Gearing up for greatness
How businesses—and Bryant—take the lead
GEARING UP FOR GREATNESS
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All good institutions aspire to greatness—not for the sake of greatness itself, but for the challenge it presents. Greatness is, after all, a constantly receding target, requiring that we assess, plan, and execute at an increasingly higher level.

Make no mistake about it: Bryant College is a very good institution, one in which we can take tremendous pride. By recruiting top students and faculty, making significant investments in our physical plant and technology, and developing new programs and curricula to meet the needs of today's students and employers, we have made the kind of progress that encourages us to aspire still more.

Such aspirations, though, require us to be ever more rigorous—both in looking at ourselves and at the world around us. What would it mean for us to be absolutely the best at what we do? First, we have to ask, What is it that we want to do best? What is our goal and mission? Here, the answer is straightforward: We aspire to offer an education that brings out the best in each and every student we touch. An education that prepares students for professional success and personal fulfillment. An education that challenges students in ways they had not foreseen. An education for a lifetime.

We have encapsulated what we believe it means to be the best in a simple phrase: student-centered. We are committed to understanding and responding to our students' real needs, both as they define them and as the market shapes them. We are committed to providing the best possible environment for teaching and learning—and to populating that environment with top-quality faculty, bright and ambitious students, and dedicated staff. And we believe that being student-centered means going beyond the basics, pushing students' expectations, and accelerating their progress.

Acceleration, in fact, sometimes causes students to push back, to ask for an easier path. But in our model, being student-centered won't let us take the more-traveled route. We know, in the end, that students want good jobs upon graduation, and we know what employers want. They want employees who have strong skills in business fundamentals—and our accounting, finance, management, marketing, and other business core courses are stronger than ever. But employers want even more. They want eager young hires who are technologically savvy and culturally adept. They want bright young talent who have strong communications skills. They want team members who will continue to learn, challenge themselves and the conventional wisdom, and suggest new ways to enhance corporate value.

In summary, they want graduates with highly developed skills and the personal qualities that define character. These are the things that lead to personal and corporate success—and that is what we intend to produce better than any other college.

Bryant is on the path to greatness. We're delighted that you're along for the journey.
GEARING UP FOR GREATNESS: The Destination—and the Journey along the Way

Now that the shaky terrain of the “new economy” has settled, businesspeople are dusting themselves off and looking around to ask, What is it exactly that allows businesses to move toward greatness—and then remain there? If there’s one thing our economy needs, after our phases of irrational exuberance and flash-in-the-pan success, it’s a good understanding of the principles that can guide an enterprise to a brilliant finish. But what is that winning combination of business practices—the driving skills, the mechanics, and the landmarks to guide the journey—that allows one contender to accelerate into high gear while others may cough and sputter and ultimately drop out of the race?
David Weinstein
Executive Vice President,
Fidelity Investments
Board of Trustees member,
Bryant College

“A vital characteristic contributing to our success is being open to change.”
“You have to grow yourself in ways that are deliberate,” says Adrien W. (Skip) Hebert ’72, senior vice president for operational excellence at Bacou-Dalloz, a manufacturing group specializing in protective wear for the workplace. Bacou-Dalloz brought Hebert on in 1996 to manage its acquisition process, and since that time the company has pursued an effective growth strategy, increasing its sales from $90 million in 1996 to $320 million by 2001 and making Forbes’ Best Small Company list three years in a row.

The guiding principles behind the acquisitions? “We make sure that the companies we identify for purchase are a good strategic fit,” Hebert says. “We didn’t want to buy distressed companies, the #4 guy in the market, something we were going to have to ‘fix up.’ We were looking for businesses that were profitable on a stand-alone basis, for which we could pay fair value.”

Guideposts to Greatness

The question of how companies succeed in the long term has been taken up by management guru Jim Collins, who has made his reputation researching the characteristics of highly successful organizations—and the also-rans. His book Good to Great: Why Some Companies Make the Leap and Others Don’t offers a coherent set of guideposts for companies on the road to greatness. Key among his findings is the notion that success does not derive from a single, brilliant, isolated action; rather, it is the accumulated result of many smart moves. “Breakthrough results come about by a series of good decisions, diligently executed and accumulated one on top of another,” Collins writes. “Of course, the good-to-great companies did not have a perfect track record. But on the whole, they made many more good decisions than bad ones.”

Collins groups these smart moves and attitudes into six categories (see sidebar). One of them is the “Hedgehog Concept.” According to the proverb, “The fox knows many things but the hedgehog knows one big thing.” While the fox exhausts himself with a dozen strategies to catch the hedgehog, the hedgehog always escapes by means of his one, big, tried-and-true strategy—curling himself into a prickly ball and rolling away. For businesses, that “one big thing” is knowing the answers in three areas: what they’re good at, what they have a passion for, and what makes money.

Bacou-Dalloz, an international firm that manufactures everything from hard hats to protective shoes, from uniforms for flight crews to protective clothing for workers in nuclear power plants, has embraced Collins’ Hedgehog Concept. “We set the goal of being the complete, head-to-toe provider of personal protective equipment,” says Hebert. “We wanted to make sure we had a leadership position in all our product lines.”

Collins’ Hedgehog Concept is echoed in “What Really Works,” an article in a recent issue of the Harvard Business Review. The authors of the article compared two retailers—Dollar General and Kmart—who were

**Confront the Brutal Facts, Yet Never Lose Faith:** Believe in the firm’s ability to triumph, yet avoid being a starry-eyed optimist.

**The Hedgehog Concept:** Operate within the intersection of three modalities: what you care the most about, what you’re best at, and what makes money.

**A Culture of Discipline:** Exercise self-control in thought and action.

**Technology Accelerators:** Avoid techno-fads; select technology carefully to accelerate (but not create) the firm’s momentum.
Skip Hebert ’72  
Senior Vice President for Operational Excellence, Bacou-Dalloz  

“We set the goal of being the head-to-toe provider of personal protective equipment—with a leadership position in all product lines.”
pursuing the same strategy: to provide inexpensive merchandise to low- and middle-income consumers. Dollar General, a Tennessee-based retail chain, built its stores in rural locations, kept prices low, and trained a sharp eye on inventory to determine what was selling and what wasn’t. The company stayed true to its “one big thing,” and year after year profits grew. Kmart, on the other hand, seemed to confuse its strategy of trying to guarantee rock-bottom prices by also attempting to entice higher-end consumers with its Martha Stewart and Kathy Ireland lines. Because the company tried to grow itself in areas that weren’t consistent with its strategy, Kmart has suffered years of well-noted financial woes.

At Bryant College, the Hedgehog Concept can be summarized in a phrase: student-centered. “Everything we do—from the recruitment of new faculty to the development of new programs, from The Campaign for Bryant to Bulldog football—is focused on providing increased value to students,” says management professor and executive assistant to the president, Roger Anderson. The results show the merit of this concentrated approach. “Entering classes are stronger than they have ever been,” Anderson notes. “Alumni engagement and giving are at an all-time high. Employers recognize the quality of Bryant graduates and recruit aggressively on campus.” And for two years running, Bryant has been ranked in the top 25 colleges and universities in its class by U.S. News & World Report. Like any other vital enterprise, Bryant is succeeding by operating as a great business.

KEEPING YOUR EYES ON THE ROAD

Bryant’s focus on one paramount goal—preparing students for a lifetime of professional success and personal fulfillment—has occasioned both dramatic and evolutionary change. The drama inherent in the recent physical transformations of Hassenfeld Common, the Elizabeth and Malcolm Chace Wellness and Athletic Center, and the George E. Bello Center for Information and Technology—which includes The Douglas and Judith Krupp Library—is apparent to even the casual observer. But new programs that respond to marketplace demands are even more important: a reinvigorated business core, study-abroad opportunities, and new majors in three disciplines—communication, information technology, and applied psychology—develop the well-rounded professionals today’s employers seek.

This market responsiveness—a willingness to understand and adapt to changing terrain without losing a sense of direction—is a hallmark of all organizations that continually strive for greatness.

“A vital characteristic contributing to our success—something we’ve been doing since our founding in 1946 and will continue to do—is being open to change,” says David Weinstein, executive vice president at Fidelity Investments and a member of Bryant College’s Board of Trustees. Originally a money management firm, Fidelity made the decision in the late 1970s to broaden its activities to include the selling of securities as well—a bold decision, considering the volatility of the stock market during that time. “Essentially, we decided to take the advice we were preaching to our customers,” Weinstein says. “We diversified.” The result? Fidelity is today one of the nation’s leading online brokerage firms—as well as the largest mutual fund company in the United States and the #1 provider of workplace retirement saving plans.

But, according to Weinstein, the firm is never content to idle in neutral. Company leaders continue today to investigate new lines of business, to experiment productively, to explore new career paths for its 30,000 employees—in short, to “prevent a corporate hardening of the arteries.” For example, Fidelity was the first mutual fund firm to offer check-writing on its money market mutual funds. “We figured if we made it easier for people to take their money out,” continues Weinstein, “they would be more willing to put it in.” This is just one of the many innovations Fidelity has devised to keep its motor tuned up—and stay ahead of the competition.

Greatness calls for nothing less—and at Bryant as at Fidelity, a strategic imperative defines the rules of the road.

THE JOURNEY AHEAD

“Bryant has always cared about our students’ long-term professional career development,” says David Lux, dean of undergraduate studies and a historian of science and technology. “The change has been in the competitive environment.” In the latter part of the 19th century, Lux explains, businesses in Rhode Island served the second industrial revolution with family-owned “secondary businesses”—suppliers of textiles, equipment, and machinery to industries. In fact, Rhode Island then had the highest percentage of owner-operated businesses in the nation.

But by the 1960s and ’70s—and the subsequent advent of rust belts all over the Northeast and Midwest—that industrial complex was gradually being replaced by the knowledge economy. As provincialism was replaced by
Roger Anderson
Management Professor
and Executive Assistant
to the President,
Bryant College

“Bryant staked out a
clear position: We exist
for the students.”
regionalism, and regionalism gave way to globalism, the College geared up to meet a greater challenge.

"In 1996, one of the first items on President Machtley's agenda was to become clear about the College's mission," Roger Anderson says. "The College had gone through a great deal of change, particularly around accreditation by AACSB International—The Association to Advance Collegiate Schools of Business, and we needed to rediscover our identity in light of our history and the developments around us."

Contemplating the journey ahead—as well as the road in the rear-view mirror—helped Bryant's leaders come to the determination that Bryant had to center itself around students' present and future needs more effectively than ever. But what does it mean for a college to be student-centered? Anderson explains that this claim, which encompasses mission and strategy, obliged the College to two types of commitment: to help students be successful at Bryant, and to deliver a curricular and co-curricular program that would enable students to develop skills and qualities for success over the long run in business and in life.

