MSW students receive Rhode Island Senate Fellowships

AT THE CAPITOL: MSW candidates doing internships at the State House are (l and r) Pamela Morris and Kate Brewster. (What's News Photo by Gordon E. Rowley)

by Cynthia L. Sousa
What's News Writer

Master of social work candidates Kate Brewster and Pamela Morris spend several hours a week in an old "vault" at the Rhode Island State House.

No, the two aren't being punished for committing a bank robbery, the "vault" happens to be a safe in the State House that the Rhode Island State Senate now keeps shelves of law books and computers.

Since January, Brewster and Morris have been working in the Rhode Island State Senate Fiscal and Policy Office Fellowship Program.

They were chosen out of a pool of 19 applicants from colleges and universities around the state to take part in the program that is in its fifth year. Five other students from other schools such as Roger Williams Law School, Brown University, the University of Rhode Island (marine affairs) and Johnson & Wales were also chosen.

The program allows graduate students from various fields to assist in the research and development of public policy. Candidates were sought who possessed strong research capabilities, strong skills in public administration, political science, sociology, urban affairs, public policy formation, economic or business administration.

The Rhode Island College students work under the direction of Russell C. Dannecker, senior fiscal and policy advisor, and Robert Bromley, deputy policy advisor, researching "certain subjects or issues that may come up in the Senate," said Continued on page 8

Annual Fund kick-off and first Major Donor Reception planned for March 21

RIC’s development efforts show strong results for 1996

by Clare Eckert
What's News Editor

The numbers generated for the calendar year 1996, by the Rhode Island College Alumni Association and Foundation, are impressive: 28 percent growth in money in the Foundation treasury last year alone; over 4,300 contributors to either the Annual Fund (formerly known as the Alumni Fund) or Foundation for a total contribution of nearly $370,000 in real dollars; over 125 corporate or foundation gifts narrowly missing the $1 million mark, and a 20 percent increase in Annual Fund donors who increased their gift from 1995.

Although bottom line figures are important, RIC's development director is quick to point out, "it is truly the opportunities afforded our students and the College that the numbers represent which give us pause to be proud of these accomplishments. All donors can take pride in their impact on the college."

With that in mind, Marguerite M. Brown, development director and RIC Foundation's executive director, has organized the College's first ever Major Donor Reception in order to "personally thank alumni and friends of the College who have given a minimum of $250." The reception will take place Friday, March 21, from 6 to 8 p.m. in Donovan Dining Center.

Brown said she will use the occasion to "publicly show our gratitude for donors' generosity," as well as to kick-off the 1997 Annual Fund.

Continued on page 10

Student Support Services celebrates 25 years at RIC, April 12

Student Support Services at Rhode Island College, more commonly known as the PEP Program, will celebrate its 25th Anniversary with a gala event scheduled for Saturday, April 12, beginning with a reception at 5 p.m. in Donovan Dining Center. Dinner and dancing will round out the evening. Tickets are $35 per person, $60 couple, and $25 per student and can be purchased by calling 401-456-8237.

Joseph L. Costa, director of the RIC program since 1980, started working with the federally funded and state supported operation in 1971 as a counselor. He said the Preparatory Enrollment Program component of Student Support Services began at RIC in 1972 as a six-week summer session for enrolled students intended to give them individualized, intensive academic study in writing, mathematics and communications, as well as one freshman-level course for college credit.

Students live on campus during the session. Prior to the summer component, students are also required to come onto the campus one evening a week for six weeks during the spring semester to attend classes in study skills and to meet with their Student Support Services counselor.

One of two TRIO programs at RIC, the other is Upward Bound, Student Support Services' 1996-1997 funding was $232,177. Costa said there are

Continued on page 5

Proud to be a part of RIC!

Assistant professor Ann Marie Murnn teaches in the Master of Social Work program and "loves it."

"The number one reason I love it is my colleagues in the department of social work, are committed to the students and to excellence in education. They are concerned about the students on all levels, as well as a professional level.

"The students are willing and eager to learn. They come to class prepared, with a wealth of experience which they are willing and eager to share with their colleagues."

"Our goal is to give these students an excellent education, and we do it. I'm proud of that."
MSW grad endows full-tuition scholarship

by Cynthia L. Sousa
What's News Writer

Glady's Corvera-Baker, a graduate of Rhode Island College’s masters program in social work, is a soft-spoken woman who immigrated to the United States from Bolivia at the age of 18. Like many other newcomers, she had difficulty adapting to a country that was so unlike her own.

Learning a new language, eating different foods and adjusting to the many American social conventions, were sometimes overwhelming.

Having been in the country now for many years, Corvera-Baker has learned the English language, obtained an education, married and raised two sons, been back and forth to her native land several times, but admits that only recently has she become able to call the U.S. “home.”

“It’s a long period of adjustment,” she admits.

Corvera-Baker and her husband, George K. Baker Jr., a businessman, have decided to establish a full-tuition scholarship to be awarded each fall beginning this year, to a Hispanic student in the graduate School of Social Work.

“It’s my way of giving back,” she said. Corvera-Baker said it is important that the scholarship contain benefits beyond the financial assistance.

“I want it to serve as a model for other Hispanics,” she said.

The Corvera-Baker Family Endowment is being established by the North Smithfield residents in such a way that “they are building an endowment to fully fund the scholarship while supporting the scholarship until the endowment reaches a self-supporting level,” according to Marguerite M. Brown, RIC director of development and Foundation executive director.

Brown said the establishment of this new endowment, the first of its kind, established the way for Corvera-Baker to provide financial support for Hispanic students entering the field of social work, Corvera-Baker’s first love.

“The generosity of the Corvera-Baker family is a tribute in perpetuity to Gladys’s affiliation with Rhode Island College and her experience in the masters program in social work, the only one in Rhode Island, she said.

Corvera-Baker obtained a bachelor’s degree in psychology and sociology from the University of Rhode Island in 1982 and a masters in social work from RIC in 1985.

She said her decision to enter social work came from traveling and seeing firsthand the difficulties people all over the world were facing.

“Health and social problems, political and economic struggles, lack of adequate housing, these were and are prevalent in modern societies,” she said.

Corvera-Baker said her father, father-in-law, and husband were also instrumental in her choice of profession.

