

# The Valley

LEBANON VALLEY COLLEGE MAGAZINE SPRING/SUMMER 1991

## Getting Down to Business

The Right Course  
for Managers



# *Spring/Summer* Calendar of Events

- May 17-18** Central Pennsylvania  
Methodist Churches,  
Board of Diaconal Ministry
- May 17, 24, 25,  
31, June 1** Music in the Parks,  
music adjudication for junior  
and senior high school students
- May 24-27** Society of Friends Conference  
on Religion and Philosophy
- June 7-9** Alumni Weekend
- June 10-13,  
17-20** Swimming Residence Camp
- June 24-28** Basketball Residence Camp  
Youth Scholars Institute  
American Music Abroad  
Swimming Day Camp
- July 1-5** Christian Endeavor Assembly
- July 8-12** Chemistry Professors Workshop  
Youth Fellowship in Music and Art  
Pennsylvania Department of  
Education Teacher Workshops
- July 15-19** Summer Music Camp  
Youth Scholars Institute  
Girl's Basketball Camp  
Chemistry Professors Workshop  
Pennsylvania Student Council  
Advanced Leadership Workshop
- July 22-26** Chemistry Professors Workshop  
Pennsylvania Student Council  
Junior High Leadership Workshop  
Piano Camp  
Football Camp
- July 29-August 2** Football Camp  
Pennsylvania Student Council  
Senior High Leadership Workshop  
Central Pennsylvania  
Suzuki Workshop
- August 3-11** International String Conference

# The Valley

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On the Cover:  
Senior management major Brendalyn Krysiak in the dining room of The Hotel Hershey. Internships are an important part of the college's management program. Photograph by Charles Freeman.

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CHARLES FREEMAN

# Gained in Translation

*Revising the Bible took 17 years. Alumnus Bruce Metzger guided 30 eminent scholars in this mammoth project to update the language yet be faithful to the original texts.*

BY SUE DE PASQUALE



*Dr. Bruce Metzger in his office at the Princeton Theological Seminary.*

**D**r. Bruce Metzger ('35) still remembers with a smile the night he and nine other New Testament scholars became locked inside the Speer Library at Princeton Theological Seminary. Hard at work translating and compiling the New Revised Standard Version (NRSV) of the Bible, the theologians lost track of the time. "Fortunately, our meeting was on the ground floor," he later wrote, and they could climb out a window to freedom.

That marathon session was just one of many that Metzger spent as chair of the Standard Bible Committee given the responsibility of revising the Bible widely used for the past four decades in churches throughout the country—the 1952 Revised Standard Version (RSV). The committee of 30 scriptural scholars met for a week twice yearly for 17 years in order to complete the mammoth project. Their labors finally were rewarded last spring when the first copies of the NRSV became available in bookshops and churches across

the United States and Great Britain.

"I would regard that work as a climax to my life," the 77-year-old Metzger says today, from his home in Princeton, New Jersey. "It was a great privilege to work beside those biblical scholars of all different faiths." A Presbyterian, his colleagues included members of 10 Protestant denominations, as well as six Roman Catholics and one representative each from the Eastern Orthodox and Jewish faiths.

A man of gentle demeanor, Metzger is one of the world's preeminent New Testament scholars. He has written or edited more than 30 books, including the *Reader's Digest Condensed Bible* and the *New Oxford Annotated Bible with the Apocrypha*. His works have been translated into German, Japanese, Korean, Chinese and Malagasy, and he has lectured at more than 100 universities and seminaries in South America, Australia, Korea, South Africa, Japan and other parts of the world.

Metzger followed in his father's footsteps in attending Lebanon Valley: Maurice

R. Metzger ('07) became an attorney in Harrisburg after his graduation. But his son, Bruce, even as a teenager, found languages—especially the classical ones—to be his chosen path. Building on his major in Greek and his minors in Latin and German at Lebanon Valley College, Metzger went on to earn his master's degree, divinity degree and Ph.D. from Princeton University. He taught at Princeton Theological Seminary for 46 years before retiring in 1984 as the George L. Collord Professor of New Testament Language and Literature, Emeritus. During his distinguished career, he was a Visiting Fellow at both Oxford and Cambridge and twice was a member of the prestigious Institute for Advanced Study in Princeton.