"Undergraduate education is no longer a priority for many colleges," says Anderson. "But Bryant staked out a clear position: 'We exist for the students. We're providing an education that goes beyond what happens in the classroom, that includes a concerted focus on knowledge, skills, and qualities of character.' This is what differentiates us." (For Jim Collins' view on the crucial practice of lifelong learning, see a reprint of his article "The Learning Executive," page 10.)

Bryant's faculty agree. "Thinking is hard work," says management professor Ranjan Karri. "I challenge students to move out of their zone of comfort—to develop their own perspectives." Karri does this by giving his advanced students unstructured assignments that require they determine the phases of their project, their "deliverables," and the deadlines. "It makes students uncomfortable at first," Karri says, "but ultimately they feel a fierce ownership of their work and a sense of empowerment. At Bryant, we're in the business of inspiring students to imagine."

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**STUDENT-CENTERED THEN:**

**RANDI HILLER '89**

"I love the changes they've made at Bryant," says Randi Hiller '89, who graduated from Bryant before the recent expansion of the academic and co-curricular programs. Nevertheless, the successful Hollywood producer and casting agent found ways to customize her education at Bryant in preparation for a career that was distinctly different from many of her classmates.

"My marketing professor, Frank Bingham, really supported me," Hiller explains. "I'd made a connection for an internship at a New York talent agency, for instance, and Dr. Bingham made sure I got credit for it." After graduating from Bryant, Hiller moved to California and got a job in a big talent agency as a comedy agent's assistant, answering his phone and making coffee runs. She also had to show up at the comedy clubs five nights a week to scout talent for the agency. The pay was so low she had to supplement her income with a part-time job in a muffin shop.

Since then, Hiller's star has risen considerably. She has worked for casting director and producer Risa Bramon-Garcia on such projects as Twister and Inventing the Abbotts. On her own, she has cast films including The Haunting with Liam Neeson and Catherine Zeta-Jones and Oscar nominee In the Bedroom. Today, she is a partner in Finn/Hiller Casting, whose recent projects include Life as a House with Kevin Kline, S.W.A.T., and Terminator 3: Rise of the Machines.

Hiller connects her success to her business studies at Bryant. "A lot of casting is freelance," she says, "and not everyone treats it professionally. But our business background shows. I think it makes people feel stable in an unstable industry."

The special opportunities Bryant offered, such as spending her junior year in Australia, also made a difference. "I studied the weirdest things—leisure studies, Australian law, the psychology of euthanasia," says Hiller, who recently received Bryant College's Young Alumni Achievement Award. "But it opened my mind to new ideas. It definitely made going alone to California easier."
“When people ask me what I teach, I answer, ‘I teach young people,’” says communication professor Mary Lyons. “I teach them how to think, how to take responsibility, how to take chances.” Like Professor Karri, Professor Lyons also speaks about nudging students out of their comfort zone to help them grow. But a good teacher must provide guidance as well, Lyons says. “You can’t throw students in the deep end and then say, ‘Too bad you drowned.’”

According to Anderson, everyone at Bryant understands the destination and has set their sights for the journey. “As part of their annual review each year, Bryant faculty define how they will foster the development of the key skills and qualities of character that are at the heart of a Bryant education,” he says. The results are clearly showing: Fidelity executive vice president David Weinstein says it’s no accident that Fidelity chose to open its new office in Smithfield, in close proximity to Bryant.

“A hundred years ago,” says Weinstein, “businesses would locate themselves by the great rivers in New England. That was their source of power—water power. Today, a company like Fidelity needs brainpower. We realized there was a great source of it here in Rhode Island.”

Anderson agrees, “We like to believe that a Bryant graduate has a distinctive, recognizable character, that ultimately a person will be able to identify a Bryant grad upon meeting him or her,” he says. “We believe that we’re shaping leaders in business—and in life.”

“Upon returning to Bryant for his senior year, Francis bumped into President Ronald K. MacIntyre and a group of visitors who had come to view the new Financial Markets Center. President MacIntyre asked Francis to give them a tour, and afterwards they all had lunch. One of the visitors was Kristian Moore ’81, executive vice president of Domestic General Insurance at American International Group (AIG), who was so impressed with Francis—particularly with his international experience—that he called and invited Francis to come to New York for an interview at AIG, and ultimately offered him a job. “I had several offers on the table but chose the position at AIG, which puts a premium on employees’ interests in international affairs,” Francis says.

Although Francis clearly has succeeded on his own initiative, he credits the College for providing the unique opportunities that enabled him to distinguish himself. “The resources to make yourself unique are there at Bryant,” he says. “You just have to take advantage of them.”
How would your day be different if you organized your time, energy, and resources primarily around the objective of learning, instead of around performance? For many people, their daily activities—what they do and how they go about doing it—would be dramatically changed. Indeed, despite all the buzz around the concept of the “learning organization,” I’m struck by how few people seem to have embraced the idea of being a true learning person.

This came home to me during an interview with a television producer developing a documentary on Sam Walton. After about 45 minutes, she asked if I had anything else to add, indicating the end of the interview. “No,” I said, “but I’d like to ask you some questions.” She paused, obviously not prepared for my request, and then gave an uncertain, “OK.” For the next 15 minutes, I had the great pleasure of asking her questions about what she had learned in her research. The producer had no background in business—having done most of her documentaries on historical figures like Stalin and Mozart—so I thought she might have a fresh and illuminating perspective. She did, and I learned some new information and gained new insights about one of my favorite subjects.

“That’s the first time that’s ever happened to me,” she said. “I interview professors and experts all the time, but I’ve never had one turn the tables and begin asking me questions. At first I was taken aback—surprised really—but it’s refreshing to see that experts can still learn.”

Stop and think about that for a minute. Here’s a bright television producer who spends her life delving into specific subjects—a walking treasure trove of knowledge—and people whose profession is to continually learn don’t pause to take the opportunity to expand their expertise further by talking with her. They act as knowers rather than learners, which, incidentally, is just the opposite of what Sam Walton did.

Walton viewed himself not as a definitive expert on retailing but as a lifelong student of his craft, always asking questions and taking every opportunity to learn. A Brazilian businessman once told me that of 10 U.S. retailing CEOs he wrote to asking for an appointment after he’d purchased a discount retailing chain in South America, only Walton said yes. “We didn’t know much about retailing, so we wanted to talk to executives who knew the business,” he explained. “Most didn’t bother to reply. Sam said, ‘Sure, come on up.’ Only later did I realize he was as interested in learning from us as we were in learning from him; he hummed us with questions about Brazil. Later, we launched a joint venture with Wal-Mart in South America.”

Becoming a learning person certainly involves responding to every situation with learning in mind, as Walton did. But it involves more than that; it requires setting explicit learning objectives. Look at your personal list of long-term objectives, mid-term objectives, and your current to-do list. How many items fall into the performance genre and how many fall into the learning genre? How many begin with the structure “My objective is to learn X,” rather than “My objective is to accomplish Y”? Most people operate off of to-do lists. They’re a useful
“A true learning person also has a ‘to-learn’ list, and the items on that list carry at least as much weight in how one organizes his or her time as the to-do list.”

mechanism for getting things done. A true learning person also has a “to-learn” list, and the items on that list carry at least as much weight in how one organizes his or her time as the to-do list.

Granite Rock, in Watsonville, Calif., one of the few authentic learning organizations, has institutionalized this idea by replacing performance goals for individuals with learning goals. The stone, concrete, and asphalt supplier makes the shift explicit by asking each employee to set his or her annual objectives in the format “Learn _____ so that I can _____.”

Learning people also develop explicit learning mechanisms, such as “learning logs” or formal “autopsies”—time explicitly set aside to discuss or reflect on events and extract the maximum knowledge and understanding from them. Such people plant seeds of learning that will flower later. One prominent thinker I spent a day with ended our discussion with the statement, “I have a small consulting fee; you must keep me informed as to your learning and progress.” Every six months or so I send him a letter; and I imagine he gets dozens of such learning letters a year. I’ve also found the mechanism of a learning notebook to be useful; in it I keep track of my learning and observations about life, work, myself, or whatever seems interesting, much the same way a scientist keeps a lab book on any subject of inquiry. It’s a powerful mechanism for identifying not only learning but also the activities where I’m not learning (which I then unplug or redesign).

I’m not yet as much of a learning person as I’d like to be. Like most Americans, I’m driven largely by an urge to perform, accomplish, achieve, and get things done. Yet as I begin to consciously shift to filtering everything through a learning lens, I find both dramatic and subtle differences in the way I do things and how I spend my time. With a “get things done” lens, I’ll leave a voice-mail; with a learning lens, I’ll seek a real-time phone call during which I can ask questions and learn from conversation. With a performance lens, I’ll try to impress the interviewer with my knowledge; with a learning lens, I’ll ask her questions. Even mundane activities like washing dishes, shaving, and walking through airports can be transformed by carrying a portable tape player and listening to unabridged books on tape.

John W. Gardner, author of the classic book Self-Renewal: The Individual and Innovative Society (and a man who keeps an active learning and teaching schedule well into his 80s), captured the spirit of the learning person with his admonition “Don’t set out in life to be an interesting person; set out to be an interested person.” Learning people, of which Gardner is a prime example, learn till the day they die, not because learning will “get them somewhere,” but because they see learning as part of the reason for living. When asked for an economic justification for learning, they find the question as odd as being asked for a financial justification for breathing. The link between learning and performance is self-evident, but for a true learning person (or organization, for that matter), performance is not the ultimate why of learning. Learning is the why of learning. And until we grasp that fact and organize accordingly, we will not—in fact cannot—build the elusive learning organization. ☛

© 1997 Jim Collins. Jim Collins (pictured below) is the author of Good to Great: Why Some Companies Make the Leap... And Others Don’t and co-author of Built to Last: Successful Habits of Visionary Companies. A recipient of the Distinguished Teaching Award while a faculty member at the Stanford University Graduate School of Business, Jim now works from his management-research laboratory in Boulder, Colorado. More of Jim Collins’ work can be found at www.jimcollins.com.
Bryant students for generations to come will enjoy state-of-the-art athletic facilities and wellness programs at the Elizabeth and Malcolm Chace Wellness and Athletic Center, thanks to the couple whose name now appears on the building's side.

The leadership and generosity of Malcolm (Kim) and Elizabeth Chace have contributed to the transformation of the campus and its programs, through The Campaign for Bryant, the College's first comprehensive campaign. Over the last four years, contributions from the Chaces have supported a variety of initiatives—from facilities to scholarships to senior class gifts.