“They were all very active in helping neighbors through community service, and I admired that,” she said.

Corvera-Baker specifically wanted to help immigrants, mainly Hispanics, who came to this country in search of a better life.

And she has been advocating for social, economic, and legal improvement for them here and in Bolivia since making her decision.

Corvera-Baker, in her many travels back to her homeland, said she is always bothered by the begging that she sees on the streets. As a young student of RIC Professor Nancy Gewirtz, Corvera-Baker remembers questioning the professor on why there are so many more programs and help available to the poor in the U.S. “The U.S. can afford to help,” replied Gewirtz, said Corvera-Baker.

Corvera-Baker said there are no welfare or similar programs for mothers and children in Bolivia. She hopes that this will change in the future.

“I feel welfare programs have their place—to help for a short time until a person can be employed or trained,” she said. She would like to be instrumental in putting such programs in place.

This likable benefactor has her own private practice in Providence. In addition, she serves on the board of directors of the International Institute of Rhode Island, an agency that enables immigrants and refugees to become self-reliant and to participate fully in all opportunities open to Americans.

Some of its programs include English-as-a-Second language classes, literacy and job training, social service and legalization assistance for refugees and resettlement.

She also volunteers at Progreso Latino, Inc., a similar agency, and works at the Community Counseling Center in Pawtucket, developing services for Hispanics dealing with substance abuse.

In all of her counseling situations, Corvera-Baker tries to Hispanic immigrants adapt to the United States while respecting their cultural heritage and beliefs.

Something she has done since her arrival here. Corvera-Baker knows how important culture and heritage are to people.

Petting a cat, coming to this country with their families to better their economic situation don’t always achieve their maximum potential.

“Hispanic families are very close and sometimes the children feel a sense of obligation to help the family often while stifling their own growth,” said Corvera-Baker.

Corvera-Baker tries to instill in her clients a sense of “individualism” so that they will be able to accomplish what they want in their lives.

Corvera-Baker was in the social work program at RIC, complete with its internship program, “is very good.”

“It’s an interesting profession. You can work in hospitals, prisons, — with children, young or elderly. It’s very gratifying.”

With the establishment of the scholarship in her family’s name, Corvera-Baker hopes many Hispanics will derive the same amount of pleasure in working with others to alleviate those conditions that impair the fullest development of individuals, groups, and communities.

“The School of Social Work has been fortunate that we have been able to attract students like Gladys Corvera-Baker to the MSW program,” said George Metrey, dean of the School of Social Work. “As a student and after graduation she has been active in working on issues of diversity and oppression. We are extremely grateful that Gladys and her husband have chosen to endow a scholarship for Hispanic students. Their gift will provide opportunities for students who might not otherwise be able to pursue graduate education in social work. Providing Rhode Island with a diverse, competent, professional cadre of social workers to meet the needs of the diverse population of Rhode Island is central to the goals and objectives of the School of Social Work. We are extremely grateful that one of our graduates has recognized the school and what we attempt to instill in our students with this major gift.”

REMEMBER THIS DRESS CODE? Back in the 1960s runs in traditional habits were a common sight at Rhode Island College. In this undated photo from our files, we see a class composed entirely of religious sisters. Unfortunately, we have no names for the students. (If you recognize anyone, let us know.) But the teacher is Associate Professor Thomas Devine, who taught English and a practicum for English majors at the College from 1961 to 1965. (File Photo)
$33,000 RI Foundation grant to KITES Project supports Materials Resource Center and purchase of supplies

Professional development piece seen as possible generic training model for schools across state


What's News Editor by Clare Eckert

$33,000 RI Foundation grant to KITES Project supports Materials Resource Center and purchase of supplies

Professional development piece seen as possible generic training model for schools across state


What's News Editor by Clare Eckert

$33,000 RI Foundation grant to KITES Project supports Materials Resource Center and purchase of supplies

Professional development piece seen as possible generic training model for schools across state


What's News Editor by Clare Eckert

A $33,000 grant from the Rhode Island Foundation to the KITES Project, a partnership between Rhode Island College and the East Bay Educational Collaborative (EBEC), helps to permanently establish a Materials Resource Center. The materials and instructional tools will be used to purchase supplies for inquiry-based science instruction in 52 elementary schools in the East Bay and the Henry Barnard School at RIC.

Perhaps a greater benefit from the grant will be the continued emphasis on and research by the co-principal investigators and others on the development of professional training programs for teachers throughout the state using the KITES model as the formula for success. Because Rhode Island College professor is the operations manager for the Center, Kniseley credits her with designing a system that allows for more equal participation among all students.

The KITES Project is composed of three pieces of the formula - teacher training, materials, and professional development. Personnel costs are additional.

The Rhode Island Foundation grant is especially important, explains Kniseley, because it supports the newly established Material Resource Center located in Warren. The Center is the hub of activity where the science kits are refurbished and distributed to classrooms throughout the East Bay districts including East Providence, Barrington, Bristol-Warren, Tiverton, Portsmouth, Little Compton and Newport. Prior to opening the 5,000 square foot warehouse, science kits were refurbished in a 700 square foot space in the offices of the EBEC. As the number of teachers and students using the kits increased, it became imperative for them to be efficiently handled and to centralize the daily operation of preparing the 30-gallon storage kits.

According to Kniseley, among the kit themes are insects, plant growth and development, microscopes, earth materials, electricity, magnets, and motors. Each kit is grade-level appropriate, with instructional materials, much of which needs replacement after use.

Anita Hennessy, the operations manager, is credited with designing a system that allows for more equal participation among all students.

Perhaps a greater benefit from the grant will be the continued emphasis on and research by the co-principal investigators and others on the development of professional training programs for teachers throughout the state using the KITES model as the formula for success. Because Rhode Island College professor is the operations manager for the Center, Kniseley credits her with designing a system that allows for more equal participation among all students.

The KITES Project: Project kits that she refurbishes before they are distributed to East Bay schools. (What's News Photo by Gordon E. Rowley)

PACKING UP: Anita Hennessy is assembling one of the many KITES Project kits that she refurbishes before they are distributed to East Bay schools. (What's News Photo by Gordon E. Rowley)

by Clare Eckert

What's News Editor
RIC co-produces ‘Work Pays’ educational video for state Dept. of Human Services

RIC theatre students helped with the technical work, under the supervision of RIC technical director, Christopher Abernathy. Trinity Repertory Conservatory students and graduates acted in the video.

