the stairway between the first and second floor in South Hall at the old campus of the east side of Providence. The picture brings forth a special memory for me, as I asked my wife of 37 years (Caryl Whitley) for our first date on those stairs. I had met her earlier and as I saw her coming down the stairs between classes, I waited for her at the bottom and asked her if she would be my date for a dance the following Saturday night at Bryant. She said ‘yes’ and the rest is history!”

—FRANK G. BINGHAM ’61, ’72MBA

“Just got my copy of Bryant Business and noticed your ‘Where in the World?’ contest photo. I think it’s the staircase in the South Hall classroom building at the old Providence campus. If I’m not mistaken, there was a full mirror at the landing that had printed on it ‘As Others See You.’ We would race up those stairs to class, then race back down and run across the street to Allen Hall, race up three flights of stairs at the dorm, change books and repeat the process. I’ve never been as thin since, getting my exercise running up and down stairs, back and forth to classes.”

—MARJORIE E. BIBBY ’61

“As I can remember, this picture was taken in the main building from the first to the second floor. Administration offices were on the first floor with a few classrooms, and upstairs were more classrooms. While a student at school, and a veteran, I had a job with the school taking care of this building. That is, sweeping the halls and those steps each day after classes. The pay was $1.00 per hour. As you left the building, to the right of the bottom of those steps were the gates you walk through at graduation. If I remember, the name of the building was South Hall.”

—LINDA (SASPORTAS) SCHWARTZ ’60

“This is the main staircase in what was the main classroom building, but also was part of the Administration Building on campus.

“When I started Bryant in 1961, there were only a few buildings in addition to residence halls — the Administration Building, the Cafegymatorium, and a classroom building across the street. Thus, we had classes in the Administration Building.

“In 1961, there was also a dress code — business attire, everything but the white gloves. Most of us used to want to wear anything other than business attire, especially if we were going to play basketball. Thus, we used to wear ‘cut-off’ jeans, sweatshirts, and dress shoes. To hide this, we wore trenchcoats so no one would know (or so we thought).

“One day, after class, I was in such a hurry to get to play basketball, that while leaving my class and ascending the staircase, I was peeling my trenchcoat off. All of a sudden, out of nowhere, Dr. Philomena Castronovo (then Dean of Girls) started walking beside me. Needless to say I got called in and lectured about business attire. Rather than risk getting caught again (she used to peek under our trenchcoats), I decided to bring a change of clothes in the car.”

—EILEEN CIOE JARAMILLO ’63, ’69

“The photograph on page 27 of Bryant Business is a picture of the base of the stairs in South Hall on the old campus in Providence. I clearly remember coming down those steps many times after taking a five-minute timed assignment in shorthand (it seems like always in the worst weather) and trudging over to Kilcup Hall to transcribe my notes correctly (hopefully!).”

—ROSALYN (FICHTENHOLZ) ALTMAN ’73

CONTEST PARTICIPANTS
Many thanks to all those who entered last issue’s contest.

Rochel LaMothe ’84
Jenn Sims ’83
F. H. E. F. E. ’64
Helen Wicks ’81
Ruth Wilson ’88
Carmine Rotella ’69
Anne (Sladek) Bailey ’42
Jeanette G. Nambo ’42
Cecilia A. Switzer ’43
Leslie Kirtless Hubbell ’44
Harshborower ’44
Diane Franklin ’45
Buchenrider ’45
Margaret Flynn ’47
Mary Craig ’48
Elizabeth Simmons ’48
Santo J. Sasportas ’50
Phyllis (Monte) Sullivan ’50
Virginia Flynn ’50
James J. Murphy, Jr. ’50
Victoria A. Orizzi ’50
William J. Terry ’51
Ray C. Barbour, Jr. ’51
Milt Cammenga ’53
Arturo Cassavant ’54
Tate ’55
Louise Popovitch Vagrin ’55
Chuck Stills ’55
Harry B. Manning Jr. ’58
Regina Casella Monza ’58
Jennifer Trinkle ’58
Lorna B. (Brockon) ’59
Avery (Brockon) ’59
Hope Adams ’60
Bumper ’60
Joseph J. ’60
Stephenson ’60
Elen O’ Brien Wright ’60
Stanley P. Cylaboski ’60
Theodore C. (Lund) ’61
DiMaggio ’61
Joe Garofalo ’62
Eli (Dubas) ’62
Steinacker ’62
Coral (Sorensen) ’62
Randall ’63
Cassavant ’63
Marjorie E. Bibby ’63
Frank G. Bingham ’63
Fred C. Dawson ’62
Barbara B. Sandberg ’62
Eileen Cioe Jaramillo ’63
Jerome M. Langton ’63
Everett S. Walker Jr. ’63
Art Kighty ’63
Maria D. Quillamore ’63
Janet Eaton Walker ’64
Dr. John M. Pielak ’65
Barbara L. (Robb) ’66
Bruce ’67
Joseph Buxton ’67
Ron Corso ’68
Joan LaFlamme ’68
Virginia W. ’68
Browning ’68
Fran (Dandurand) ’69
Horsfield ’69
Maria H. Izzi ’71
Patty Rodgers ’71
Jonathan F. ’72
Rosalyn (Fichtenholz) ’73
Altman ’73
Rob Salmadi ’74
Karen (Fountain) ’74
LaFrance ’74
Mary Ivins Crooks ’75
(c/o Helen F. Ivins ’75)
Stuart L. Rice ’75
Stewart Yorks (retired faculty)
SPOTLIGHT ON BRYANT: CAMPUS NEWS