The need for updating the RSV Bible became apparent back in the early '70s, Metzger explains. "Since English is a living language, it changes, with words and idioms taking on new meanings," he says. The new version "offers greater accuracy, clarity and naturalness of expression," he



## New and Improved

What kinds of biblical revisions did Bruce Metzger's committee make? Here are some examples from several categories of changes, comparing the 1952 Revised Standard Version (RSV) and the 1990 New Revised Standard Version (NRSV).

RSV

NRSV

### *For greater accuracy:*

... like David invent for themselves instruments of music.	... like David improvise on instruments of music.	—Amos 6:5
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### *For improved clarity:*

... gouge out all your right eyes.	... gouge out everyone's right eye.	—I Samuel 11:2
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### *For more intelligible English:*

... Unite my heart to fear thy name.	... Give me an undivided heart to revere your name.	—Psalms 86:11
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### *For more natural English:*

... Your sandals have not worn off your feet.	... Your sandals have not worn out on your feet.	—Deuteronomy 29:5
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### *To avoid misunderstandings:*

I am dumb. . .	I am silent. . .	—Psalms 39:9
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### *To avoid ambiguity in oral readings:*

... "Did you lack anything?" They said, "Nothing."	... "Did you lack anything?" They said, "No, not a thing."	—Luke 22:35
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### *To correct unnecessary masculine renderings:*

... Man does not live by bread alone.	... One does not live by bread alone.	—Matthew 4:4
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adds. Consider Psalms 50:9, for example. The 1952 RSV reads, "I will accept no bull from your house." The committee's revised rendering? "I will not accept a bull from your house." Or, take II Corinthians 11:25. To any child of the '60s, "Once I was stoned" calls to mind something more than rocks being hurled. Hence the new version, "Once I received a stoning."

The challenge, Metzger says, lay in updating archaisms without resorting to language so "faddish" that it would quickly become out of date. Moreover, since the NRSV would be used in Great Britain, the committee tried to avoid introducing "pure Americanisms" into the text, he says. A British scholar carefully combed the final drafts of the NRSV with an eye for weeding out Yankee transgressions.

In many cases, especially those relating to gender, recent scholarly research has shed new light on the original Hebrew and Greek texts of the Old and New Testaments, Metzger says. Theologians discovered in some instances that the RSV erroneously supplied "man" and "men" in places where the Greek texts lack both words. Thus, the words of Jesus in John 12:32 come closer to the original texts in the new version: "And I, when I am lifted up from the earth, will draw all people to myself," rather than "all men." Explains Metzger, "The sense of the original Greek includes both men and women. It isn't limited to half the human race."

But with language pertaining to the Deity, where the ancient texts are clear in their use of the masculine pronoun, says Metzger, the committee of men and women made no changes. God in the NRSV is still "our Father who is in heaven." Metzger has written, "It is the task of the Christian educator, not of the Bible translator, to explain that God transcends masculinity."

The committee's work was further aided by the discovery of Greek and Hebrew manuscripts that are older than those previously known. "Generally speaking, the older the manuscript, the fewer number of times it had been copied by scribes, and the more accurate it is," he explains.

Thanks to the Dead Sea Scrolls, unearthed during the 1950s, the committee had access to a copy of I Samuel that is 900 years older than the oldest known manuscript, he says. Thus, 10 lines at the close of I Samuel 10, which never before

appeared in a printed Bible, have found their rightful way into the NRSV.

Metzger and his committee members met each year at Princeton Theological Seminary for one week in January, and then again in June, sequestering themselves from 9 a.m. until 9 p.m. for six days straight. "At the end of the week of highly concentrated work, we were very tired," the chair recalls. Because their time together was limited, they completed much of the translating and other study independently throughout the rest of the year—truly a labor of love, says Metzger, since none of the scholars were paid for their efforts.

With theologians of such disparate religious faiths, reaching a consensus was not always easy, he admits. Majority ruled, in all cases. "We would never be finished if we had to reach absolute agreement," he says, chuckling.

Now that the NRSV is behind him, Metzger can concentrate on his latest project, editing the first-ever Oxford Com-

panion to the Bible. He's already devoted five years to the collection of articles and guesses it will be another two before it's ready for publication. Meanwhile, the septagenarian continues to teach in foreign locales. This summer he'll spend three months in Argentina.

How soon will biblical scholars need to begin work on a new New Revised Standard Version? "That depends on whether dramatic changes take place in the English language, and whether still older Greek and Hebrew manuscripts turn up that are more significant than the ones we have now," Metzger says. If nothing changes significantly, he says, the NRSV should hold up for a generation (roughly 40 years), just as the last version did.