The RIC students are Aaron McQuade, Anne Joly, Alonso Jones, Todd Snow, Tim Crowell, and Lara Hakeem of Pawtucket.

Graduate students in the RIC-Conservatory masters-of-fine-arts program are Jennifer Mudge-Tucker and Eric Tucker, Judith Marmaras and Elizabeth Quincy, all of Providence.

In a letter to College President John Nazarian prior to the start of the project last August, James J. Dillon Jr., Esq., DHS representative, noted that the Urban Institute had given the DHS written authorization to sub-contract some of the project to RIC “whose expertise and talent in video production are well known to DHS.”

RIC had assisted the DHS in other video productions, dating back to 1980. Hutchinson and Bill McQuade, John Nazarian of RIC, Class of 1985, and chief of information for the DHS, have worked together on various projects since 1973.

“I anticipate that ‘Work Pays’ will be a valuable educational production which will benefit not only DHS field staff and the target public assistance beneficiaries, but also the students and staff at Rhode Island College who will be involved in making the proposal a reality,” wrote Dillon.

Hutchinson reported that there was no cost to the College for the video being included in the grant, that the RIC MFA-Trinity Rep Conservatory students majoring in the media program received educational and financial benefits, and that the College would receive full credit as co-producer.

RIC moves forward with school-to-career training with $15,000 grant

Rhode Island College is about to embark on the second installment of its School-to-Career (STC) (formerly School-to-Work) Training Institute for educators, linking education with economic and workplace needs that “eventually could change teacher education,” according to the STC chairwoman.

The program at RIC, which continues April 1-May 29, is an eight-week experience in practical curriculum development to integrate the knowledge of necessary workplace skills into teaching, training and learning.

“School and work will become a continuum of learning,” says Peter McWatters, commissioner of Elementary and Secondary Education.

“In the classroom, students will learn the knowledge and skills relevant in the workplace. The workplace will provide opportunities for students to apply this knowledge in meaningful ways,”

Some 40 teachers in career and technical education, regular education and special education will work together on an “all kids agenda” for the needs of today’s students to meet the demands of the workplace.

Those taking the graduate-level course at RIC will be introduced to SCANS (Secretaries Commission on Achieving Necessary Skills) - the use of resources, where to get information and how to apply it, how to use technology, team-work skills and problem solving and how to integrate SCANS competencies into teaching and learning through information and work sessions.

Field visits will be conducted to actual work sites such as Women & Infants Hospital, Brown & Sharpe, BW Manufacturing, Toray Plastics America, TACO, Inc. and others.

Leaders from the workforce, education and public communities will share their thoughts and experiences on school-to-career with the teachers.

“Educators are faced with the challenge of preparing today’s students for work in a rapidly changing world marketplace. Businesses are faced with the challenge of finding and keeping workers who have transferrable skills to get today’s job done and be prepared for the future. Participants will learn how to create a climate favorable to educating our 21st century workforce through exploration, understanding and integration of SCANS,” notes Elizabeth M. “Betsy” Dalton, assistant professor of special education and coordinator of information-assistive technology and STC chairwoman.

“The goal of the institute,” stresses Dalton, “is to provide information and hands-on experience in school-to-career transition.”

RIC received a $15,000 grant last fall from the Rhode Island Human Resource Investment Council and the Rhode Island School-to-Work Office for two institutes. The first was conducted for 45 teachers from October to December.

RIC had been providing similar training since 1989 under the mandate of “professional development,” such efforts being a forerunner of the Student-to-Work or Student-to-Career program, says James G. McCrystal, an associate professor of educational studies and STC planning team member representing career, technical and technology education.

In November, the state had received a $1.9 million grant — the first of five installments — from the U.S. Departments of Education and Labor, to implement a comprehensive school-to-work system throughout the state.

The grant adds up to approximately $10 million over the five years, intended to help Rhode Island get five school-to-work partnerships running under state umbrella, preparing students for college and careers.

“The state will be organized into five regional local partnerships,” Judy Marmaras, the state School-to-Work coordinator told the Providence Business News in December, “made up of all the key players of School-to-Work, including parents, educators, students, the business community, labor organizations and community-based organizations.

The five school districts — North Kingstown, Cranston, Pawtucket, Warwick and East Providence — will be used to create a model, while other schools will then expand into other districts, based on readiness, over the five-year period.

By the end of the five years, the state hopes to have created a system throughout the state that will link education with workforce and economic development, Marmaras says, and “to have all of the school districts involved in some capacity.”

RIC’s institute is part of the overall program.

Dalton and McCrystal look forward to the program’s continuation at RIC.

“The federal government wanted to see a commitment by higher education and RIC has done so,” says McCrystal.

-Anne Joly, Catherine Volino and Anne Joly.

VIDEO TEAM: ‘Work Pays’ video team members are (l to r) Lisa Cabral, Jen Mudge-Tucker, Dorothy Curran, Patrice Jabouin, Bill McQuade, Bill Hutchinson, Catherine Volino and Anne Joly.

by George LaTour
What's News Associate Editor

An educational video tape, one of the first dealing with the “new” world of welfare, which is now undergoing reform, has been co-produced by Rhode Island College’s theatre and dance area of the Department of Performing Arts, reports P. William Hutchinson, assistant chairman.

The tape, entitled “Work Pays,” is intended to support the implementation of welfare reforms in Rhode Island this May by the Department of Human Services (DHS).

The video focuses on the benefits of private employment and is meant to be viewed by current recipients of public assistance. It dramatizes how private employment has many more advantages and benefits than receiving public assistance while showing the many support services that already exist in the community to help AFDC (Aid to Families with Dependent Children) parents become free of public assistance.

The video will be shown by the DHS to people on welfare in group sessions.

APDC women have helped put the story together, through a series of focus groups, and a few of these women had volunteered to tell their own story as part of the video.