Bryant officials and prominent members of the Rhode Island community gathered on the evening of September 12 to honor the Chaces for making yet another of Bryant's dreams possible. After the dedication ceremony, the Chace family and guests headed to the Grand Hall of the George E. Bello Center for Information and Technology for dinner and a special presentation.

President Machtley and his wife, Kati, gave opening remarks about the Chaces, noting their unwavering commitment to the people and institutions of Rhode Island. “While some are content to rest and leave things as they are,” said President Machtley, “these two individuals—rather than retire—roll up their sleeves and ask, How can we help?”

The Wellness Center has been a hit since its opening in January of 2002. Designed by the architects Stanmar, Inc., the 31,000-square-foot facility houses a spacious fitness center, pool, comfortable locker rooms, and state-of-the-art conditioning equipment.

The $7-million facility provides students with the necessary resources to balance intellectual and personal growth with physical and emotional well-being. Said Machtley, “This is a facility that is consistent with our plan to keep giving Bryant students every opportunity to be successful—inside and out.”
Malcolm (Kim) Chace, a Trustee of Bryant College and vice-chair of The Campaign for Bryant, is chairman of SENESCO, Mossberg Industries, and BankRI. He also serves as director of many companies including Berkshire Hathaway, A.T. Wall, and Wardwell Braiding. In addition, he sits on the boards of Women and Infants Hospital, Trinity Repertory Company, WaterFire Providence, John Hope Settlement House, Brown University, and RISD, among other organizations.

Liz Chace is co-founder of Residential Properties and has been on the boards of the John Hope Settlement House, Brown University, the Brown Sports Foundation, Trinity Repertory Company, Providence Country Day School, and The Rhode Island Foundation.

The Chaces, who reside in Providence, have seven children and 11 grandchildren.
BRYANT ATHLETICS:
TWO PROFILES IN COURAGE

When it comes to sports, greatness is usually measured in quantitative terms. Especially in this age of fantasy leagues and multimillion dollar endorsement contracts, competitive sports are all about the numbers.

Rick Desmarais celebrates with his family.

In basketball, for example, how great you are is largely proportional to the number of points you score, rebounds you pull down, or shots you block. If you play football, your relative greatness has something to do with how many yards you gain or how many touchdowns you score. Not much room for subjectivity here.

So when we talk about Bryant College student-athlete Pam Malcolm and recent Bryant grad Rick Desmarais, let’s talk numbers.

Like number 86. That’s where Malcolm ranked among the top basketball players in the country following her senior year at Bacon Academy in Connecticut. Looking strictly at the numbers, she was easily the most decorated secondary school recruit that Bryant’s women’s basketball program has had.

Then there’s the number five. As in the number of weeks Malcolm had to spend in Hartford General Hospital following a near-fatal automobile accident. Or the number of surgeries performed on Rick Desmarais’ knee in a three-month span prior to the 2001 football season.

These numbers demonstrate why Malcolm’s and Desmarais’ accomplishments are great.

Pam Malcolm is listed as No. 34 on the Bulldog women’s basketball roster. But just four weeks after she had accepted Bryant’s scholarship offer, an auto accident left her critically injured, in the intensive care unit, and with an early diagnosis that she would never walk again.

“Life is different now,” said Malcolm. “I can’t do a lot of things I used to do. Sometimes it’s hard to deal with it.”

In the few months since her accident, Malcolm has taken great strides—literally—in her recovery effort. She has already proved the doctors wrong by standing and walking, with the aid of a walker. While her teammates might practice the ins and outs of breaking a full-court press, Malcolm works on her physical therapy, walking the length of the court.
“I look at it as an injury,” said Malcolm. “That’s the way I’m treating it. I still have a goal to play again, and I won’t give up hope.”

Whether or not Malcolm achieves that goal, she remains convinced that coming to Bryant was the right move.

“This is a good academic school and a good opportunity for me,” she said. “I loved it when I came to visit, and I’m even happier I’m finally here now.”

Desmarais’s story is somewhat different.

An older student, Desmarais celebrated his 26th birthday prior to the football team’s final home game against American International. After playing hockey for CCRI and Johnson & Wales, Desmarais had come to Bryant for one last go-around in college athletics while he worked toward his degree in finance.

Desmarais was enjoying a solid season as a defensive end for the Bulldogs in 2000 until he suffered a torn ACL—that most dreaded of knee injuries—midway through the year. Remarkably, he played in Bryant’s final two games of that season before undergoing the first of five surgical procedures in a span of two-and-a-half months to repair ligaments in his knee.

He endured the rigors of training camp in 2001 and moved to tight end to lessen the daily grind on his recovering joint, but only appeared in one game, the season finale against Merrimack. But in his senior year, he played in nine of Bryant’s 10 games, capping his career with a game-tying touchdown and two-point conversion in his Bulldog Stadium swan song against AIC to help Bryant take its conference rival into overtime.

Desmarais’s career statistics will show that he caught exactly one official pass in his time at Bryant. But that number is just fine with Desmarais.

“I don’t really care about the spotlight,” he said. “I do things for my team, and I want my teammates to respect me. The way I do that is to go all out, all the time. I just do my job.”

His job, for the time being, is as an assistant coach at Plymouth State College in New Hampshire, a program that has produced many a great player. But chances are, they haven’t seen anything like the 26-year-old former Bulldog with a roadmap of scar tissue on his knee, a touchdown in the history books, and a finance degree in his pocket. 😊

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The Bryant Racquetball team returned from Arizona this spring with their third straight Division II National Intercollegiate Racquetball Championship. The women’s team finished third overall, and the men’s team finished fourth overall, placing Bryant fifth, collectively, in the nation. The immense success enjoyed by the racquetball teams throughout the year is due to the hard work and dedication of a team of 14 racquetball players led by now-graduates Ray Mazzeo, Justin Teman, Paul Henrickson, Jeremy Elias, Kathryn Swiatek, and Jessica Emond, as well as expert coaching and guidance from Hall of Fame member and coach, Paul Henrickson, Sr. The team scored more than 1400 points in the competition, a noticeable improvement over last year, when the score lingered around 700 points. Next year the team hopes to continue its success and secure a fourth Division II national championship.
Thanks for the Memories

Lieutenant Colonel Maynard D. Myers ’56 never forgets a face—especially the face of someone who gave him good advice. So last fall, when the visage of George Manchester ’52 appeared on the back cover of The Loyal Guard’s Salute, a newsletter for long-time Bryant College alumni, it didn’t matter that the two hadn’t been in touch in five decades. What mattered to Myers was that he ended up getting a Bryant degree, all because of the man in the photo.

Myers thought it would be nice to let Manchester know he had taken his advice and gone to Bryant College. So he did a little investigative work on the Internet to track down Manchester’s Westport, Conn., address and telephone number. Then, he called.

At first, George Manchester couldn’t imagine who was asking him questions about his early years. “But it didn’t take long to figure it out,” he says. Manchester verified that he was indeed “that George Manchester”—and this marked the second beginning of a beautiful friendship.

The two had first met in 1953. The Army had put Maynard Myers, then a first lieutenant, in charge of 22 men who processed records for soldiers returning from the Korean conflict. One of those men was Manchester.

“Myers was a young lieutenant, very serious about his business, with good control and discipline,” Manchester recalls. “That’s what the military taught people, and he was an excellent example of that. We weren’t hell raisers, we were college grads. He was a good administrator and a good motivator, and he kept the team together and got the job done.”

Myers had a long history with the military—he enlisted in the U.S. Army in June of 1946 in Lemoyne, Penn., 67 days shy of his 18th birthday. He served in Italy for 28 months, and in 1949 he was assigned to Philadelphia, where he met and married Helen Stephens in 1950. By the time he met Manchester, Myers was shopping for a college education to help him go further in his military career while also allowing him time for his job and family.

Although Myers was six or seven years older than Manchester, he remembers being impressed by Manchester’s professional skills and curious about his alma mater. Manchester spoke highly of Bryant, Myers recalls, saying it was a very good college to get a business degree from.

“Of all the 22 who worked for me, George is the one I remembered most,” says Myers. “I admired his decorum and his ability to get things done. Our discussions were a major factor in my decision to attend Bryant College.” In 1954, at age 26, Myers enrolled at Bryant, unbeknownst to Manchester, whose assignment with Myers had ended.

“I knew a Bryant degree would support me in the service,” says Myers, who worked a year and a half for Torrington Manufacturing Company in Connecticut after taking his business administration degree in 1956. In 1959 he returned to active duty in the Army, where he applied his management and accounting skills. He served in Italy, Korea, Vietnam, and spent three years in Norway. He obtained his M.B.A. from American University in Washington, D.C., in 1969.

“George did not realize his words about Bryant were so influential for Maynard,” says Manchester’s wife, Judith. “I didn’t know Maynard had gone to Bryant until he called me,” says Manchester. “I went to my 50th reunion and reconnected with a group of alumni, all of whom feel fortunate to be affiliated with Bryant. Afterward, Judith said, ‘Let’s send Salute a picture of you on the boat,’ and lo and behold, Maynard saw it.”

Manchester explains that he selected Bryant for a business degree because he thought he would take...
over the family business in hay, grain, appliances, and bottled gas, but a flood wiped out the business in 1955. Following graduation in 1952 he was drafted and served in the military for two years, where he met Myers. Manchester then joined a frozen food business, which took him to Dallas for six years. Then he worked for S&H Motivation, Inc., and developed marketing motivational programs for large corporations such as Ford Motors and Chrysler. He retired 10 years ago as vice president and national sales manager for S&H. More recently, Manchester has become a class agent for Bryant.

The renewed connection occasioned a recent meeting for the two men and their wives. The Manchesters planned a trip to Gettysburg, Penn., and then stopped off to meet Maynard and Helen Myers and have lunch with them.

“We drove down and knocked at the door and, boy, was he all smiles,” recalls Manchester. “Maynard was just so excited to show his house, his memorabilia.” Both couples enjoyed lunching and reminiscing. “Maynard’s wife was delighted, because it meant so much to him,” Manchester adds.

Myers confirmed that they were both “so pleased to be in touch again after all these years.”

And if Bryant had been an important subject for two enterprising young men many years ago, it is once again a favorite topic—for two enthusiastic alumni. 📚

WHERE IN THE WORLD?

Do you recognize this building?