BRYANT CELEBRATES BLACK HISTORY MONTH

February's designation as Black History Month reflects the efforts of Dr. Carter G. Woodson, a scholar who in 1926 set out to chronicle the unrecorded impact of blacks on American history. He chose February to honor their contributions because it is the birth month of Frederick Douglass, Abraham Lincoln, and W.E. DuBois, and is the month in which the 15th Amendment was passed in 1870, granting blacks the right to vote.

Bryant honored black history this year with several events. Activist Julian Bond presented a lecture, "Race and Rights in the New Millennium," on February 16 as part of the Trustee Speaker Series. Bond is chairman of the National Association for the Advancement of Colored People (NAACP) and has been an active participant in the movements for civil rights, economic justice, and peace for more than four decades. A veteran of more than 20 years in the Georgia General Assembly, a university professor, and a writer who raises hard questions and proposes innovative solutions, the activist has been on the cutting edge of social change since 1960. Bond is a commentator on America's Black Forum, the longest-running black-owned show in television syndication. His poetry and articles have appeared in numerous publications, and he has narrated several documentaries, including the Academy Award-winning A Time for Justice and the critically acclaimed series Eyes on the Prize.

Other campus events included an African-American read-in; a multicultural book fair featuring early African-American works and contemporary art; and Extravaganza Night, an evening of fashion, dancing, singing, and other entertainment.

WOMEN'S HISTORY MONTH RECOGNIZED

Shortly after the women's movement began in the 1960s, the definition of "history" expanded to include more than the accomplishments of (mostly male) political leaders. With a variety of events, Bryant recently acknowledged the difficulties women have overcome — and continue to overcome.

The Rhode Island Clothesline Project: This display, strung across the Unistructure's rotunda, featured shirts illustrated by women survivors of violence.

White Ribbon Campaign by Men Working to End Men's Violence Against Women: Started in Canada in 1991, the organization that sponsored this event encourages men to consider their responsibility in ending violence against women. Ribbon-bearers pledged not to commit, condone, or remain silent about abuse of women.

"Hands of Hope" Silent Auction: Celebrities were invited to trace their hands on sheets of cardboard, then sign them. John Travolta, Drew Bledsoe, Chris Slade, Sarah McLachlan, Bill Cosby, Katie Couric, Jamie Farr, Steve Martin, Ted Turner, Cindy Crawford, Sandy Duncan, and Fred Rogers contributed their signatures to the event, which benefited a local women's shelter.

Take Back the Night March: This event featured speakers Nancy Rafi and Melanie Martin of the Silent Witness Project, as well as singer Joyce Katzberg. The campus march was complemented by the Silent Witness Exhibit, a traveling memorial honoring women in Rhode Island who were murdered in acts of domestic violence; the memorial was on display during the week of March 2 at the Bryant Center and in various campus offices.
BRYANT WINS
THE SILVER
Bryant College recently
derived a silver award from
Admissions Marketing Report,
the national newspaper of
admissions marketing profes-
sionals. The award recognizes
Bryant’s newspaper advertise-
tment, “You Thought the
’90s Were a Decade of
Change?” which appeared in
The Providence Journal,
Provence Business News,
and the Winter 2000 issue of
Bryant Business. Win-
ing advertisements were selected
based on their superior produc-
tion standards, creativity,
and professionalism. The
Bryant ad’s creative concept
and copy were prepared by
the firm Read, Tutuli & Purdy,
Inc., and were coordinated by
Jennifer Bell-Cole in the Office
of College Relations.

MEMORIAL SERVICE
HELD FOR PROFESSOR
PEDRO BEADE
Pedro Beade, professor of
English and humanities, died
on February 20. During a
campus memorial service held
on February 28, family, friends,
and colleagues gathered to
celebrate Beade’s life. Retired
professor Bill Haas described
life as a mosaic, saying
that each person who knew
Beade held a small piece of
the whole picture of his life.
Members of the community
then shared anecdotes, tracing
Beade’s life as a beloved hus-
bond, proud father, brilliant
scholar, inspiring teacher, and
good friend.

Born in Cuba, Beade
received his Ph.D. from Cornell
University, M.A. from Harvard
University, and B.A. from the
University of Missouri. He
joined Bryant as a humanities
professor in 1983. His special-
ties included American litera-
ture and the history of the
English language; he was
especially well known for his
expertise on Roger Williams
and in local architectural
history. Beade occasionally
wrote articles for
The Providence Journal.
Lisa Beade, Pedro Beade’s
widow, has established a Pedro
Beade scholarship fund for
non-traditional students.