For its assistance in the production of the video tape, RIC received a grant of $12,500 by the Urban Institute of Washington, D.C. through the DHS. Professor Hutchinson was project director.
RIC alumni event honors women of distinction

Two Rhode Island College alumni play major roles in honoring local women who have inspired leadership and innovation while serving as role models for young women.

Patricia A. Tondreau, Class of 1963, serves as chairwoman of the 14th YWCA Outstanding Women's Gala, held as a feature event of the Greater Providence Chamber of Commerce Business Expo on Wednesday, March 19, at the Rhode Island Convention Center.

The evening begins at 5:30 with a reception on the Expo floor. Dinner and program follows at 6:30.

Since the mid-1970s, the YWCA of Greater Rhode Island has sponsored the gala to emphasize the significant contributions made by Rhode Island women.

Linda Cipriano, Class of 1984, is executive director of the YWCA.

"This gala, appropriately held during Women's History Month, serves as an opportunity to showcase the many women who have an impact on our workplace, our communities and our public life," says Cipriano.

"We're trying to include all women in the state," says Tondreau, "and this includes the women of RIC.

Highlighting the evening will be the presentation of four YWCA Outstanding Women of 1997 awards, the Avery TV Freedom Torch Award and the prestigious Athena Award, an internationally recognized award for excellence.

Tondreau was the Athena recipient for 1996 (What's News Dec. 9, 1996) and represented Rhode Island at the international Athena Conference last year.

This year's event marks the 130th anniversary of the YWCA of Greater Rhode Island. Proceeds benefit the Y's programs for women, girls, and youth services and self-sufficiency programs.

For ticket information, call 831-YWCA.

The write stuff...and more

THE WRITE STUFF: On Saturday, March 1, the 13th annual conference of the New England Writing Centers Association was held in Donovan Dining Center. Keynote speaker was John Trimbur (above), who taught English at the College from 1982 to 1984 and is now professor of English at Worcester Polytechnic Institute. Chatting with Trimbur is Meg Carroll, director of the RIC Writing Center. (What's News Photo by Gordon E. Rowley)

'Take a Professor (or Staff Member) to Lunch' Program starts April 7

Members of the Rhode Island College Student Engagement in Learning Committee announce the fifth in the "Take a Professor to Lunch series" beginning the week of April 7.

Last semester about 70 professors and 200 students participated in the program, according to Charles Marzzacco, physical science professor and a member of the group. He said the lunch time program will expand this semester to include staff members as well.

"In addition to being able to invite their professors to lunch," he said, "students will also be permitted to invite RIC staff members who have been helpful to them in some way."

The lunch is not limited to one student and one professor or staff member. Groups of students, faculty and staff are encouraged to participate.

Marzzacco said students should go to the Donovan Dining Center office on the mezzanine level to fill out a form and pick up a slip to be used by the cashier. A limit of $5 per lunch is allowed.

For further information, call 456-8849.

What's News awards go to RIC and Univ. of Toledo profs

Douglas Furton, Rhode Island College assistant professor of physics, and Adolf Witt of the University of Toledo were recently awarded two grants from NASA to study the UV/Visible/Near-IR absorption and photoluminescence properties of hydrogenated amorphous carbon with silicon, iron and magnesium impurities as laboratory analogs to interstellar dust grains.

These awards will provide for the purchase of equipment and supplies, salaries for the investigators as well as for graduate and undergraduate students, and for travel and publication costs. The total cost of this three-year project is over $650,000 more than half of which is covered by the NASA grants.

Founding editor of The New American Review to speak

Ted Solotaroff, founding editor of The New American Review, will speak in the Faculty Center at the Rhode Island College at 4 p.m. on Thursday, April 3.

Solotaroff founded The New American Review (later The American Review) in 1967 and remained its editor until the last issue in 1977. The American Review had an average circulation of 75,000, making it most largely circulated literary review in America at the time.

Solotaroff also worked as a fiction editor for both Bantam Books and later, Harper and Row, where he was senior fiction editor. He is presently a contributing editor for The Nation.


This event is sponsored by the Performing and Fine Arts Commission at Rhode Island College.

Get-acquainted session March 26

"It's a Student Affair: A Festival of Student Affairs Offerings" whereby Rhode Island College students will have an opportunity to meet staff members of the Student Affairs division under Vice President Gary M. Penfield and learn just what it is they do will be held Wednesday, March 26, from noon to 2 p.m. in the Student Union ballroom.
RIC's Athletic Training Program—A Big Bonus!

Strains, sprains, contusions, abrasions, lacerations, fractures, dislocations, even crushed egos and broken bonds with teammates. They've seen it all in the College's athletic training room. What's more, they know how to deal with them all. The primary task of athletic trainers, of course, is to prevent sports injuries. But when injuries do occur, trainers must know how to recognize, manage and rehabilitate those injuries.

Under the direction of athletic trainer Kathleen "Kathy" Laquale, RIC's athletic student training program has about 20 students working toward certification by the National Athletic Trainers' Association (N.A.T.A.).

It's not a curriculum program but what is known as the "internship route to certification." Students work toward a major in, say, biology or physical education, and, at the same time, choose electives in such subjects as health, human anatomy and physiology, exercise physiology, nutrition, psychology, and personal and community health.

After taking the required courses and after successfully completing at least 1,500 hours of volunteer athletic training under the supervision of a certified athletic trainer, AND after earning a bachelor's degree, candidates take the N.A.T.A. examination for certification.

So far, the careers of 17 athletic trainers, five of whom are working in Rhode Island, have been launched as a result of Laquale's willingness to guide the students through the hundreds of hours of training.

With the fine facilities and athletic equipment available to student athletes and student-trainers alike, it's no wonder, for instance, that Steve Wilson returned to RIC after he graduated to complete his training even while working on a master's degree at the University of Rhode Island. Or that Paul Jussila (pictured here), who is working on a degree in business at Johnson & Wales University, is also taking courses and putting in his volunteer hours at RIC. His career goal is to teach business at the college level, and he believes that being a certified athletic trainer as well, will make him more appealing to an employer.

A big bonus of this program is that Rhode Island College's athletes are always in good hands.

Mike Nelson gives an ice massage under the watchful eye of "Bill," the training room's permanent resident.

Alicia DeFronzo, of the gymnastic team, exercises to relieve a problem with her ankle.