Your memories of Bryant in the old days—and proper identification of this building—could win you a Bryant College sweatshirt. We’ll randomly select a winner from the correct entries received by December 1, 2003. If you share your favorite story about the building, we may feature you in an upcoming issue of Bryant Business. Drop us a note via e-mail (alumni@bryant.edu) or by snail mail (Bryant Business, Bryant Through History Contest, Bryant College, 150 Douglas Pike, Smithfield, R.I. 02917-1284.) We look forward to receiving your answers!

The “Where in the World” photo in our last issue stumped our readers. The photograph featured the cupola on the Koffler building rooftop. Built in 1976, the Koffler Building initially served as Bryant’s student center. When the Bryant Center was constructed in 1986, Koffler was transformed into the Koffler Technology Center, which houses approximately 150 networked workstations and provides offices for technology staff and the computer information systems faculty.
Sharing an Annual Commitment to Philanthropy

This past August, a number of PricewaterhouseCoopers employees opened their mail to find more than the usual catalog of tax code changes or listings of new partners at the venerable firm. More than 100 employees received a letter from three PwC colleagues and fellow Bryant College alumni reminding them about their employer’s corporate matching gift program and their alma mater’s 2003 Annual Fund drive. Kent Goetjen ’77, Bob Calabro ’88, and Tov Birke-Haueisen ’00 graduated in different decades and now work in different cities. Yet they’re united by a belief in the enduring value of their Bryant educations and a commitment to giving back to the school that launched their careers.
“I owe my professional start, and certainly a large share of my success, to Bryant and its faculty,” says Goetjen, a PwC partner in Hartford, who responded enthusiastically when asked to co-write and co-sign the solicitation letter. Birke-Hauelsen, a senior consultant for PwC in New York and a regular contributor to Bryant’s Annual Fund, conceived the initiative because “there’s only so much I can do as an individual,” he says. “Having personal connections with nearly 20 Bryant alums working at PwC, and knowing there were countless others, I saw an opportunity. By leveraging PwC’s matching gift program, this large and generous group can double the value and impact of its contributions, year after year.”

ENSURING STUDENT EXCELLENCE AND ACADEMIC RELEVANCE

The accounting industry has faced decades of dramatic reforms with new industry standards and practices surfacing annually, sometimes even monthly, and Bryant has kept pace with these rapid advances. “Year after year, I have seen Bryant graduates enter the working ranks and succeed despite the changing dynamics of the professional world,” says Goetjen. “Their success attests to the fact that the curriculum, faculty, and classes are well-positioned to adjust to yearly changes, and that students are taught not just what to do, but how to think critically.”

Annual Fund contributions play an important role in the Bryant administration’s efforts to support continual faculty development, to enhance the curriculum, and to foster closer relationships with companies. These connections are invaluable to students as they seek internships and full-time jobs. As at its peer institutions, annual giving also helps the College maintain its strength and stature during unsteady economic times. Tuition and fees at Bryant fall short of covering the total cost to educate students, and the contributions of alumni and other donors bridge that financial gap. Plus, this assistance allows a wider range of students to receive merit- and need-based aid, both of which are essential to compete for and attract a talented and diverse student body. While the Annual Fund supports student success, participation drives the success of the Annual Fund. Everyone’s contribution is valued and makes a difference, regardless of the amount.

“I’ve observed firsthand the constant quality and integrity of Bryant graduates over the years,” says Calabro, a PwC partner in Boston, a member of Bryant’s accounting department advisory board, and an active recruiter of the next generation of accountants. “Part of the reason Bryant continues to stand out is because its pool of smart, resourceful, and ethical students goes much deeper than a few stars.”

EXTENDING THE TRADITION

Since 1996-1997 when renewed emphasis was placed on annual giving, the Annual Fund has seen contributions double—a remarkable testament to the generosity of Bryant alumni. Calabro already knows how generous PwC employees can be with their time. He says, “There’s never a shortage of people willing to accompany me on recruiting trips to Bryant.”

Calabro eagerly joined the letter writing effort “to maximize the impact of my coworkers’ abundant financial generosity by reminding them of the corporate matching gift program,” he says. “It’s a simple, yet highly valuable, way to multiply the benefit of a single person’s gift—no matter how much it is. And when their giving becomes an annual commitment, the benefits to Bryant add up fast.”

Knowing very well that the accounting industry is as close-knit as it is competitive, Birke-Hauelsen hopes that this effort within the PwC community sparks alumni at other companies to galvanize their employees. “The more people that get involved every year, the greater the benefit to a larger number of students,” he says.

Contact your human resources department to see if your company offers a matching gift program. For more information on the Bryant College Annual Fund, or to make a contribution, please call 1-877-5667 or visit www.bryant.edu.
SPOTLIGHT ON BRYANT:
FACULTY NEWS

PUBLICATIONS
AND SCHOLARLY
ACHIEVEMENTS

MARTHA KUHLMAN, assistant professor of comparative literature, headed the New York University study abroad program in Prague this summer. Activities included films, a speaker series (including Arnošt Lustig, acclaimed writer and Holocaust survivor); local trips to places such as Terezín, a transport camp; Sirem, hometown of Milena Jesenská; a writer and journalist courted by Franz Kafka, author of “The Metamorphosis”; Barrandov Film Studios, the most famous film studio in the Czech Republic; as well as international trips to Auschwitz, Poland and Vienna, Austria.

Bryant assistant professor of management JUAN FLORIN, with Michael Lubatkin of the University of Connecticut and E.M. Lyon and William Schulze of Case Western Reserve University, has published “A Social Capital Model of High-Growth Ventures” in the June issue of The Academy of Management.

Bryant professor of political science MARSHA PRIPSTEIN POSUSNEY traveled to Amman, Jordan, in July to present a paper titled, “Globalization and Labor Protection in Oil-Poor Arab Countries: Racing to the Bottom?” at a conference on “The Jordanian Economy in a Changing Environment” sponsored by the Center for Strategic Studies at the University of Jordan. A version of this paper will be published in the British-based journal, Global Social Policy, in December. Following her return, Professor Posusney served as a consultant to the World Bank on a project related to labor market reform in the Middle East.

Bryant associate professor of management HAO MA, with Brian R. Golden of the University of Toronto, co-wrote “Mutual Forbearance: The Role of Intrafirm Integration and Rewards” for the July issue of The Academy of Management Review.

JULIA ALPERT GLADSTONE, assistant professor of legal studies, will participate in the Faculty Summer Institute 2003: Teaching the Ethical, Legal, and Social Implications of the Human Genome Project, which is funded by the National Institutes of Health. Gladstone is researching the intellectual property rights of databases owners in the human genome project.

SAEED ROOHANI, chair of the accounting department, chaired the recent eXtensible Business Reporting Language (XBRL) conference, held annually in conjunction with the XBRL Educational Resource Center. Bryant has been the host for the international XBRL Academic Competition since its inception to help generate taxonomies and XBRL applications. For further information about educational programs and the resource center, visit the Web site: http://web.bryant.edu/~xbirl.

JUDY BARRETT LITOFF, professor of history, has co-edited a new book titled “Fighting Fascism in Europe:

FACULTY AWARD RECIPIENTS

The following awards were presented at Bryant’s Final Faculty Meeting on May 1, 2003:

Hakan Saraoglu
Associate Professor, Finance,
Faculty Development Mentor of the Year

David Louton
Professor, Finance,
Outstanding Service

Jongsung Kim
Assistant Professor, Economics,
Excellence in Research and Publication

Chester Piascik
Professor, Mathematics,
Excellence in Teaching

Judith McDonnell
Associate Professor, Sociology,
The Alumni Service Award

Nora Barry
Professor, English, and Chair of English and Cultural Studies, The Federation Award; Professor Emeritus

Robert Conti
Associate Professor,
Management,
Professor Emeritus

Steven Souls
Associate Professor,
Marketing,
Professor Emeritus

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THE WORLD WAR II LETTERS OF AN AMERICAN VETERAN OF THE SPANISH CIVIL WAR" BY LAWRENCE CANE (FORDHAM UNIVERSITY PRESS, NEW YORK).


NEW BRYANT FACULTY MEMBERS

DIANA CRUZ has joined Bryant's faculty as assistant professor of American and ethnic American literature. Cruz received her Bachelor of Arts in English from Providence College ('92); a Master of Arts in English from Boston College ('94); and a Ph.D. in English from Boston College ('02). She has taught at the College of the Holy Cross and also at Boston College. Among her many honors, fellowships, and scholarships, she received distinction for her Ph.D. oral exam on race and racial identity theory in 2000 and the Boston College Graduate Student Association Award in 1998.

PETER J. NIGRO joins Bryant's faculty as associate professor of finance. He is also the Sarkisian Chair. He has a Bachelor of Arts from the College of the Holy Cross ('86); a Master of Arts from the University of Southern California ('88); and a Ph.D. from Boston College ('92). Look for more on Dr. Nigro and the Sarkisian Chair in the next issue of Bryant Business.

IN THE MEDIA

Professor ROBERT MUKSIAH appeared on "NBC Nightly News with Tom Brokaw" May 22. NBC Reporter Anne Thompson interviewed him to discuss the issues people should consider as they plan to retire. Professor Mukisian is widely recognized for his work on the mathematics involved in choosing when to take Social Security benefits.

HARSH LUTHAR, associate professor of management, appeared on the PBS program Thirteenth State, speaking on ethics. Tapes of this and earlier interviews on ethics with Professor Luthar can be obtained from his office by sending an e-mail to hluthar@bryant.edu.

Communication chair STANLEY BARAN was featured in an article in the April 13 Providence Journal about electronic plagiarism. 

IN MEMORIAM

Science and technology associate professor DAVID BETSCH, a forensic DNA expert, was quoted by Knight Ridder News Service recently in an article about using DNA to identify the body of Saddam Hussein in the war with Iraq. The article was picked up by both The San Jose Mercury News and The Miami Herald.

Dr. Chantee Lewis

DR. HINDA POLLARD, who was on medical leave from Bryant College since 2001, passed away in September 2003.

"Jericho Hill," a poem by Rhode Island Poet Laureate Tom Chandler, assistant professor of creative writing at Bryant, has been selected for inclusion in Across State Lines, the anthology of the American Poetry & Literacy Project. The mission of Across State Lines is to spread accessible poetry across America.

Dr. Chantee Lewis

Dr. Hinda Pollard

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SPOTLIGHT ON BRYANT:
CAMPUS NEWS

COLLEGE WELCOMES
NEW TRUSTEES
Three new members recently joined the Bryant College Board of Trustees:

DAVID M. BEIRNE '85
of Aspen, Colo., is a general partner in the venture capital firm Benchmark Capital in Menlo Park. Founded in 1995, Benchmark Capital is an early-stage venture firm that is based on principles of teamwork and dedication to building technology companies of enduring value. The firm’s strategy is to be the first investor in technology-driven companies that seek to create new markets and that have significant growth potential.