*Sue De Pasquale, a Baltimore writer, is a contributing editor of the Alumni Magazine Consortium. Jim Albert, a Lebanon freelance writer, contributed to this article.*



*The shen, an ancient reed instrument, has a haunting sound.*

## Song of the Phoenix

*As she plays, delicate notes fill the small room in Nanjing. But there are barriers that even music cannot take her across.*

BY DR. ART FORD

Associate dean of the college and professor of English, Dr. Art Ford spent 1989 in China as a Fulbright Scholar. The following vignette comes from a book he is writing based on those experiences.

He watched his hand closely as it swung slowly across his body. In his white, loose-fitting, cotton pants and top with the small orange Yin-Yang insignia, he was the consummate Tai Chi Chuan teacher. His flexibility seemed limitless, his coordination perfect, his control complete. And he knew it.

He demonstrated once more the "retreat to ride tiger" move, lifting his left leg slightly and holding it there before settling down with a windmill motion of both arms. I tried and stumbled.

He is at least 50 years old, but his body is hard. His concentration is total. He moves without effort as the sweat begins to form on his face. I freeze in the early morning darkness, my knees refusing to bend, my mind refusing to focus. Teacher Tang moves without walls, free and com-

CHARLES FREEMAN



plete in himself. He becomes the moves he performs and so escapes the boundaries imposed on the rest of us.

That is Teacher Tang, who bicycles 40 minutes every Monday, Wednesday and Friday to his 6 a.m. Tai Chi class with a dozen or so foreign students at Nanjing University.

This is another Teacher Tang, an apron around his waist, rolling dough with a small, wooden stick, smiling and chattering happily in Chinese to two non-comprehending guests.

During the first term when we had been taking Tai Chi lessons from Tang and his wife, they had invited my wife, Mary Ellen, and me to dinner at their house. Each time we were to go, however, something happened to postpone the meal. Finally, now, we are here. It is good to see both of them again. In a moment, Mary Ellen and I will be folding jiaozi dumplings for the first time under their guidance.

Their flat is comfortably furnished, spacious by Chinese standards. It has one bedroom, a tiny kitchen with a cold water sink and two gas burners on metal legs, an entrance way that can double as an eating area, a bathroom with an automatic washer and dryer and a living room. One wall has a window and door opening onto a small balcony overlooking Nanjing from six stories up.

The apartment is not heated, even though the day is cool and the night will be cold; and it will not be heated even when the snow blows up in the bitter wind of December and January. I stand and fold jiaozi with hands growing numb, slipped feet freezing. The door to the balcony is open, allowing in a wind that whips through me and out the open kitchen window.

Teacher Tang and his wife ignore the cold. They seem to rise above it. They work quickly and efficiently, a team rolling, folding and pinching the dough on the table, and, finally, dropping the dumplings into the hot water. For them the quarters are not cramped. They move with grace.

Even the entrance way, crowded with the four of us, our wooden chairs and the table—now filled with bowls of hot jiaozi—seems perfect for the place and the occasion. Even our few words of Chinese and their few words of English seem more than sufficient.

We knew our teachers had a daughter, the only accomplished female shen player in China. They tell us she had been performing that afternoon at a hotel in

Nanjing. arrives, ant, pretty in her and joins us

We also knew that our teachers prize this daughter more than anything else in their lives. Earlier they had shown us certificates of her achievements, photographs of her performing in Italy, letters of recommendation from her teachers at the Shanghai Conservatory of Music, even her grades at school. "Very good," her mother says, pointing to a photograph of her daughter in a long red gown, performing on the shen. "Hen hao," I smile in return.

Now she is here, and all they had said seems true. She sits on a small bench, her knees pulled up beneath her while her parents praise her. She is modest but confident, a bit embarrassed by the praise, even though she understands no English. She is at ease with her parents' adulation.

"This is a shen," her mother says, and raises a large metal instrument in both hands. It is several feet long, with a dozen or more pipes of various lengths, almost, in fact, a portable pipe organ. Easily the most awkward-looking musical instrument I have ever seen, it must be held so the pipes are upright, and it takes an enormous amount of breath to play.

The mother hands it to her daughter, who holds it high and presses it to her lips. It seems like a feather floating in her hands. She blows a few practice notes of screeching clamor, but when she plays, delicate music fills the room. The piece is called "The Phoenix"; we hear it unfold its wings, fly and return.