BEN & JERRY’S
CO-FOUNDER
DELIVERS REMARKS,
FREE ICE CREAM
The Trustee Speaker Series
presented Jerry Greenfield, co-
founder of ice cream company
Ben & Jerry’s, on April 5.
Greenfield’s lecture was titled,
“Radical Business Philosophy,
Social Responsibility, and Free
Ice Cream for Everyone.”
Greenfield and his long-time
friend and business partner
Bon Cohen are the men behind
one of the most talked-about
and least conventional success
stories in American business.

With his new bestseller,
Ben & Jerry’s Double-Dip:
Lead with Your Values and
Make Money, Too (co-authored
with Cohen), Greenfield has
created both a guidebook to
the promise and pitfalls of
“values-led business,” and a
wake-up call about the growing
international influence of
the "socially conscious” or
“mission-driven” corporation.

BRYANT BUSINESS SPRING 2000 25

RICHARD SARDELLA
ELECTED MAYOR
Richard Sarreola ’59
was elected mayor of the
City of Newport on
January 2, 2000, by the
City Council. Sarreola,
a 25-year Newport resident,
finds the Ocean State’s
tourist mecca exciting for
many reasons: It is the
site of annual jazz and folk
festivals, for instance, and
is planning to erect a new
community college on
a recently acquired parcel
of land.

Mayor Sarreola owns
a Newport restaurant that
bears his name. Previously,
he served as the associate
director of athletics at
Brown University.
"CLAIMING THEIR EDUCATION"
Prospective students now have one more reason to choose Bryant. It's called the Freshman Success Program (FSP), but it is designed to benefit students well beyond their first year by giving them the tools and skills necessary to prosper throughout their academic and professional careers. Incoming students are divided into teams of 22, and each team is assigned two mentors — one professor and one staff member. "The Freshman Success Program is essentially an extended orientation," says Thomas Eakin, vice president for student affairs. "We acquaint first-year students with Bryant resources and help them become integrated, both socially and academically. Our overarching goal is to help them succeed."

The heart of the program is a 10-part seminar series focusing on the skills and qualities necessary for a successful first year: One part — titled "Claiming Your Education" — addresses issues that freshmen commonly face while making the transition from high school to college. "Most traditional-aged college students find that their biggest challenge is managing their new-found freedom," Eakin says. Working with their mentors in weekly meetings, students learn about time and stress management, academic planning and goal-setting, and study skills. They also explore less tangible issues — community building and diversity, for example, as well as leadership, personal responsibility, and self-advocacy.

It's all part of Bryant's effort to instill confidence in its students. "We tell students to see their professors if they have problems in class," observes Doris Helmich, special assistant to the vice president of student affairs. "But that's tough. It's harder to break the ice than we remember, especially in the first few weeks of the first semester." That's why mentoring is one of the cornerstones of the program. "The data show that having a relationship with an adult can really help students integrate into the community," says Eakin, "and that integration corresponds with a deeper commitment to completing the degree." A welcome by-product for mentors is a renewed understanding of student life. Meetings take place in residence hall lounges, usually late in the evening; the College provides refreshments — usually pizza, soda, and cookies — to encourage an open and informal atmosphere. "Faculty and staff are accustomed to staying in the Unstructure," notes Helmich, "so spending a significant amount of time in the residence halls was a quantum leap for some of us. It really helped us to develop a new appreciation of the students' experiences."

For the Class of 2003, the high point of the program so far has been a weekend retreat held mid-year with all FSP teams and mentors. Members of Bryant's Board of Trustees joined each team, so students had the opportunity to meet these prominent business leaders and to discuss leadership, ethics, wellness, and diversity. Together, team members and trustees worked through a case study for "Coolhurst," a fictitious soft-drink company suffering creativity and competition problems. "Bryant is the only college where trustees get involved in the first-year experience program," says Helmich. "It's incredibly exciting for both groups. In fact, many of the trustees had to be dragged reluctantly from the retreat to attend their regular trustee meeting! Everyone left the retreat energized and smiling."

For this year's freshman class, the program seems to be a resounding success. Rates of academic probation are lower than usual, and faculty report that students seem more eager to visit during office hours and more comfortable speaking up in class. It's too early to assess the long-term benefits, but Eakin and Helmich are optimistic. Says Eakin, "It's clear there's something very positive going on here."
RECENT FACULTY RESEARCH

Bryant professors have published and presented their research in a number of forums recently.