Paul Jussila, a student at Johnson & Wales and RIC, gives ultrasound therapy to Stephanie Gordon, a sophomore.

Mike Nelson, a junior, makes a "knee evaluation" on senior Dave Maynard.

Director of the athletic training program Kathleen Laquale supervises gymnast Sue Paul, a senior, on the orthotron machine, designed to test leg strength.

Photos by Gordon E. Rowley
The Dicle's self-reported description of their sabbatical begins a new News series called "Report Out on Faculty Sabbatical Research."

Nahri Dicle
Professor of Management and International Business
Department of Management and Technology
Dr. Ulku Dicle
Professor of Management
Department of Management and Technology

Hometown: Dr. A. Ulku Dicle: Van, Turkey
Birthplace: Dr. Ulku Dicle: Ankara, Turkey

RIC appointment: 1987 for both

Earned: Dr. A. Ulku Dicle:
- B.A., Ankara University; M.P.A., University of Southern California; M.A., University of Southern California; Ph.D., University of Southern California
- B.A., Ankara University; M.P.A., University of Southern California; M.A., University of Southern California; Ph.D., University of Southern California

Dates of Your Sabbatical:
- January 1, 1994 - December 31, 1995

Site (if out of State) of Your Sabbatical:
- Singapore

Title of Your Studies or Projects:
- "Effects of Cultural Environments of Multinational Operations on Organizational Design and Labor-Management Relations in the Subsidiaries of Transnational Corporations Operating in Southeast Asia."


Purpose of the Projects:
The purpose of the project was to evaluate the organizational structures, the labor-management relations, and the human resource management practices in the subsidiaries of the multinational corporations operating in the Southeast Asian region, mostly in Singapore. It is a part of developments in the field of international business and within the cultural context of the region.

Description of Study or Project:
The rapid developments in the area of international business have led to an emergence of numerous international strategic alliances, significantly modified the traditional ways in which the organizational structures of transnational enterprises are designed, the nature of labor-management relations, and the politics of human resource management practices in business organizations operating in different cultures. Singapore, as the most influential Southeast Asian country, Singapore University, provided us with the opportunity to study the subsidiaries of multinational corporations operating in Singapore, Malaysia and Indonesia, within the cultural context of this region. Being a multi-ethnic society, the host country to thousands of multinational/transnational corporations, Singapore served as a laboratory for our multi-cultural study of international business.

The sample organizations for the implementation of the projects were selected from among three thousand subsidiaries of multinational corporations operating on the island. The data needed were gathered over the course of eighteen months through interviews, questionnaires, and extensive library research.

Intended Audience/Beneficiaries:
The study is intended to benefit the students of International Business and Cross-cultural management, the managers of multinational corporations, and the scholars doing research on the subject.

Intended Results:
We have been analyzing the collected data and testing the hypotheses, utilizing the SPSS. Presently, we are working on several papers to be presented in different national and international professional conferences.

Has This Long Been an Interest of Yours?
International business, comparative management, Japanese management, cross-cultural management in Southeast Asian countries, and Turkish management research practices have been our areas of interest for many years. We have written and published extensively in organizational and managerial practices, labor-management relations, and comparative cross-cultural issues of Japan, Turkey, Southeast Asia, Western Europe, etc. We have integrated our research findings into our teachings. Our study of cross-cultural and international business has enriched our knowledge of the world, our approach to international issues, and our English in general.

Tell Us About Singapore:
Singapore is a small city-state which occupies a tiny island of only 687 square kilometers, with about 3 million people. It is about half of Hong Kong, in terms of both land and population. It has no natural resources, and imports all of the food and most of the water needed.

Singapore is a multi-ethnic, multi-language and multi-religious society. 76% of the people are of Chinese origin who are composed of several distinct dialectal groups, notably the Hokkien, Cantonese, Teochews, Haklins and Hainanese. Mandarin is strongly encouraged as the common language for all Chinese. Chinese are Buddhists, Taoists, Confucians or Christians by religion. About 15% of the population are native Malay who speak the Malay language and are Muslims by religion. About 6% of the people are theTamils, the southern India, who are mostly Hindus and speak the Tamil language. There is a small group of Europeans and Eurasians (also known as Konya or Bali, a mix of Chinese and Malays).

There are four official languages: English, Mandarin, Malay and Tamil. The temperature is around 80 to 95 degrees year round with frequent showers. The multi-ethnic social structure is also reflected in the ethnic food, folklore, festivities, and human behavior. It is a land of festivals (such as Chinese New Year, Hungry Ghost Festival, etc.) and superstitions. For anyone who lives in Singapore, there is no escape from the hawkers (tiny restaurants) where you can have delicious street food. A la carte or ice kacang.

Singapore is, in general, a prosperous, clean, orderly, fast-moving, hard-working and harmonious society. It is frequently described as a large shopping mall for passport holders. It is a city of one million, and there is a fine for almost everything, like $500 for chewing gum, $1000 for not flushing the toilet, $1000 for smoking, eating and/or drinking in public buses and trains, execution for 3 grams of drugs, and canning for many crimes such as spraying paint on cars or in the case of Michael Faye. The common daily language spoken by many is Singlish (the Singaporean version of English, in which words such as kiasu and aw are common).

There is a Great Deal Of Talk About Economic Boom in the Region. Can you Tell Us About It?
The post-war economic success of Japan provided a model for many other countries of the region to follow. The Japanese practices were easily learned and duplicated by Hong Kong, Singapore, Taiwan, and South Korea. These five countries, usually referred to as the Newly Industrialized Countries (NICs) or the Four Dragons of the East, have become the engines of economic growth in the whole region of East and Southeast Asia. They have achieved remarkable economic success in the past two decades. By almost any criteria, they have dynamic prosperous economies, uniquely high rates of economic growth, and high per capita incomes. The average rate of economic growth in these countries has been around 10% for the last 15-10 years. There are now several other countries in the region which are on their way toward becoming the new NICs.

Malaysia, in particular, is doing very well. In spite of its multi-ethnic and multi-religious nature, Malaysia has been the success story of the decade. Thailand, Indonesia, Vietnam, which just recently have dynamic prosperous economies, uniquely high rates of economic growth, and high per capita incomes. The average rate of economic growth in these countries has been around 10% for the last 15-10 years. There are now several other countries in the region which are on their way toward becoming the new NICs.