When she finishes, she smiles shyly and sits again on the low stool. "My daughter very good," her mother says. We agree.

She controls the instrument like they controlled their bodies in Tai Chi. We now feel part of that comfort, that sureness.

Earlier her mother had told us that her daughter has had many invitations to come to America to study and perform. We could believe that. Now the mother brings out the envelopes with the invitations. They are applications for admission sent by U.S. graduate schools. We do not explain the difference.

The mother unfolds a map of the United States. "These are the schools that want my daughter," she says. She had drawn circles around each location from which a letter of application had been sent.

She turns to us. Her daughter drops her



She a pleasant woman in her mid-20s, and joins us for dinner.

eyes. "You help her?" she asks, pointing to her daughter.

We are confused. Suddenly our roles are reversed. How can we help her? She is an expert performer, clearly superior in a culture that prizes music. These people had demonstrated their self-sufficiency, their confidence. And now I see in the eyes of this woman a pleading awkwardness, a desperation.

"I don't know what you mean," I say, realizing that the language barrier would render my comment meaningless. I try to put it another way, but realize they know what I said even though they do not understand all my words.

"It is hard," she says, projecting something between frustration and despair. Looking into her husband's eyes, she says "We need more English."

Her husband returns that look with his own bewilderment.

Suddenly, the mother reaches for a dictionary on the side table and thumbs frantically through the worn pages. Verging on panic, she repeats certain words. Her husband echoes her, softly. She finds the word in Chinese and holds it and its English counterpart up to me.

"To repay," it says. "We repay; we repay," she says. "No cost," pointing to me.

Again, I feel the weight of the language barrier, but now it turns into something else. I could pretend that I do not understand what she wants, but I know they deserve better than that. I look at Mary Ellen; she knows too.

"No money," the mother goes on, panic in her eyes. Again she thumbs through the dictionary. The word this time is "sponsor." "You sponsor," she says, touching my arm for the first time. She wants to explain, to convince, but does not know the words. She can only repeat, "You sponsor," in tones ranging from insistence to pleading to, finally, begging.

Ashamed for them and ashamed of us, we continue pleading ignorance. We know that their daughter could never get an American visa because she speaks no English. We know their dream, at least for now, is hopeless. And yet, even if we had spoken their language, we know we could never tell them this.

They must sense it because they lean back, smile at each other, and take control again. Teacher Tang turns to his daughter and says something to her excitedly. She begins to play a spirited rendition of "Jingle Bells."

# Jump Start on Science and Math

*Real women do take chem  
lab and solve quadratics.  
But it pays to encourage  
girls early on to achieve.*

BY JUDY PEHRSON

**T**he roomful of junior high girls watched intently as Adjunct Chemistry Professor Joanne Rosen deftly wielded glass beakers, changing a liquid solution into a solid and transforming it back again. Then it was the girls' turn to perform the experiment, and they happily broke into small groups to give it a go. "This is great," sighed a freckled seventh grader. "There are no boys around and we get to do everything!"

The "everything" included hands-on experiments in Lebanon Valley College's chemistry, physics, biology, psychology and computer laboratories and an afternoon of career panels and math and science logic games. Over 100 girls from throughout Lebanon County attended the daylong math and science seminar, which was sponsored by the college and by Potential Reentry Opportunities in Business and Education (PROBE), a nonprofit agency that assists women in upgrading skills or reentering the



*In a hands-on session in the botany lab, a workshop attendee studies photosynthesis.*



job market. Other sponsors were the American Association of University Women, the Mid-Atlantic Equity Center and the Museum of Scientific Discovery in Harrisburg.

The seminar, says Rosen, was designed to encourage girls to take more math and science classes and to think seriously about college and careers.

"You need to get to them when they're young," she states. "It's important that they realize early on that if they don't take enough math and science, they will severely limit their career choices. You also need to plant the idea in their heads that they can be good at science and math before peer pressure sets in."

That message was conveyed to the girls' parents as well during the day. Some 50 mothers and fathers attended special sessions on how to motivate their daughters in math and science and how to finance a college education.

The seminar at Lebanon Valley is just one of a number of steps being taken around the nation to encourage more girls to tackle the tough subjects, says PROBE's director, Dr. Kathryn Towns. Such encouragement is sorely needed, she notes, because girls lag far behind in these disciplines.