Beirne is responsible for helping to recruit managers for the firm’s investments. He has placed high-profile executives such as James Barksdale, the chief executive of Netscape; Robert Herbold, chief operating officer of Microsoft; and William Razzouk, president of America Online. One of seven partners for Benchmark Capital, Fortune Magazine has called Beirne “the best in the business.” Over the years he has served on many boards, including Cohesian, Oxygen Software, Securify, Vivecon, and Vantu. He also started the IBM and General Motors internships at Bryant.

Beirne and his wife, Terry, have three children.

KRISTIAN P. MOOR '81
of Fairfield, Conn., was elected executive vice president of Domestic General Insurance at American International Group (AIG) in New York City in 1998. AIG is the world’s leading international insurance and financial services organization, with operations in approximately 130 countries and jurisdictions.

Upon graduating from Bryant in 1981, Moor joined AIG and served as president of National Union’s Management Liability Division before becoming National Union president in 1995. In 1997, he was elected AIG’s senior vice president, Domestic General Insurance. In his current role as executive vice president, Domestic General Insurance, he has senior management responsibility for AIG’s Domestic Brokerage Group, which markets property-casualty insurance products and services through brokers to large, middle-sized, and small companies in the United States.

In 2000, Moor was appointed to the boards of Starr International and C.V. Starr & Company, holding companies formed to reward top executives for their performance. Moor is very interested in recruiting Bryant students as interns.

He and his wife, Lailin, have three children.

KATHRYN R.
SWIATEK '03
of Plantsville, Conn., graduated from Bryant with a B.S.B.A. concentration in marketing and management with a minor in psychology and French (equivalence). A dean’s list student, Swiatek worked in the Office of Admission at Bryant and also spent a semester in a marketing internship at Dora C. Howard Centre, Ltd., in Greenville, R.I. At Bryant she served in many leadership roles, including class chair of the Student Senate, vice president of the Institute for Management Accountants (IMA), and member of the Leadership Council and the Global Entrepreneurship Program Leadership Council.

Swiatek’s community service included Special Olympics chair, and her committee projects included the Student Disciplinary Committee,ition Committee, the Campus Improvement Committee, and the Student Trustee Speaker Selection Committee. Swiatek studied in France through the University of Minnesota Study Abroad Program during the summer of 2002. She was a member of the Bryant College Racquetball Team.

RELAY FOR LIFE CELEBRATES VICTORY
More than 300 Bryant students, alumni, faculty, and staff joined cancer survivors in April for a two-day Relay for Life, sponsored by the American Cancer Society. Event participants, comprised of 377 volunteers, corporate sponsors, and walkers, raised $36,400 for cancer research. Bryant students and cancer survivors Catherine Dunphy '05 (luminaria chair) and John Manchester '06 (publicity committee member) were recognized for their bravery with the Courage Award. They and other cancer survivors walked the first lap, known as the Victory Lap, before the relay began. In the evening, the Relay for Life concluded with a luminaria: white candles in white bags were placed around the athletic track. On each bag was written either the name of a cancer survivor, to celebrate his or her victory, or the name of someone who died from the disease, to remember his or her life.
future, Joanna was growing up and working hard herself—at school, and at playing a game she loved—basketball. She started in the Christian Youth Organization (CYO) basketball program. Members of the community who knew the Skiba’s situation were willing to chip in—coaches, friends, and parents of fellow players took turns driving Joanna to basketball practice when her mother had to work. Mother and daughter agree that Joanna’s success as a basketball player is a community effort as well as a personal one.

By the time Joanna was a freshman in high school she started to become a force on the court. By her sophomore year, Classical High School in Providence called her its best player, though at 5'5" she was definitely not its tallest. She was honored last April as an All-State basketball player after having led Classical to the state finals. She was then named Rhode Island’s Gatorade Player of the Year, ending her high school career with 1,824 points.

Modest by nature, Joanna says she is surprised whenever she is recognized for her basketball efforts. She is thrilled that they helped her win a Bryant scholarship. She says it’s her mother’s influence that keeps her working hard both at school and at basketball. And Halina says it is her daughter’s easygoing, flexible nature that helped her through it.

“I don’t think I could have done what I have done if Joanna hadn’t been such a good child,” explains Halina. “Our life was hard, and we were poor. But we were patient. We set our goals, and we worked toward them.”

“I try to do what I’m supposed to,” says Joanna, simply. A young woman who seems to have a perpetual smile on her face, Joanna says she loves Bryant and chose it over the many other schools who extended scholarships to her because she felt comfortable here. Joanna will major in business and is happy for the opportunity to grow intellectually, make friends, and play her favorite game.

Since Krakow, Poland, the Skibas have come a long way: Halina Skiba now owns her own home, and her daughter is going to college. This is truly the stuff Bryant dreams are made of.

EDC OFFERS DIGITAL FORENSICS COURSES

Now that so many corporate scandals have come to light, businesses and government have discovered a new need for computer forensic experts. Bryant’s Executive Development Center is offering a course in digital forensics to train experts in tracking down employees suspected of white-collar crimes.

Keeping up with current security issues and investigative practices is crucial to the success of information technology professionals in every business today, from small local start-ups to multinational corporations.

Bryant’s comprehensive, hands-on program is designed to provide the skills needed to complete a thorough computer forensics examination. Courses include Digital Forensics Specialist and the more advanced Digital Forensics Expert. For more information, visit web.bryant.edu/edc.

PRESIDENT MACHTELY SPEAKS OUT

In the August 2003 issue of University Business, Bryant College President Ronald K. Machtley warns of dangerous pricing practices in higher-ed tuition in an article titled, “Is Discounting Dangerous?”
The Student Senate held its 10th Annual Senior Citizens Prom for 180 area residents. To the music of the 50s, (left to right) Laura Wiederhold ’04, Bridget Morse ’04, and Kristen Lyons ’05 get a dance lesson from one of the prom’s special guests.

BRYANT RECEIVES TECHNOLOGY TRAINING GRANT
Bryant is among five Rhode Island colleges awarded training contracts by the Rhode Island Technology Council (RITEC). The other colleges include the Community College of Rhode Island, the New England Institute of Technology, Roger Williams University, and the University of Rhode Island. Raised through the Technology Partnership Project (TPP), a collaborative initiative of the RITEC and grant-matching partners Care New England, CVS Corporation, FleetBoston Citizens Bank, and GTECH Corp, approximately $4 million from RITEC-managed grants and matching corporate funds will enable the implementation of technology training programs and curriculum reform programs.

The TPP will help produce qualified information technology workers who will fill shortages in Rhode Island’s information technology sector, allowing corporations to reduce their reliance on H1-B visa workers.

The training grants are part of a $27 million matching grant to RITEC from the U.S. Department of Labor through the H1-B program, which, when combined with matching corporate funds, will yield $54 million in workforce development benefits to the state of Rhode Island.

Grant-recipient institutions will provide IT and management skills training through existing courses and develop new curricula in areas where skilled workers are needed.

BRYANT INTERNS PLACED AT FIDELITY THROUGH COLLEGE OUTREACH PROGRAM
Through its exemplary College Relations Program, Fidelity has again placed several Bryant students as interns at its Smithfield location. Robert Hamlin, a Bryant sophomore and resident of Warwick, R.I., worked this past summer in Fidelity’s Customer Service Center to help support his business education, which concentrates in computer information systems. Bryant senior Gregory Fasciano of Clinton, Conn., will work in Fidelity’s finance department to complement his courses in finance. Justin Orkin, a Bryant junior from Newton, Mass., is working in Fidelity’s systems department to enhance his computer information systems concentration at Bryant.

Fidelity’s intern program is one component of Fidelity’s regional College Relations Program, designed to build and enhance partnerships with the firm’s targeted higher education institutions in Rhode Island. Through this program Fidelity develops education-related initiatives in the areas of talent acquisition, public affairs, curriculum enhancement, and business development.

BRYANT SINGERS MAKE A WISH
The Bryant singers held a spring concert in April in the South Dining Hall at Bryant Center. The cabaret-style performance featured music from Broadway shows, as well as choral selections. The concert was free and open to the public, but the group accepted donations to benefit the Make-A-Wish Foundation.
BRYANT'S RISBDC LAUNCHES LATINO BUSINESS INITIATIVE
Market research indicates that the Latino community is the fastest-growing ethnic group in Rhode Island.

Existing or potential business owners who speak little or no English need support when they navigate through the maze of information and business resources that are available.

The Rhode Island Small Business Development Center (RISBDC) at Bryant College has launched the Latino Business Initiative to identify the needs of Latino entrepreneurs and deliver appropriate programs.

Last year, the RISBDC identified key community-based organizations and individuals to provide advice about the potential of this initiative. The group met twice with RISBDC staff to discuss the challenges, community structures, and different segments within the Latino community—Cuban, Puerto Rican, Dominican—and their unique needs.

"Based on their feedback, we developed a new model so RISBDC could work more effectively with the Latino community," says Adriana Dawson, assistant director, RISBDC. "We partner with established community resources, and those organizations serve as our entry point to the community. We are building relationships, trust, and credibility within the Latino community."

Program leaders are using a grassroots approach to build the program. They have helped spread the word by visiting local businesses to discuss programs and expected outcomes and by working with community resource partners. Community partners even facilitate the workshops. Local Spanish-language media outlets widely publicized the RISBDC initiative.

"Now that others have tested the waters, more existing business owners are taking the time to participate because they see the value," says Dawson. "The success of these programs is the result of support from our community resource partners, grassroots outreach, and, most important, the need of this growing business segment. The RISBDC's mission is to help small business owners be successful. Now that includes the Latino community as well."

BRYANT SIFE MEMBERS TEACH FIFTH-GRADE How to Get Down to Business
About 10 Bryant students, members of Students in Free Enterprise (SIFE), visited three fifth-grade classes at Peter Woodbury Elementary School in Bedford, N.H., this February to conduct a business simulation. SIFE members divided fifth-graders into two "companies" to compete in the Video Gaming Console Industry. Each "company" consisted of four departments: marketing, finance, research and development, and management. The departments interacted to develop a new video gaming console and made presentations, followed by a question/answer period.