- Four poems by creative writing professor Tom Chandler were published by the Internet poetry journal *ForPoetry.Com*. They are “Ten Degrees,” “Wife Poem,” “Work Ethic,” and “High School.”
- Psychology professor Ronald Deluga’s paper, “Relationship of Resident Assistant Conscientiousness, Extroversion, and Positive Affect with Rated Performance,” was accepted for publication as a Brief Report in the *Journal of Research in Personality*.
- Neal Hannon, lecturer in the management department, recently authored *Managerial Accounting Activities Workbook*. He also spoke about e-commerce at the Manufacturing Jewelers & Suppliers of America Expo NY 2000 on March 4.
- Terri Hasseler, women’s studies professor, has been elected secretary of the U.S. Association for Commonwealth Literature and Language Studies. She is among the organizers of this charter organization, along with Professor Amritji Singh of Rhode Island College (RIC). RIC’s association’s first conference, jointly sponsored by Bryant and RIC, will be held May 5 and 6 at both campuses.
- English professor Stan Kozikowski’s essay, “The Wishes and Dreams: Our Hearts...” Make Joyce Carol Oates’ ‘Where Are You Going, Where Have You Been,’” has been accepted for publication in the *Journal of the Short Story in English*.
- Judy Barrett Litoff, history professor, presented several talks this fall. She delivered the first, “American Women in a World at War: Women’s Letters from the Second World War,” at the Writing Women’s History and the History of Gender in Countries in Transition International Conference held in Minsk, Belarus. She presented “The Horrors of War and the Errors of Peace: United States Women and Postwar Planning” at the Women on the Eve of the 21st Century International Conference held at the University of Havana, Cuba. In addition, she served as a discussant for the panel Activist Women in 20th Century America at the annual meeting of the New England Historical Association held at Suffolk University in Boston. With professors Joseph Faggin, Gaytha Langlois, and Harold Records, she chaired a special panel session, “Using Technology to Foster Collaborative Learning at a Distance: The National Academy of Sciences of Belarus and Bryant College Connection,” at the International Conference on Technology and Education in Tampa, Florida. She was also a featured speaker at the World War II Veterans Conference held in Washington, D.C., and served as historical consultant for the A&E documentary *Dear Home: Letters from World War II*, which aired twice on Veterans Day.
- Janet Morahan-Martin, psychology professor, recently attended the annual meeting of the Society for Computers in Psychology in Los Angeles, where she chaired a symposium entitled, “Research on the Internet.” She also presented two papers: “Loneliness and Internet Use and Abuse” and “A Comparison of Computer and Internet Competency, Experiences, and Skills by Gender,” which she co-authored with mathematics professor Phyllis Schumacher.
- Sarkisian Professor R.D. Norton, business economics, appears in the third edition of *Who’s Who in Economics* as one of the 1,000 major living economists. He also has a book contract for the fall 2000 publication of *Creating the New Economy: The Entrepreneur and the U.S. Resurgence*.
- Communications professor Kevin Pearce’s co-authored paper, “Exploring the Communicative Nature of Corporal Punishment,” was published in the winter 1999 issue of *Communication Research Reports*.
- Marsha Pripstein Posusney, political science professor, spoke on “Labor Representation in the Age of Globalization: Trends and Issues in Non-Oil-Based Arab Economies” at the third meeting of the Mediterranean Development Forum, which was held in March in Cairo, Egypt. The forum brought together more than 600 lending figures from business, government, academia, NGOs, and the media to discuss ways to boost economic growth in the region, improve integration in the world economy, and reduce poverty and inequality.
- History professor Jay Reedy presented a paper titled “Post-modernism and the Counter Enlightenment” at the annual conference of the southeast meeting of the American Society for Eighteenth-Century Studies, which was held in Savannah, Georgia, in March.
- Professor Kenneth Sousa presented “Data Warehousing: Practical Perspectives,” at the Decision Sciences Institute National Conference held in New Orleans in November.

KHRUSHCHEV VISITS

Sergei N. Khruzhchev, son of Nikita Khruzhchev, the former prime minister of the Soviet Union, lectured recently at Bryant on the topic Russia today. He discussed current economic and political developments in Russia and provided an update on the transition of the former Soviet Union from a centralized to a decentralized society, and from a center to a market economy. Khruzhchev is a senior fellow at the Watson Institute of International Studies at Brown University.

PROFESSOR NAMED RHODE ISLAND POET LAUREATE

Tom Chandler, Bryant’s creative writing professor, was appointed Rhode Island Poet Laureate in April 2000. During his five-year term, according to the Rhode Island State Council on the Arts, Chandler’s duties will include providing “vital and visible testimony to the fact that Rhode Island values literary excellence and wishes to promote in this and various other ways a wider and deeper understanding of the literate arts.” Chandler was named 1998 Phi Beta Kappa Poet at Brown University, won the Galway Kinnell Poetry Prize in 1998, and serves as a writing fellow at Yaddo in Saratoga Springs, New York, the oldest and most prestigious arts colony in the country. His work has appeared in more than 80 literary journals, including *Poetry, Boulevard*, and *Ontario Review*. His third collection is titled *Wing bones*.
THIS ISSUE'S TOPIC:
CHOOSING A COLLEGE

Though choosing a college can be exciting, it can also be overwhelming. If you and your child are beginning to search for the perfect schools, the following advice may help you identify them.