What is Happening in China?
China is the country which has amazed the world for its recent economic achievements. With her 1.3 billion population, China is regarded by many to be the dominating economic power of the coming century. Although it is still relatively poor, China's economy is showing significant improvement and in some cases, in notability in Southeastern China. China's average rate of economic growth has been over 10% since 1978, one of the highest of the world. These statistics have been lived over the last 10 years.

The Chinese Paramount Leader Deng Xiaoping, who passed away on February 19, 1997, initiated his well-known reforms of restructuring the economy, leaving the market economy, opening economic and open-door policy in 1978. Since then, the Chinese government has encouraged foreign investment by giving foreign businesses numerous incentives, channeling it mostly to the eastern and southeastern coastal regions. About 70-75% of all foreign investment has come from Hong Kong and Taiwan, although the investments from the West and Japan have also been considerable. Taiwan's investments are mostly in the same special economic zones as the Fujian province, while Hong Kong's investments are concentrated in the several special economic zones of the Guangdong province. The further coastal open cities and the five Special Economic Zones have been exceeded instrumental in the rapid development of China's modernization.

Deng Xiaoping's economic open-door policy seems to be widely embraced by the Chinese. However, his policy of light reign over the political freedoms has been subject to great deal of discussion and discontent in the West. Although what may happen after his death remains to be seen, presently all the signs are of a live of continued political stability and further economic growth.

Were You Able to Travel in the Region?
Using Singapore as a base, we were able to travel to such other countries in the region as Philippines, Indonesia, Hong Kong, Japan, South Korea, Indonesia, Malaysia and the Philippines for both research and teaching purposes. We were highly fascinated with mainland China, particularly the towns of Shanghai and Xian; the Sun Yat Sen's (the founder of the Republic) Memorial in Guangzhou; walking to the peak of the Great Wall (the only man-made constructions which can be seen from the space - about 5000 miles) Forbidden City and the Temple of Heaven, with the huge clock counting down the remaining days and minutes for the takeover of Hong Kong in 1997; the Special Economic Zone of Pudong in Shanghai, the most beautiful cities of Guang, Hangzhou, Suzhou, and Wuxi; and the interacting of the construction going on nonstop all the way from Shanghai to Canton, Shanghai and all the way to Beijing.

Although there are luxurious five-star hotels in almost every major city, on your way you can also get stuck with highway rats with no doors, no paper and no water. You therefore may always need to carry with you some paper and an umbrella to seek a spot for a toilet. In addition, you can be served boiled drinking water. And you may find yourself on an old shabby Soviet-made planes which you must hold on to a bar all the way up.

Of course, our experiences in a small village in the foot of the Fuji San where we slept on tatamis and had a Japanese dinner while sitting on the floor, the Hindu culture and the numerous arts and antique shops of the lovely Bali Island (Indonesia), the Buddhist temples, the river boat safari and the night market in Bangkok, the largest Buddhist temple, Borobudur, which has been recognized as one of the wonders of the world by the UNESCO; and the oldest Hindu Temple, Prangman, in Vientiane, Indonesia, the long houses of Sarawak and Sabah (East Malaysia), the world's highest tower in Kuala Lumpur, as well as the five walled city of Beijing, the Forbidden City, were exceptional experiences of our two years in the region.

Few Words About the National University of Singapore
The National University of Singapore (NUS) is one of the most prestigious of the two state universities in Singapore. It has a long history. The President of the country is also the President of the University. The faculty members are hired from the most outstanding universities in the world. They are British, Australian, New Zealand, American, Japanese, from other universities and with universities in different countries. The students are highly disciplined, industrious, motivated and eager to learn. They are multi-cultural and of high quality. Teaching in English, or better, Singlish. We are also looking into the possibility of a student exchange program with this University.
RIC Athletics

DONALD E. TENCHER

director of intercollegiate athletics, intramurals and recreation
456-8007

RIC summer sports camps 1997

The Department of Intercollegiate Athletics, Intramurals and Recreation, for the second consecutive summer, will be sponsoring a series of weekly sports camps for children ages eight and older.

The camps will start the week of June 23 and operate daily until Aug. 23. Each camp week will be sport specific, with a number of sports being offered for more than one week. Quality sports instruction, great facilities, a fantastic price and most of all, fun, have been the hallmark of the Rhode Island College summer camp program.

Additionally, each participant will be able to swim daily in the College's beautiful pool, eat in the College's air-conditioned dining center, receive a t-shirt and learn from some of the area's most knowledgeable and enthusiastic coaches. Each camper is covered by the camps' insurance program.

The camps will operate from 9 a.m. to 4 p.m. daily. Price is $99 a week per child/any week.

Many sessions are filling up already, so don't miss out on the best deal in town! Call 456-8007 for more information or use the application below.

Registration Form

Using the list below, please check off the session(s) (the week and sport) you are interested in registering for:

Camper Name (last) (first)

Week: (6/23-6/27) Tennis Tennis (7/21-7/25) Football
Week: (7/7-7/11) Baseball/Softball Basketball (7/21-7/25) Basketball
Week: (7/7-7/11) Basketball (7/21-7/25) Track & Field
Week: (7/7-7/11) Track & Field (7/28-8/2) Basketball
Week: (7/14-7/18) Tennis (7/28-8/2) Football
Week: (7/14-7/18) Basketball (7/28-8/2) Gymnastics
Week: (7/21-7/25) Basketball (8/4-8/8) Cheerleading
Week: (7/21-7/25) Basketball (8/4-8/8) Soccer
Week: (7/21-7/25) Basketball (8/11-8/15) Volleyball
Week: (7/21-7/25) Basketball (8/11-8/15) Soccer
Week: (7/28-8/2) Tennis (8/18-8/23) Wrestling

Address: ___________________________ 
City: __________________ State: ___ Zip: ______
Parent or Guardian: ____________________
Home Phone: __________________ Emergency Phone: __________________
Age: ______ Date of Birth: ______ Male: ______ Female: ______

Detach your completed registration form and mail along with your non-refundable deposit check of $50 payable to Rhode Island College Athletics to: Rhode Island College, The New Athletic Complex, 600 Mt. Pleasant Ave., Providence, RI 02908.