SIFE secretary Julie Sauzier '05 (middle) is flanked by Peter Woodbury fifth-graders.
BRYANT'S 140TH COMMENCEMENT:

THE CHARA
Don’t be afraid to step out and follow new paths; don’t be afraid to fail.” So advised Rhode Island Governor Don Carcieri in his keynote address to students at Bryant’s 140th Undergraduate Commencement on May 17, 2003.
(Continued from previous page)

Commencement speakers also included Charles W. Costello, past president and CEO of c.w. Costello & Associates, and Lulu C. Wang, who is the chief executive officer of Tupelo Capital Management L.L.C. All three speakers received honorary degrees. And 618 students received their diplomas.

The evening before, Paul J. Choquette, Jr., chairman and chief executive officer of Gilbane Building Company, was keynote speaker and honorary degree recipient for Graduate School Commencement, held for 140 graduate students.

In “The Character of Success,” his address at the undergraduate ceremony, Governor Carcieri referred to recent transformations at Bryant, transformations of both the physical campus and the academic and co-curricular programs. Under scoring the concepts of “knowledge,” “character,” and “success”—integral components in Bryant’s mission—the governor spoke about attaining the character you need to enjoy the success you have, and the role of knowledge in shaping that success.

“You are not here merely to make a living,” Carcieri said, quoting Woodrow Wilson. “You are here in order to enable the world to live more amply, with great vision, with a finer spirit of hope and achievement. You are here to enrich the world, and you impoverish yourself if you forget the errand.” The errand, the Governor suggested, is to live life to the fullest with character and open-mindedness—about careers, about the future, about the willingness to try new and challenging things.

Stressing the importance of individuality, Carcieri also suggested graduates aspire to enrich the lives of others through community service—a theme consonant with Bryant’s tradition of educating the whole student. The Governor himself has long been involved in the church and became a member of Catholic Relief Services, a group that helps people in disadvantaged countries.

“Our journey is not about how big your paycheck is, how many cars we own, how many promotions we get,” he stated. “Our journey is about enrichment. Don’t lose sight of that. Don’t forget the errand.”

HONORARY DOCTORATES

The following luminaries received honorary D.B.A.s at Bryant’s 140th commencement.

GOVERNOR DONALD L. CARCIERI was inaugurated as Rhode Island’s 57th governor on January 7 of this year. His election followed a career in business that was crowned by his tenure as chief executive officer of Cookson Americo and joint managing director of Cookson Group Worldwide. He retired from that position in 1997. Immediately after college, Carcieri taught math at Newport’s Rogers High School and then at Concord Carlisle Regional High School in Concord, Mass. He then turned to business, where, over the course of 10 years, he built a career at Old Stone Bank, eventually becoming executive vice president. In 1981 he headed the Catholic Relief Service’s West Indies operation in Kingston, Jamaica, and returned to Rhode Island in 1983 to join Cookson Group. Gov. Carcieri holds a bachelor’s degree from Brown University.

CHARLES W. COSTELLO is past president and CEO of c.w. Costello & Associates, a management information systems consulting firm he founded in 1986. He formed a unique partnership with Bryant by choosing the College to train his company’s new employees. By the time he sold the firm in 1998, the company had expanded to 850 employees. Now retired, he recently purchased two software companies. Prior to founding c.w. Costello & Associates, he worked for New England Systems Engineer, Blue Cross/Blue Shield of Massachusetts, and Keene Associates. Costello is a member of Bryant’s President’s Leadership Council. He holds a bachelor’s degree from Northeastern University.
**Lulu C. Wang** is the chief executive officer of Tupelo Capital Management L.L.C., a New York-based investment firm. A chartered financial analyst, Wang has been engaged in professional money management since 1972. She was director and executive vice president of Jennison Associates Capital Corporation for 10 years before founding Tupelo Capital Management in late 1997. Wang is director of the New York Community Trust, where she chairs the Finance Committee, and is on the boards of Columbia Business School, the Metropolitan Museum of Art, and WNYC, among others. She received her bachelor's degree from Wellesley College, where she is a trustee, and holds an M.B.A. from Columbia Business School.

The keynote speaker at the Graduate School Commencement was **Paul J. Choquette, Jr.**, chairman and chief executive officer of Gilbane Building Company since 1997. He joined Gilbane in 1968, and is the sixth consecutive family member to lead the company since it was founded in 1873. Choquette is currently co-chairman of the Economic Policy Council with R.I. Governor Don Carcieri and is on the boards of both FleetBoston Financial Corporation and Carlisle Companies, Inc. He serves on the President's Council of Providence College and the Narragansett Council in Rhode Island. Choquette received a bachelor's degree from Brown University, where he is trustee emeritus, and an LL.B. degree from Harvard Law School. A former football and track star at Brown, he is director of the National Football Foundation and College Hall of Fame.

**Bryant Grads Show True Meaning of “Character of Success”**

George and Barbara Brown accept the diploma for their son, Christopher Brown ’01, M.S.I.S. ’03.

Bryant’s 140th Graduate and Undergraduate Commencement on May 16 and 17 brimmed with stories of personal valor and tenacity. Receiving a Bryant degree was a significant accomplishment for every student who walked across the stage. For some, though, reaching their educational goals took extraordinary determination and strength of character. These students stand out in the vibrant sea of accomplished graduates as those who cleared hurdles that, at one time, seemed insurmountable.

Graduate School student **Christopher Brown ’01, M.S.I.S. ’03** earned a master’s degree in information systems, but it was his parents—George and Barbara Brown, Jr.—who accepted the diploma in his place. Christopher, an application programmer analyst at Providence Washington Insurance Company in East Providence and a member of the National Guard, had just one course left in his program when he was called to active duty on February 12—the last day of his enlistment. With the encouragement of Professor Laurie MacDonald, Christopher completed requirements at Fort Drum, New York, before he shipped overseas to take part in Operation Iraqi Freedom.

Days after the ceremony, his parents received word that their son was able to view the ceremony via the unit’s laptop computer thanks to the prompt assistance of Christine Delah, family support coordinator.

*(Continued on next page)*
for the 115th Military Police Company. “Our message about the Web cast reached the troops, and they were able to get Christopher to a computer to watch his parents receive his diploma,” wrote Dolan. “Many of the soldiers watched it with him and were very grateful for having had the chance to be ‘home’ for that briefest of moments.”

There were undergraduate students, as well, who showed their mettle as they pursued their Bryant diplomas. In addition to Richard “Rick” Desmarais of North Smithfield, R.I. (please see sports story on page 14), there is Olubunmi “Bunmi” Akinnusotu, of Providence, who graduated with dual concentrations in computer information systems and marketing, and a minor in sociology. Bunmi and her parents, from the Yoruba tribe in Nigeria, came to Providence, R.I., in 1978. Her legacy at Bryant includes numerous academic and leadership awards received during her four years on campus. Captain of the volleyball team this year, she was chosen New England-10 Conference Player of the Year. Her coaches and teammates consider her to be possibly the best player ever to spike a ball at Bryant. But not many people on campus knew that from 1983 to 1991, Bunmi, her brother, and their mother lived in at least four homeless shelters and moved 10 times.

Bunmi credits the faculty and staff at Bryant for making her college education possible, particularly head volleyball coach Theresa Garlacy. But it is her mom, Phebean Akinnusotu, who is her hero, and their closeness was evident at graduation. Bunmi’s 18-year-old brother, Timi, was there, resplendent in white “ethnic-wear,” as Bunmi likes to call it. Their father came with his wife and their three young sons. Surrounding them were relatives that Bunmi had not seen since childhood. They traveled from all corners of the United States, as well as from England and Nigeria, to see her graduate. “I can look to the future knowing I can do anything I set my mind to,” said Bunmi.

Keith Anderson, of Buxton, Maine, was a passenger in his friend’s truck when a drunk driver hit them on June 6, 2002. The accident left Keith paralyzed from the chest down. After life-saving surgery, he spent four weeks in intensive care, much of that time in a drug-induced coma. In July, Keith was transported to a facility in Atlanta, Georgia, that specializes in physical and occupational therapy for people with spinal cord injuries. His parents stayed with him through the rehab process. Keith’s determination and positive attitude earned him the nickname of “Superman,” and three months later, he had regained partial movement of his upper body.

Keith returned to Bryant in January 2003 and plunged into his classes, totally determined to complete what he had started. With the aid of technology, classmates, friends, and especially his father, Keith was able to attend all of his classes and keep up with the required work.

“Keith made it easy for everyone to accept his return,” says psychology professor Ron Deluga. “He kept a sense of humor, and he wasn’t shy about discussing his situation. He even joked that with his new wheels, he seemed to attract more girls.”

Keith received a B.S. degree with a concentration in finance and a minor in psychology. After some surgery this summer, he will return to Bryant in the fall to make up two courses before he begins his job search.

“Keith is an inspiration to all of us,” says Professor Deluga. “That was made evident by the rousing ovation he received on Commencement day.”
Charles and Gail Yanagawa traveled from Honolulu, Hawaii, for their daughter's graduation. Stacey Yanagawa had plans to teach English in Japan, starting in August.

The 2003 class flag was designed by seniors from the Student Alumni Association and carried by (left to right) Rebecca Harris, David Deeter, and Brooke Schopp.

Jacob Naylor and Dana Scott were commissioned as second lieutenants in the U.S. Army.

Brendan Shannon, director of marketing and promotions/athletics at Bryant, on his way to receive his M.B.A.

Shanel Anthony, Class of 2002, adds a graduate degree to his résumé.

President Ronald K. Machlley

Sue Carcieri (left), wife of Governor Donald L. Carcieri, and Kati Machlley, wife of President Ron Machlley

Can you hear me now? Jessica Raffone, of Killingworth, Conn., takes two congratulatory calls.
Welcome to Bryant’s Learning Community

The 2003 Convocation ceremony on September 10 was both a serious and celebratory event. It marked the official start of the school year and brought the next class of first-year students together to step into their new roles as members of Bryant’s learning community.

Richard J. Light, the Walter H. Gale professor of education at the Kennedy School of Government at Harvard University, gave the keynote address. Professor Light spoke to students about what they might expect in college and about the importance of becoming a member of a learning community. His recent book, *Making the Most of College*, draws on more than 10 years of research and interviews with more than 1,600 college students.

His findings show students how to lay a foundation for success the first year and beyond. He described five practical concepts that students can apply:

1. choosing group study (or studying in pairs) vs. studying independently

2. paying attention to time management vs. not structuring your time

3. taking on supervised independent research projects and internships vs. simply going to class

4. seeking out diversity of religion and ethnicity vs. sticking to people who are exactly like you

5. choosing co-curricular and off-campus activities related to your studies vs. just doing your homework

Light’s message reflects Bryant’s own commitment to support students in their first year so they may achieve maximum success all four years. For example, all Bryant first-year students will take a course called Foundations for Learning, which has the broad and critical mission of teaching students how to become members of a scholarly community. Designed around the theme of “claiming your education,” the course is taught by seasoned and new professors as well as by President Ronald K. Machtley and other high-level administrators.