CONSIDER MAJOR INTERESTS
By their junior year in high school, many students have some thoughts about what they want to study in college. Find a set of schools that offer the programs your child is interested in within an integrated liberal arts curriculum. To prepare for the multitude of jobs and promotions she’ll encounter, your child needs to develop the critical-thinking, decision-making, communication, and leadership skills that are the focus of the liberal arts.

Encourage your child to look for broad academic categories like business, education, or humanities. Few teenagers appreciate the difference between accounting and finance, for instance, until they’ve had an opportunity to take a few classes in those fields. Help your child identify the type of environment in which she wants to work. Also consider her academic and personal strengths, and talk to her about how those characteristics relate to a variety of careers. And remember: At most schools, all freshmen complete essentially the same first-year curriculum — so students have time to figure out which program they want to pursue.

PUT PRICE TAGS IN PERSPECTIVE
Even if you regard them as too costly, don’t eliminate private colleges from consideration — especially if your son or daughter is academically gifted. Depending on the strength of your child’s transcript relative to others in the applicant pool, you may receive significant merit-based financial assistance. Many colleges also offer scholarships based on athletic ability, demonstrated leadership, or other talents; these programs are usually outlined in the school’s admission materials.

Instead of focusing on cost, look into the short- and long-term value of the education. Ask college administrators about retention and graduation rates, employment statistics, and average starting salaries. Is your child likely to succeed at this college and as an alumnus of this college? Will the quality of the education reflect the investment you’ve made?

CHECK OUT SIZE AND LOCATION
Small college or big university? No single school is right for every student. Think about your child’s personality and high school experience. Are his time management skills strong enough to keep him focused in an environment where hundreds of students attend one section of freshman psychology? Does your daughter prefer anonymity to being “a big fish in a little pond”? One student will be inspired by the fast-paced life in the big city; another will find that setting distracting.

These are all important considerations. And don’t forget: If your child is considering colleges far from home, be sure to discuss the implications for holiday breaks, doctor’s visits, and family birthdays.

OBTAIN FIRST-HAND KNOWLEDGE
After you and your child have identified the colleges that meet your needs, make plans to visit your top choices. This is one of the best ways to ensure that your family makes a wise selection, so don’t settle only for a group tour or an open house. Although these activities provide valuable starting points, you need to get past the promotional material and down to the reality of the campus experience. Wander off the guided tour and talk to students in the dining hall or library. Ask to see a freshman dorm room. Eavesdrop on a professor teaching a class. And remember not to let a dreary, rainy day taint your perception of the campus!

In reality, there is no single “perfect” college for any student; a selection of schools is likely to fit the bill. We hope you and your family will consider Bryant, but even if you don’t, our admission staff will be happy to help you navigate the process. For additional information and assistance, call us at 800-622-7001.
1949
Leo V. Heaney of Warwick, R.I., retired after 30 years as an
agent with the Internal Revenue Service in Providence, R.I.

1951
David A. Shaker of North Adams, Mass., retired as manager
of personnel and subcontracting accounting with General
Electric Co. in Fairfield, Conn.

Raymond P. Spurgas of New Britain, Conn., retired as
president/owner of Spurga Medical Products in New Britain.

1952
Louise (Abbott) Hawkins of Long Beach, Wash., is a secretary
at the Willapa Counseling Center in Long Beach.

1954
Gretchen (Kelly) Pelletier of Webster, Mass., a title I teacher in the Webster
school department, received an award in recognition of her outstanding contribution to
education.

1957
Martin L. Curtis of Newport, R.I., retired after 41 years as vice president of finance from Bonanza Bus Lines, Inc., in Providence, R.I.

1959
Paul E. Bourgault of Concord, N.H., retired as chief
bank examiner for the New Hampshire State Banking
Department in Concord.

1964
Linda (Bull) Neilan of New London, Conn., an artist and photographer as well as owner of the Granite Street Gallery in New London, was elected president of the Connecticut Pastel Society.

1965
William M. Favro of Webster, N.Y., was appointed executive assistant to the president
at Industrial Management Council in Rochester, N.Y.

1966
Lloyd W. CaHoon of Port Townsend, Wash., serves as vice
president and chief information officer at Enclave Design
Products, Inc., in Port Hadlock, Wash. Enclave is a nationwide
manufacturer of handcrafted kitchen, bath, and bedroom
furnishings. He also serves as president of the Port Townsend
Rotary Club, director of Northwest Maritime Center, director of the Port Townsend
Chamber of Commerce, and director of United Good
Neighbors of Jefferson County, and is active in many other community affairs.

1968
Joann (Luszczy)
Laflamme of Pawtucket, R.I., was named assistant vice president at Amvac Trust, N.A., in Attleboro, Mass.