A separate form is required for each camper (photocopies are fine). Contact the Athletics Department at 401-456-8007 for more information.

Space is limited, so register soon! Openings will be filled on a first-come, first-served basis. Sorry, we cannot reserve space without the full registration form and the $50 deposit.

T-Shirts: One complimentary T-shirt is provided with your child's summer camp registration fee. Please indicate your child's shirt size.

Size: ___ Child's Large (14-16) Adult _____ Small _____ Medium _____ Large _____ XL

Mark the date!
The Rhode Island College Sports Memorabilia Auction
Wednesday, April 23
7 p.m.
Providence Marriott
Join us for food, fun and prizes.
Donation $10.
Proceeds to benefit the Student Athlete Support Programs.

Call 456-8007 for tickets.

Sports Results

Women's Basketball
Little East Conference Championship
2/25 U. Mass-Dartmouth W 89-44
2/25 Western Connecticut L 66-64
ECAC Championships 3/5 Colby L 58-90

Men's Basketball
Little East Conference Championship
2/25 Plymouth State W 88-81
2/25 U. Mass-Dartmouth L 62-64
ECAC Championships 3/5 Plymouth State L 80-96 OT

Women's Gymnastics
2/19 Southern Connecticut L 173-450-183.800
2/22 Bridgeport L 174-650-190.375
3/2 ECAC Championships 5th of 7
3/8 MIT L 176-575-177.625
Brown W 176-575-174.675
The Upward Bound Orientation Program for new students and their families was held Saturday, March 8, at Rhode Island College, reports that 108 students applied to the program this year, 48 of whom were chosen for admission.

Of this number, there are 18 males and 30 females; eight ninth graders, 24 tenth graders and 16 eleventh graders, 37 of the total are both potential first generation college students from a low income family; 27 were born in the U.S. and the other 21 high school students come from 11 different countries.

"This year’s applicant pool was an exceptional group, one which offered a balance in terms of academic potential, distribution by grade level, gender and eligibility according to federal criteria," said Boyajian.

The orientation program consisted of presentations and interactive introductions by Boyajian, College President John Nazarian, Edmund Gill, RIC Board Chairman of 1986 and chair of the Upward Bound Alumni Association and Angel C. Cayamceia, RIC Upward Bound Class of 1997.

A history and purpose of the RIC Upward Bound Program was presented as were overviews of the academic year program (given by Claudia Ezra-Conrad, RIC Upward Bound counselor) and the summer component (given by James Walker, also a RIC Upward Bound counselor). Student group meetings were followed by a campus tour, parent meeting and a reception.

As the event is the start of the 1997 Annual Fund, Precopio reported that last year’s located over $175,000. Considering staff changes in the office and a reduced number of weeks for direct solicitation, she is looking forward to increasing the amount with a full-time fundraiser.

"It is heartening to note that although we did not have the advantage of a full year of fundraising, 20 percent of past donors increased their gift last year," Precopio said.

"We are grateful to Anne Walsh, to the Alumni Association to act as chair again this year and look forward to speaking with alumni as we begin our phon-a-thon effort," she reported that the College’s near phone bank, located on the second floor of the Alumni House, reached over $175,000.

"It is heartening to note that although we did not have the advantage of a full year of fundraising, 20 percent of past donors increased their gift last year," Precopio said. "We are grateful to Anne Walsh (Cain) for her continued commitment to the Alumni Association to act as honorary chair again this year and look forward to speaking with alumni as we begin our phon-a-thon effort," she reported that the College’s near phone bank, located on the second floor of the Alumni House, reached over $175,000.

"We are grateful to Anne Walsh (Cain) for her continued commitment to the Alumni Association to act as honorary chair again this year and look forward to speaking with alumni as well as our phon-a-thon effort," she reported that the College’s near phone bank, located on the second floor of the Alumni House, reached over $175,000.

"We are grateful to Anne Walsh (Cain) for her continued commitment to the Alumni Association to act as honorary chair again this year and look forward to speaking with alumni as we begin our phon-a-thon effort," she reported that the College’s near phone bank, located on the second floor of the Alumni House, reached over $175,000.

"It is heartening to note that although we did not have the advantage of a full year of fundraising, 20 percent of past donors increased their gift last year," Precopio said. "We are grateful to Anne Walsh (Cain) for her continued commitment to the Alumni Association to act as honorary chair again this year and look forward to speaking with alumni as we begin our phon-a-thon effort," she reported that the College’s near phone bank, located on the second floor of the Alumni House, reached over $175,000.

"It is heartening to note that although we did not have the advantage of a full year of fundraising, 20 percent of past donors increased their gift last year," Precopio said. "We are grateful to Anne Walsh (Cain) for her continued commitment to the Alumni Association to act as honorary chair again this year and look forward to speaking with alumni as we begin our phon-a-thon effort," she reported that the College’s near phone bank, located on the second floor of the Alumni House, reached over $175,000.

"It is heartening to note that although we did not have the advantage of a full year of fundraising, 20 percent of past donors increased their gift last year," Precopio said. "We are grateful to Anne Walsh (Cain) for her continued commitment to the Alumni Association to act as honorary chair again this year and look forward to speaking with alumni as we begin our phon-a-thon effort," she reported that the College’s near phone bank, located on the second floor of the Alumni House, reached over $175,000.

"It is heartening to note that although we did not have the advantage of a full year of fundraising, 20 percent of past donors increased their gift last year," Precopio said. "We are grateful to Anne Walsh (Cain) for her continued commitment to the Alumni Association to act as honorary chair again this year and look forward to speaking with alumni as we begin our phon-a-thon effort," she reported that the College’s near phone bank, located on the second floor of the Alumni House, reached over $175,000.

"It is heartening to note that although we did not have the advantage of a full year of fundraising, 20 percent of past donors increased their gift last year," Precopio said. "We are grateful to Anne Walsh (Cain) for her continued commitment to the Alumni Association to act as honorary chair again this year and look forward to speaking with alumni as we begin our phon-a-thon effort," she reported that the College’s near phone bank, located on the second floor of the Alumni House, reached over $175,000.