Students joined President Machtley, vice president for student affairs Thomas J. Eakin, and president of the Student Senate Richard Hurley ’04 in the signing of the Bryant Pledge. This commitment to shared values (see sidebar) is one of Bryant’s defining features.

Set against a display of international flags representing the many different countries students, faculty, and alumni have come from, the ceremony also included remarks from vice president for academic affairs V.K. Unni and Alumni Association president Buzz Waltman ’76.
HELP THE NEXT GENERATION ACHIEVE AND SUCCEED

As a graduate of Bryant, you can help us continue to recruit a diverse group of quality students. Join fellow alumni around the country by becoming a part of the Alumni-Admission Connection (AAC). Your involvement will vary depending on your interests, availability, geographic location, and graduation class. Some of the activities you may become involved with include:

**Referrals**
Help us identify high school students to whom Bryant admission materials should be sent.

**College Fairs**
If you live within an hour of an upcoming college fair, you may be invited to represent Bryant at one of these events. This is a great way to share your enthusiasm about the College and meet prospective students. Several hundred inquiries are brought back to the College each year as a result of these fairs, but many of the events conflict with the recruiting schedules of our Admission staff, so the participation of alumni is especially helpful.

**Recruiting Events**
Throughout the year, AAC members actively participate in on- and off-campus recruiting events such as our fall and spring open houses. Depending on the event, you might speak about your career or simply mingle with prospective students and their families.

**Phone Calling Campaign**
During the spring semester, you may be invited to participate in this major campaign to answer questions that admitted students have about Bryant and encourage students to accept our offer of admission.

To join the AAC or for further information, contact Michelle Barbato ’95, associate director for events and volunteers, at (800)622-7001 or mbarbato@bryant.edu.
1956
SOLOMON A. SOLOMON '54 of East Providence, R.I., retired chairman of the business administration department at the Community College of Rhode Island, received the first-ever Honorary Alumnus Award from the CCRI Alumni Association.

1957
JOSEPH H. LEMIEUX '57H of Toledo, Ohio, announced his retirement effective December 2003 as chairman and chief executive officer at Owens-Illinois, Inc., in Toledo, after 46 years of service. Mr. Lemieux is a director of Manor Care, Inc., and a member of the Board of Trustees at Bryant College, the National Council of Boys Hope, and the Board Council at St. John's High School in Toledo.

1960
RICHARD H. ROGERS of Roswell, Ga., was awarded an honorary doctorate of humane letters from Schiller International University in Dunedin, Fla. Richard is a longtime hotel executive and veteran of the hospitality industry. He retired in 2000 to head up his own Atlanta-based consulting, marketing, and development company, Richard Rogers and Associates.

1961
EDWIN G. AVERY JR., '55MBA of Pompano Beach, Fla., is a business broker specialist with Balistreri Realty, Inc., in Fort Lauderdale, Fla. He received the Platinum Achievement Award for top achievement and excellence in the specialized field of business brokerage.

1966
RICHARD C. JOHN of Brattleboro, Vt., broker and owner of R. John & Co. in Brattleboro, expanded his office and added another agent. Rick teaches a pre-licensing real estate course in Vermont and New Hampshire. He was elected vice president/president-elect of Vrain, Inc., which operates the Multiple Listing Service Statewide System in Vermont. Rick was also appointed to the Brattleboro Finance Committee for 2003.

1974
THOMAS I. HENDERSON JR. of Medford, Mass., is vice president at Citizens Bank of Massachusetts in Woburn, Mass.

1976
CRAIG T. BOGAR of Spanish Fort, Ala., was named Athletic Director of the Year for the Gulf Coast Athletic Conference, of which his institution, the University of Mobile in Mobile, Ala., is a member.

1977
NEWTON BUCKNER III '78 of Unionville, Conn., was elected president of the Connecticut Society of Certified Public Accountants in Rocky Hill, Conn. Bud is tax principal of Whitley & Hailey, P.C., in Hartford, Conn.

1980
GERALD J. BERARD '66H of Missouri City, Tex., is the manager of Wholesale Supply and Pricing at El Paso Corporation in Houston, Tex.

1981
JENNY (NIELSON) CHRISTENSEN of Springfield, Neb., received a master of business administration degree from Keller Graduate School of Management.

1991
MARISSA (FAENZA) CREAN of Glastonbury, Conn., was named vice president of risk management and corporate services at Travelers Life & Annuity in Hartford, Conn.

EUGENE F. ROSADINO JR. of Berwyn, Penn., was appointed executive vice president and chief operating officer at 4R Systems, Inc., in Wayne, Penn. Gene brings over 20 years of senior retail inventory management, distribution, merchandising, and finance experience to his new role. He will be responsible for managing 4R's market/customer side of the business.
1983
GARY G. REMLEY JR. of New Fairfield, Conn., was appointed the Northeast regional manager of Mickey Truck Bodies, Inc., in New Fairfield. The company manufactures beverage truck bodies and trailers used in the beer, soft drink, and bottled water industries.

1984
ALAN L. BORTNICK of Framingham, Mass., was named vice president for finance at Harte-Hanks, Incorporated, in Billerica, Mass.

CAROLINE (ULRICH) MAHARRY of Rochester, N.Y., is senior vice president and group director of Navigrastream, the
Web development division of BrandLogie in New York City. Carolyn is responsible for integrating technology into brand and cross-media programs, as well as managing the continued growth of Navigrastream.

MARK R. PROVOST '85MST of Narragansett, R.I., was named president of D & P Investment Advisors, LTD, and is a partner in the certified public accounting firm of DeSista & Provost, LLP, in Wakefield, R.I. Mark is also a Registered Investment Advisor (RIA) offering investment management and consulting services.

1985
LAURA PATRIZZI BELLIZZI of Glastonbury, Conn., received a master of education degree in occupational therapy from Springfield College in Springfield, Mass.

VINCENT A. MARSEGLIA MBA, '00CAGS of Warwick, R.I., was named industrial engineering manager for the Corporate Logistics Department at CVS Corporation in Woonsocket, R.I. He is also an adjunct instructor of Production/Operations Management and a member of the Business Management Technology Curriculum Committee at New England Institute of Technology, in Warwick. R.I. Vincent was re-elected president for 2003-2004 of the Rhode Island Chapter #110 Institute of Industrial Engineers.

1986
STANLEY P. DUDA of Troy, N.Y., was named manager of accounting operations for the Division of Treasury, Department of Taxation and Finance for the State of New York in Albany, N.Y.

WAYNE E. SCHULZ of Glastonbury, Conn., was appointed to the editorial advisory board of Accounting Today magazine. He is a frequent author and reviews accounting related software for the publication. Wayne is a certified public accountant and senior consultant at Schulz Consulting LLC, in Marlborough, Conn.

DIANE (MAROLLA) GIARRUSSO of Johnston, R.I., is an inpatient case manager at United Behavioral Health in Warwick, R.I. Diane received a master of social welfare degree from Rhode Island College in Providence, R.I., and obtained a Certified Independent Clinical Social Worker (LICSW) designation.

THOMAS G. RECK of Harwinton, Conn., a financial planner for Met Life in Wethersfield, Conn., was promoted to investment specialist for their Hartford, Conn./Springfield, Mass. area.

1987
DEBBI J. ABRAMS HORTON of Riverside, R.I., and Stan DeAngelis, co-owners of WorkPlace Dynamics, Inc., in Providence, R.I., completed the Emerging Leaders program for the U.S. Army at Fort Monmouth, N.J. This three-day comprehensive leadership development program was delivered to 25 seasoned managers.

RICHARD J. PETRUSCI JR. of Cranston, R.I., is an estate planning attorney at the law firm of Tillinghast Licht Perkins Smith & Cohen, LLP, in Providence, R.I.

VICENTE A. PINA of New Rochelle, N.Y., was named a senior marketing consultant for the Teachers Insurance and Annuity Association (TIAA-CREF) in their marketing division at their corporate offices in New York. N.Y. TIAA-CREF is among the top one hundred in Fortune magazine's listing of the five hundred largest U.S. corporations. Vicente is responsible for Individual Life product development, marketing, sales, and distribution.

AMY (MCFARLAND) ROLLINS of Lincolnville, Me., marketing director at The First National Bank of Danvers, in Rockport, Me., was recognized as the 2003 America's Promise Volunteer. Amy was cited for her work on the Lincolnville Central School Capital Campaign, where she serves as a fund raiser and the public relations chair for the committee working to raise funds to finance a new school for the Town of Lincolnville.

1988
AMY L. DOWD of Dennis, Mass., was awarded the Certified Financial Marketing Professional (CFMP) designation from the Institute of Certified Bankers (ICB), a non-profit organization sponsored by the American Bankers Association in Washington, D.C. Amy is the assistant treasurer and marketing officer at Cape Cod Cooperative Bank in Yarmouth Port, Mass.

DAVID M. GOODMAN of Lansdale, Penn., was named director of communications for Advanta Corporation in Spring House, Penn.

MATTHEW L. SCHOENBERG of Manchester, Conn., is president and chief executive officer of Enterprise Consulting Services in South Glastonbury, Conn.

TRACY L. THETFORD of Luray, Va., was named supervisor of revenue and business specialist for Shenandoah National Park in Luray.

1990
ALPHONSO ESPOSITO of Denver, Colo., is founder and chief investment officer of Elite Asset Management, LLC, in Denver. The firm manages a private hedge fund and private managed accounts for high net worth families and institutions, and also sub-advises accounts for other hedge funds and financial services firms.

HEATHER PARADIS-KNEIPFER of Wallingford, Conn., is a financial analyst at Chase Rosemary Hall in Wallingford.

MELISSA (WOOD) RADCLIFF of Raleigh, N.C., is a community-service coordinator for the Family Violence Prevention Center of Orange County in Chapel Hill, N.C. Melissa is responsible for educating the public about the resources available for victims of assault and abuse.

1991
PATTY J. DEVINE of New York, N.Y., formed Devine & Company in New York, a firm specializing in helping companies market their products and services.

PETER J. DILLON of Olathe, Kan., human resource program manager at Sprint PCS, was awarded an Extraordinary Achievement Award for the creation of a tool that aided with employee calibration sessions during Sprint's 2002 Annual Review of Employee Performance process. These tools are now being reviewed and considering for corporate-wide standardization.