1972
Howard B. Rivkin of Portland, Conn., is the director of
employee development services with Hospital for Special Care in New Britain, Conn. Howard recently earned his Senior Professional Human Resources (SPHR) certification.

1973
BARRY M. Fort's MBA
of North Providence, R.I., was named executive director of the Public Utilities Risk Management Association (PURMA) in Southboro, Mass. PURMA provides risk management and insurance services to publicly owned utilities.

1974
Brian J. Lombardo of Cromwell, Conn., was accepted by the National Registry of Who's Who in Connecticut, N.Y., as a life member for his exemplary service to his community and profession.

1975
Robert A. DiCaprio of Cumberland, R.I., owner of Images by Bob DiCaprio in Woonsocket, R.I., taught a seminar at the senior photographers convention in St. Petersburg, Fla. Professional photographers from across the world attended the seminar; Bob also received a third-place award for his Web site design.

1977
Craig A. Nyman of Malvern, Pa., was appointed vice president and treasurer of ACE INA, a wholly owned subsidiary of ACE Limited in Philadelphia, Pa.

1978
Terrence W. Allen of Maplewood, R.I., was named senior credit officer for media and entertainment lending at Fleet Boston Financial In Boston, Mass.

1979
William J. Amberg Jr. of Sparta, N.J., was appointed
director of sales and marketing for Rockpointe Broadcasting/MEETINGCAST.com, based in Washington, D.C. Rockpointe is a multimedia production company specializing in satellite videoconferencing, custom video programs, CD-ROMs, audio cassettes, Web casting, and Internet services.

1980
Richard J. Murray of North Kingstown, R.I., was appointed
senior sales director/personnel for the advertising division at The Providence Journal Co. in Providence, R.I.
1979

GERALDINE HURA '81 MBA of Bay Village, Ohio, was named director of professional development at Baldwin-Wallace College in Berea, Ohio.

1982
JAMES S. ALIOSO of Gloucester, Mass., retired after selling his business, Practical Business Solutions, Inc., of Woburn, Mass. He is now working toward a master of education degree at Emmanuel College in Boston, Mass. Jim plans to teach mathematics at the high school level.

1983
JULIA (DALY) STEFANINI of Framingham, Mass., director at Bell Atlantic, received a master of business administration degree from Boston University in Boston, Mass.

ALBERT J. TACNONE of Santee, Calif., dean of the school of business, computer studies, and technologies at San Diego Mesa College in San Diego, Calif., received a Ph.D. in applied management and decision sciences from Walden University in Minneapolis, Minn.

1984
TERESA (COOLEY) HARDIN of Alpharetta, Ga., was promoted to marketing communications manager with GE Capital Commercial Direct in Atlanta, Ga.

MARK A. SPOONER of Gainesville, Va., was named director of business development for LEX Solutions, Inc., in Annandale, Va.

1985
PATRICIA (PETERSON) ADAMS '90 MST of Cranston, R.I., received a degree of master of taxation from Bryant College.

STEVEN M. COHEN of Los Angeles, Calif., a real estate analyst with American Realty Advisors in Glendale, Calif., received a master in real estate development degree from the University of Southern California.

RUSSELL J. MONTAL of Foxboro, Mass., was promoted to vice president of finance and administration at W. A. Wilde Company in Holliston, Mass.


JODY (DOMBROWSKI) STAHL of Stratford, Conn., was named conference planning manager at Prudential Center for Learning and Innovation in Norwalk, Conn.

1986
DAVID P. DUPERE of Emond, R.I., president and CEO of Warwick Municipal Employee Credit Union in Warwick, R.I., was elected chairman of the board of directors for the Rhode Island Credit Union League.

ANDREA (DARCEY) ELLINGER and ALEXANDER E. ELLINGER '83 of West Chester, Pa., both graduated from the University of Georgia in Athens, Ga., with doctorate degrees in 1987. Andrea received a Ph.D. in adult education with a minor in human resource and organization development, and was honored at the Academy of Human Resource Development conference with the Malcolm S. Knowles Dissertation of the Year Award. Andrea now is a new member of this prestigious award. She is an assistant professor of adult education at the Pennsylvania State University at Harrisburg, Pa. Alex received a Ph.D. in marketing with a minor in logistics and is an assistant professor of marketing and distribution at Villanova University in Villanova, Pa.

CARISSA (HUNTINGTON) PINTO of New Bedford, Mass., is the president-elect of the Massachusetts chapter of Dermatology Nurses Association and is certified in dermatology nursing.

GEORGE WESTDYK of Midland Park, N.J., was named account supervisor with the Lamark Group in Easton, N.J., an advertising and marketing firm specializing in the medical and dental industry.

1988
MICHAEL A. BARTUCCA of Walpole, Mass., was named vice president and shareholder with the CPA firm of Vitale, Catrambello and Company, P.C., in Boston, Mass.

ELAINE (PAPPAS) JOHNSON of Framingham, Conn., opened a small business named Creative Newsletters, which specializes in designing and writing newsletters for organizations and companies.