"It is heartening to note that although we did not have the advantage of a full year of fundraising, 20 percent of past donors increased their gift last year," Precopio said. "We are grateful to Anne Walsh (Cain) for her continued commitment to the Alumni Association to act as honorary chair again this year and look forward to speaking with alumni as we begin our phon-a-thon effort," she reported that the College’s near phone bank, located on the second floor of the Alumni House, reached over $175,000.

"It is heartening to note that although we did not have the advantage of a full year of fundraising, 20 percent of past donors increased their gift last year," Precopio said. "We are grateful to Anne Walsh (Cain) for her continued commitment to the Alumni Association to act as honorary chair again this year and look forward to speaking with alumni as we begin our phon-a-thon effort," she reported that the College’s near phone bank, located on the second floor of the Alumni House, reached over $175,000.

"It is heartening to note that although we did not have the advantage of a full year of fundraising, 20 percent of past donors increased their gift last year," Precopio said. "We are grateful to Anne Walsh (Cain) for her continued commitment to the Alumni Association to act as honorary chair again this year and look forward to speaking with alumni as we begin our phon-a-thon effort," she reported that the College’s near phone bank, located on the second floor of the Alumni House, reached over $175,000.

"It is heartening to note that although we did not have the advantage of a full year of fundraising, 20 percent of past donors increased their gift last year," Precopio said. "We are grateful to Anne Walsh (Cain) for her continued commitment to the Alumni Association to act as honorary chair again this year and look forward to speaking with alumni as we begin our phon-a-thon effort," she reported that the College’s near phone bank, located on the second floor of the Alumni House, reached over $175,000.
The American Band presents "Tuba Stuff" March 21

Special guest premier tuba soloist Daniel Perantoni will perform "Daniel in the Lion's Den" — with special arrangements for him by composer W. Francis McBeth at the Friday, March 21, American Band concert at 8 p.m. in Rhode Island College's Roberts Hall auditorium.

He also will play the Concerto for Bass Tuba by Robert Jager. Other pieces by Mousorgsky, Holst and Sousa are on the program plus the performance of about 20 local tubists as they join together for a "truly unique low brass ensemble," according to Barbara Detta, band vice president.

"Literally, two tons of tubas will be used in a rousing rendition of the "Tuba Tiger Rag." and John Philip Sousa's "The Stars and Stripes Forever," reports program announcer Mike Cabral.

The concert is admission free due to the generosity of Walco Electric Company and two anonymous donors.

Tickets for the "Tuba Stuff" concert are $10 and are available at the door just prior to the concert.

For more information, call Mike Cabral at 421-4833 or 831-0411.

THE AMERICAN BAND

Band in its 159th season, replacing the late Francis Marciniak of RIC, who died unexpectedly last May 16.

Marciniak, who had been a professor of music at RIC, had purchased the band's charter and completely reorganized it in 1978, and each year thereafter it performed a dozen concerts or more.

The American Band dedicates its current concert season to Professor Marciniak's memory.

—from Daniel Perantoni's Album

The recital is free and open to the public.

The program will consist of works by Bach, Larry Bell, Fernando Sor, Joaquim Rodrigo, Nikita Koshkin and Astor Piazzolla. Muratore will give a master class immediately following his recital.

A graduate of the New England Conservatory where he earned a masters of music degree, he is a senior lecturer in classical guitar at Dartmouth College and is on the faculty of the All Newton Music School.

A resident of Boston, Muratore has appeared with many of the city's leading ensembles, including Boston Musica Viva, Aria III, Chorus Pro Musica and the Boston Composers' String Quartet.

Recent concert appearances have been with the Cambridge Symphony Orchestra, the Boston Mozarteum Chamber Orchestra and the Longwood Symphony.

His performances of new music have included premieres of works by Daniel Pinkham, Scott Wheeler and Jon Appleton.

Muratore has been a featured soloist at the Academic Festival des Ares, the Aspen Music Festival and the Atelier Concert Series at the American Church in Paris.

In 1995, he performed a series of solo concerts in St. Petersburg, Russia and, more recently, was awarded first prize in the Alpha Delta Kappa Foundation's Strings Competition.

He is often heard live on WGBH Radio's Classical Performances, has recorded for Monitor Radio's International Broadcast series, and for Arabesque Records.

For more information, call John Pellegrino, series coordinator, at 456-8244.
Tuesdays

11 a.m.—Stress Management Laboratory in Craig Lee 130. This group is designed to introduce students to a variety of stress management and relaxation strategies, and includes the use of biofeedback equipment to help individuals develop greater physiological self-control. No appointment or intake interview is required, and students may attend as often as they wish. For more information, call 456-8094, or drop by the Counseling Center, CL 130.

noon to 1 p.m.—Interfaith Bible Study in SU 300. Sponsored by the Chaplains' Office.

Thursdays

Feb. 6 through May 1—Lifeguard Training Course held in the Recreation Center pool from 6 to 9:15 p.m. For further information, call Aquatics at 456-8277.

4 p.m.—Open Discussion-AA meetings are held every Thursday in the SU 305. If you want to drink, it's your business. If you want to quit it is ours.

16-17 Monday

7 p.m.—Dance: Rhode Island Dances Series—"A Showcase of Rhode Island Dance" in Roberts Hall Auditorium. General admission $8, senior citizens, groups, non-RIC students $10. RIC students $5. 10 a.m. (Children's Concert) March 17, Roberts Hall Auditorium. General admission $5.


25 Tuesday

12:30 to 2 p.m.—President's Round Table: open discussion for students with President Nazarian in DDC.

26 Wednesday

noon to 2 p.m.—It's a Student Affair: Student Affairs Departmental Festival for Students, Faculty and Staff! Info on services, hours, programs, etc. In the Student Union Ballroom. Sponsored by the Student Affairs Division. For info, call Student Activities at 456-8034.

12:30 p.m.—Options in the Field of Education. Presentation by Dean Nelson in the S.O.S. Office/Donovan lower level. Sponsored by S.O.S., 456-8122.

1 p.m.—Music: John Muratore, guitar. Chamber Music Series in Roberts 138.

7 p.m.—Film: Multiple Maniacs directed by John Waters. Sponsored by Student Film Series. In HM 193.