VIVIAN L. WEST MABA of Greenville, N.C., completed her doctorate degree at the University of North Carolina at Chapel Hill. She works at Telemode Center at East Carolina University in Greenville, where she is responsible for research on a $4.6 million contract with the National Library of Medicine.
TRICIA M. ZENOBIO of New York, N.Y., is an associate at Davidoff & Malto LLP in New York, practicing in the areas of construction law, commercial litigation, and bankruptcy.

1992
JENNIFER (KELLY) CHARLONNE of Rutland, Mass., a senior actuarial assistant at Travelers Insurance in Hartford, Conn., was named a fellow of the Casualty Actuarial Society for her successful completion of a series of examinations administered by CAS. CAS is dedicated to the advancement of knowledge of actuarial science applied to property, casualty, and similar risk exposures.

PATRICE (WILLIAMS) WOOD of Windsor, Conn., was named audit manager at Fleet Boston Financial in Hartford, Conn.

1993
DOROTHY A. HEBERT MBA of Johnston, R.I., is an assistant in the Office of Planning and Institutional Research for the Kids First program in Rhode Island. Dorothy teaches nutrition in the Rhode Island schools.

DAVID B. KAPLAN of Pembroke Pines, Fla., was promoted to supervisor of credit and collections with Alliance Entertainment Corporation One Stop Group, Inc., in Coral Springs, Fla.

1994
JEAN-MARIE COLETTA MBA of Cranston, R.I., was promoted to senior vice president at Citizens Bank of Rhode Island in Cranston.Jean-Marie is also manager of technology conversions for Citizens Services Group.

EDWARD G. NOEL ’86MIST of Attleboro, Mass., is tax director at Lycos, Inc., in Waltham, Mass.

1995
JULIE A. WHITE of Alexandria, Va., is an associate examiner at NASD in Washington, D.C.

1996
CAPTAIN SEAN M. CONNOLLY of Washington, D.C., deployed with the 101st Airborne Division (Air Assault) in support of Operation Iraqi Freedom and served as the brigade trial counsel and legal advisor to the 153rd Aviation Brigade, which is the premier Air Assault Operations Unit in the U.S. Army. Sean was awarded the Bronze Star Medal for meritorious service and was selected to work on the Military Commissions/Tribunals setup to prosecute terrorists and will be based in Washington, D.C.

WILLIAM J. HOCHSPRUNG JR. of Middletown, Conn., founder and chief executive officer of Riptide Technologies, Inc., in Middletown, a consulting firm specializing in the management of network technologies and information security systems. Riptide Technologies was established on the principle that those who work for the company are as important as the solutions they implement.

TINA (KISHEF) ISBITSKY of Huntington, N.Y., is an accounting manager for The Hain Celestial Group in Melville, N.Y., a natural food manufacturer and distributor.

CHRISTOPHER F. MENNG of Normal, Ill., was named assistant coach of the women's basketball team at the University of Illinois in Champaign, Ill.

JAMES A. WILLIAMSON of Boston, Mass., received a master of business administration degree from the Wharton School at the University of Pennsylvania and was named a consultant at Bain & Co. in Boston.

1997
STACEY L. HUGHES of Redlands, Calif., was named a neuroscience sales representative with Cephalon, Inc., a biotechnology company based in West Chester, Penn.

1998
JILL M. LEWIS of Allston, Mass., received a master in business administration degree with a concentration in finance from Boston College in Chestnut Hill, Mass. She is entering the financial development program at Liberty Mutual Group in Boston, Mass.

STEPHEN T. TULLY JR. of Chatham, N.J., was named vice president/institutional asset manager for AllianceBernstein in New York, N.Y.

2000
LAURA (COCHRANE) CATALONI MBA of Attleboro, Mass., was promoted to assistant treasurer at Swank, Inc., in Attleboro. Laura is responsible for the company's cash and risk management programs, as well as license administration.

LISA M. DOSANJOS of Seekonk, Mass., received a juris doctor degree from Roger Williams University Ralph R. Papitto School of Law in Bristol, R.I.

RYAN J. HOLZINGER ’00MSA of North Providence, R.I., is a tax associate for KPMG LLP in Providence, R.I., and received the Nicholas Plechak Gold Medal from the Rhode Island Society of CPAs for receiving the highest score on the Uniform Certified Public Accountant examination.

2001
ANDREA (PICARELLI) ALPERT of Wrentham, Mass., was appointed human resource supervisor for Tyco Valves & Controls in Wrentham, after completing Tyco’s Meteor Program. Andrea was certified as a Professional in Human Resources (PHR) by the Society of Human Resource Managers.

JEANNE-MARIE DOUBLET of North Attleboro, Mass., is a financial analyst for Fidelity Investments in Smithfield, R.I.


2002
JASON M. COLGAN of Cranston, R.I., co-founded A Safer Start Child University, the very first child care center in Rhode Island that hosts internet accessible Web cameras that allow parents to view their children. Jason also is active in the Bryant community with the Global Entrepreneurship Program.

REBECCA COLGATE of Newburyport, Mass., was named district manager of Vector Marketing Corporation in Salem, N.H.

JOSEPH P. LAVIN of Quincy, Mass., is a forensic accountant at Carey & Company, P.C., in Boston, Mass.

MARISSA L. MALLEY of Dedham, Mass., is a national sales assistant for WPLT-Boston in Dedham.

KRYSTIAN S. SZCZERBICKI of Vernon, Conn., was promoted to executive assistant manager for Walgreens Co., in Manchester, Conn.

2003
ELI KARPOVSKI of Woodlawn Lake, N.J., is vice president at KPM Manufacturing, Inc., in Little Falls, N.Y.

LAUREN K. O’DONNELL of Weymouth, Mass., is a fund accountant for State Street Corporation in Boston, Mass.
IN MEMORIAM

JAMES BRITCLIFFE ’41
April 2003

GEORGE W. SCHEUERMANN JR. ’49
April 25, 2002

EDWARD A. ERSKINE ’58
August 16, 2002

MARY G. DESILVA ’21
May 3, 2003

RICHARD E. LARSON ’41
April 29, 2002

CAROL (WHITAKER) FLINT ’58
March 19, 2002

CONCETTA (STORTI) SANITA ’27
March 4, 2003

SALVATORE CRISCIONE ’43
April 25, 2002

JOAN (MCGOVERN) SAHNOW ’60
March 10, 2002

BERTHA (GAUCHER)
IZZARD ’31
May 18, 2003

FRANCES (CRESCEÑO) HATTEN ’44
April 5, 2003

VICTOR R. CASTELLI ’72, ’81MST
May 19, 2003

ETHEL (OZARIN) LIPMAN ’31
February 17, 2003

MARJORIE (OPPY) TOBIN ’45
August 12, 2002

DIANE (HUNT) DERR ’82
May 9, 2001

RALPH G. OCHS ’32
April 23, 2003

THOMAS A. MCHUGH ’47
August 28, 2002

JOSEPH J. CAMARA ’66
April 24, 2002

CURTIS B. CONGDON ’33
April 15, 2003

GEORGE BRESSLER ’48
August 24, 2002

DONALD A. PAQUETTE ’67
May 16, 2003

DOBOROTHY (LIVINGSTONE)
LEACH ’34
February 1, 2002

WALTER C. CHRISTOPHER ’48
June 13, 2002

RICHARD M. DWYER ’73
March 25, 2002

BEATRICE (ZEINER)
WIDGER ’35
March 13, 2003

LAURENCE A. DENNIS ’48
February 5, 2003

JOHN J. SZOSTEK ’73MBA
June 19, 2002

JOHN F. MCGOVERN JR. ’36
April 14, 2003

EDWARD L. GEBHARDT ’48
February 12, 2003

BARBARA (JUDD) ADAMSKI ’74
February 27, 2003

JULIET (TRYON) WILLET ’36
June 3, 2003

ROBERT F. HORLBOGEN ’48
August 26, 2002

ROBERT W. CLAMP ’74, ’78MBA
April 28, 2003

MARY (SLOCUM) RUSSO ’37
May 21, 2001

GILBERT A. OLSON ’48
May 9, 2003

MARVIN L. COHEN ’53
May 5, 2003

ADINE (BROWN) JAVOR ’38
April 30, 2003

RAYMOND E. GLADU ’53
March 19, 2002

HERBERT W. JEPSON ’38
May 3, 2003

THOMAS J. O’CONNOR ’54
February 22, 2002

ALEXANDER V.
MCPHILLIPS ’38
May 5, 2003

JOSEPHINE (VOLANTE)
MANCINI ’54
March 17, 2003

MARY (DALTON) FLATLEY ’40
June 16, 2002

ROBERT S. GRIFFIN ’55
May 13, 2003

ELIZABETH (BUDLONG)
BRIGGS ’41
April 8, 2003

ROBERT L. THOMPSON ’56
August 21, 2002

ALEX L. NEMETH ’49
August 28, 2002

FREDERICK C. HOLMES ’57
April 2, 2003

RAYMOND E. GLADU ’53
March 19, 2002

EDWARD N. CHARNLEY ’56
August 7, 2002

BARBARA JEAN BROOKING ’83MBA
May 27, 2003

DOROTHY (LIVINGSTONE)
LEACH ’34
February 1, 2002

LEO TURENNE ’52
November 6, 2002

DIANE (PATRIZZI)
MORRISSEY ’82
September 11, 2002

BEATRICE (ZEINER)
WIDGER ’35
March 13, 2003

JAMES J. BARONE ’51
June 20, 2002

RICHARD R. ANDERSON ’83MBA
April 7, 2002

WALTER C. CHRISTOPHER ’48
June 13, 2002

LEO TURENNE ’52
November 6, 2002

RICHARD M. DWYER ’73
March 25, 2002

JOHN F. MCGOVERN JR. ’36
April 14, 2003

EDWARD L. GEBHARDT ’48
February 12, 2003

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February 12, 2003

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May 5, 2003

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May 21, 2001

ADINE (BROWN) JAVOR ’38
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May 3, 2003

ALEXANDER V.
MCPHILLIPS ’38
May 5, 2003

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June 16, 2002

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BRIGGS ’41
April 8, 2003

DOROTHY (LIVINGSTONE)
LEACH ’34
February 1, 2002

LEO TURENNE ’52
November 6, 2002

ROBERT S. GRIFFIN ’55
May 13, 2003

EDWARD N. CHARNLEY ’56
August 7, 2002

ROBERT L. THOMPSON ’56
August 21, 2002

FREDERICK C. HOLMES ’57
April 2, 2003
Bryant is accredited by AACSB—Association to Advance Collegiate Schools of Business, which recognizes those institutions that meet its rigorous standards of excellence.

Bryant Business

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