VICENTE A. PINA of South Windsor, Conn., was promoted to managing director, Latin America region, for LIMRA International, based in Windsor, Conn. LIMRA is an insurance and financial services trade association that provides cooperative research, consulting services, professional development, and solution-oriented products. Vicente is responsible for expanding LIMRA's membership in the region and servicing its member corporations in Central America, South America, and the Spanish-speaking countries of the Caribbean.

SEAN R. SMITH of West Hartford, Conn., was named district manager of Viador Inc., headquartered in San Mateo, Calif.

1989
JOHN P. AMARAL of Riverside, R.I., a cost engineer at Hasbro, Inc., in Pawtucket, R.I., was elected to the City of East Providence, R.I., School Committee for a four-year term.

CURT E. CAMPBELL of Vernon, Conn., was elected a partner at Gitlin, Campise, Pascoe & Blum CPAs in West Hartford, Conn.

ADAM D. KATZ of Aurora, Colo., is a property accountant at ICG Communications, Inc., in Englewood, Colo.

TEODOR KLOWAN of Franklin, Mass., was named the corporate controller at Helix Technology Corporation in Mansfield, Mass.

MATTHEW L. SCHOPENBERG of South Glastonbury, Conn., is a senior telecommunications consultant for Sansiveri, Kimball & McNamara, LLP, based in Providence, R.I.

1990
DAVID J. HARR of Cleveland Heights, Ohio, was named an associate consultant at The Segal Company in Cleveland, Ohio. The company is an international firm of benefits, actuarial, and compensation consultants.

DAVID R. MARQUIS of Lincoln, R.I., a member of the Photo Chemical Machining Institute, was promoted to president of ChemArt Company in Lincoln.

1991
DONALD J. DESFOSSE of Chelmsford, Mass., was promoted to material pricing manager at Raytheon Company in Andover, Mass.

PETER J. DILLON of Olde, Kan., was named team leader of employee retention in the training and support area of information technology with Sprint PCS in Lenexa, Kan.

ANDREW J. LAGUARDIA of Nanuet, N.Y., was promoted to public relations manager with Fuji Photo Film USA, Inc., in Elmsford, N.Y.
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KIMBERLY A. MCDERMOTT
of Troy, N.Y., was promoted to systems integrator account manager for MapInfo Corporation in Troy.

JUDITH (PODOLSKI)
MEUNIER of Holden, Mass., a senior claims service specialist at Arbella Mutual Insurance Company in Westboro, Mass., was awarded the Associate in Claims (AIC) designation and diploma by the Insurance Institute of America.

NANCY (PARRILLO)
NYSTEDT MBA of Salem, Mass., is the treasurer for the Commonwealth of Massachusetts Water Pollution Abatement Trust. Nancy is also the proprietor of the Bella Luna Cafe in Salem.

KEVIN T. SHEEHAN
of Teaneck, N.J., is the internal audit services group manager with Ernst & Young, LLP in Hackensack, N.J., serving global internal and audit outsourcing clients in the entertainment industry.

1992
JAMES P. BERGERON
of Menlo Park, Calif., was named managing director with GTG Ventures in Palo Alto, Calif. GTG is a venture capital firm investing in business-to-business and telecommunication companies.

MICHAEL J. BOYD
of Port Jefferson Station, N.Y., was named a consulting manager in the North American professional services division of Progress Software Corporation in Bedford, Mass. Michael was selected as his company’s 1999 Worldwide Consultant of the Year.

LOUIS A. DEQUATTRO JR.
of North Providence, R.I., an examiner-in-charge for the insurance division of the State of Rhode Island Department of Business Regulations in Providence, received a juris doctor degree from Roger Williams University and Ralph R. Feagio School of Law in Bristol, R.I.

CATHERINE (ALLEN)
KEENAN of Bath, Maine, was named regional support coordinator for the State of Maine Juvenile Corrections Substance Abuse Treatment Network for Day One in Portland, Maine.

DANIEL P. PASSARELLA
of Windham, N.H., was promoted to general manager of Northern New England at Global Crossing in Londonderry, N.H.

LESLIE (D’AGOSTINO)
ST. JEAN of North Grafton, Mass., opened a business providing bookkeeping and accounting services for small businesses.

ANTONIO DASILVEIRA
of Augusta, Ga., received a master of sport science degree and was promoted to assistant general manager of the Augusta Green Jackets, Class A affiliate of the Boston Red Sox in Augusta.

KARA (KELLY) DEROYA
of Stratford, Conn., was named a staff attorney practicing general corporate law with BIC Corporation in Milford, Conn.

LARA L. HUEMPFFNER
of Newton, Mass., was promoted to manager in the tax compliance department of PricewaterhouseCoopers in Boston, Mass.

JOHN D. LEVISH
of Attleboro, Mass., was named vice president/business development officer for asset management and trust services at Rockland Trust in Attleboro.

GLORIA (PAIVA) MARTIN
of Cranston, R.I., is a realtor with Real Estate One, Ltd., in Warwick, R.I., and holds a certified buyer representative designation.

CHRISTINE C. STRUBBE
of Hoboken, N.J., was promoted to vice president in the asset management group with Deutsche Bank in New York, N.Y.

STEVEN A. TAMBURRO
of Cranston, R.I., a program manager with Raytheon Systems Company in Portsmouth, R.I., serves as vice chair on the board of directors for Goodwill Industries of Rhode Island and is also a member of the board of trustees for the MS Society.

1994
ERIC J. BERTRAND of Jersey City, N.J., is a principal in the Private Equity Group at Palisade Capital Management, LLC in Fort Lee, N.J.

B.J. BECKER of East Northport, N.Y., is a specialist and member of the New York Stock Exchange, and was given a seat by the firm Spear, Lees, and Kellogg in New York, N.Y. B.J. was also named a vice president of the firm.

JEAN-MARIE COLETTA
of Cranston, R.I., was named vice president of technology resource management for Citizens Bank in East Providence, R.I.

MEGAN E. DAVIS of Franklin Park, N.J., was promoted to settlement supervisor for CMA Operations at Merrill Lynch in Somerset, N.J.

RALPH A. GIGLIOTTI
of North Providence, R.I., was named senior accountant with Sullivan & Company CPAs in Providence, R.I.
CHRISTOPHER M. JIRAN of East Providence, R.I., was promoted to senior programmer analyst at Textron Financial Corporation in Providence, R.I.

KIMBERLY A. MASCARO of Newton, Mass., was promoted to senior events specialist with Rational, an e-development company in Burlington, Mass.

RICHARD R. PELOSI of Cranston, R.I., was promoted to principal programmer at Staples, Inc., in Framingham, Mass.

MATTHEW R. SUSSMAN of Allentown, Pa., is a regional marketing manager for Penn Treaty Network America Insurance Company in Allentown.

1995
VINCENT J. COPPOLA of Stratford, Conn., was named manager of business planning and analysis at NewVis Inc., in Shelton, Conn. NewVis is an e-business development company.

JASEN I. CROZIER of North Smithfield, R.I., was promoted to supervisor in the accounting and auditing department at Kahn, Litwin, Renza & Co., Ltd., in Providence, R.I.

CRAIG W. PICARD of Narragansett, R.I., is a recruiter with Interim Financial Solutions in Providence, R.I.

1996
PAUL H. MARTIN of Cranston, R.I., passed the Certified Public Accountant (CPA) exam and is a staff accountant with Rooney, Plotkin & Willey LLP in Newport, R.I.

1997
THOMAS J. GARDNER of Quincy, Mass., was named client champion for Harrison & Troxell in Boston, Mass.

TRICIA K. LEBLANC of South Attleboro, Mass., is an inside sales representative with Elcom Services Group in Norwood, Mass.

SCOTT E. POWERS of New Boston, N.H., was appointed a financial representative for Parks-Tuttle Financial Services, Inc., in Bedford, N.H.

1999
ANTHONY J. SMITH of New Milford, N.J., is an analyst with Goldman Sachs & Co. in New York, N.Y.

SEAN M. SMITH of Warwick, R.I., was named a programmer at Daly.commerce in Warwick.

JENNIFER L. WELCH of Edgewater, N.J., was named staff auditor at PricewaterhouseCoopers in New York, N.Y.

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- Samuel L. Missimer, National Program Manager, Advanced Networking Seminars, AT&T

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June 14

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<table>
<thead>
<tr>
<th>Name</th>
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<tr>
<td>HELEN (ROSE) JONES</td>
<td>November 8, 1999</td>
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<td>ALLEN C. Cooke '40</td>
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<td>DORIS (DUNBAR) ANDREWS</td>
<td>February 18, 2000</td>
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<td>LYDIA (TABER) WALLINGSANGER</td>
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<td>JULIA (SULLIVAN) MCMAHON</td>
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<td>CATHERINE E. REYNOLDS</td>
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<td>RUTH (BEBBY) EASTON</td>
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<td>DAVID CARBONETTI '70</td>
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<td>PAUL J. WITKIEWICZ '87 MBA</td>
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<td>ANN (COSTELLO) STONE '88 MBA</td>
<td>November 22, 1999</td>
<td></td>
<td>PEDRO BEADE</td>
<td>February 20, 2000</td>
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</tbody>
</table>

**Professor Beade joined Bryant as a professor of humanities in 1983. A memorial service for him was held on campus; see page 25.**

**FREDERICK J. GAUCHER**
November 18, 1999
A professor emeritus of accounting, Professor Gaucher taught at Bryant for 34 years before retiring in 1999.

**CONELIUS J. McAULIFFE**
December 23, 1999
Professor McAuliffe was an assistant professor of law at Bryant from 1965 to 1971.
Bryant is accredited by AACSB-The International Association for Management Education, which recognizes those institutions that meet its rigorous standards of excellence.

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