"Despite the progress made by women in other areas, math- and science-related professions are still dominated by men, and girls are still scoring lower in math and science on standardized achievement tests," she states. (For decades now, boys have outscored girls by roughly 50 points on the math portion of the SAT.)

Indeed, the situation seems to be growing worse by the year, says Dr. Janice McElroy, director of the Pennsylvania Commission for Women. "The latest figures I've seen from the American Association for the Advancement of Science indicate that the number of women enrolled in engineering, math, chemistry, physics—the hard sciences—is actually dropping. There was an increase during the 1970s and '80s, but that is turning around. At the height, for example, not more than 15 percent of those graduating in engineering were women, and that has now dropped to 10 percent."

In the field of math, while 46 percent of bachelor's degrees go to women, only 17 percent of the doctorates do, according

to a 1989 report by the National Research Council.

Finding the reasons for the dismal statistics has been a source of concern and study for some time. Why is there a gap between girls' and boys' math/science achievement? Why don't more young women go into science- and math-related professions? Are there innate, genetic differences between the sexes that affect mathematical and scientific ability, as some have claimed, or are there forces at work in society that inhibit women's interest and achievement in math and the sciences?

"The evidence seems to come down hard on the side of societal forces," says Towns, who was a math major in college. "Girls and boys are treated differently practically from birth. While it has become almost a cliché to mention it, little girls typically get doll houses and cuddly toys to play with, and little boys get building blocks and construction sets. Boys get a head start on the skills necessary to succeed in math and science."

Later on in the classroom, girls are also treated very differently from boys, says McElroy, who has taught math at both the college and high school level.

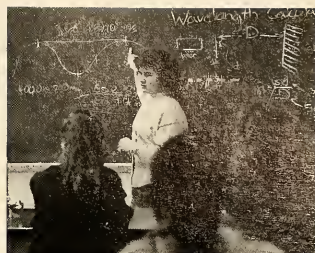
"Countless studies have demonstrated



(Above) A session on computer spreadsheets proved to be a workshop favorite. (Top right) Marie Landis probes physics and (bottom) the girls examine Venus's flytraps.

that girls receive less attention and less effective feedback from teachers, and are more likely to be tracked into low-ability math and science groups," she states. "Further, teachers typically have lower expectations of girls and too often allow boys to dominate both class and small-group discussions and activities."

American University researchers Myra and David Sadker have spent the last



decade examining the differential treatment that girls and boys experience in the classroom. Through observing and videotaping classroom situations, they have discovered that teachers:

- communicate more frequently with boys
- ask boys more complex, abstract and open-ended questions, which provide better opportunities for active learning
- are more likely to give detailed instructions to boys for class projects and assignments, and are more likely to take over and finish the task for girls, again depriving them of active learning
- spend more time with girls in reading classes and more time with boys in math classes.

"The Sadker research is illuminating. It becomes clear that much of the differential treatment is unconscious," says Towns. "In one videotape, for example, two children—a boy and a girl—were watching an experiment. The little girl was prancing up and down, eager to try it. The woman teacher let the boy go first and said, 'Billie gets his turn next because boys need to know this.' When she was shown the videotape of the session, the teacher burst into tears and said, 'I had no idea I said that.'"

Girls get other hidden messages from their parents and society in general, says Rosen. "They get the message that girls can't—and aren't supposed to be—good at math and science, and that it is OK if they are not."

In adolescence, another pressure is added. Studies have found that girls generally believe that boys do not like smart girls,





*Liquids become solids in a chem experiment.*

## *The gender gap stops here*

While nationally the percentages of women studying science and math are low, Lebanon Valley College boasts very favorable enrollments in these areas.

Some 38 percent of the college's mathematics students are female, as are 44 percent of chemistry students, 48.5 percent of biology students and 67.5 percent of psychology students. Physics is closer to the national average, with 8.5 percent.

Joanne Rosen, adjunct professor of chemistry, believes the numbers of women students in the hard sciences are so high because Lebanon Valley is a small, private undergraduate institution.

"Lebanon Valley is also a very special place because it is a much more nurturing atmosphere than many undergraduate schools — particularly for women. I have been affiliated with several colleges and universities, and I have never seen such a nurturing atmosphere. Girls need that a lot more than boys because of the socialization process that discourages them from pursuing science and math."

The college also has a more than respectable number of female faculty teaching math and science.

Seven of Lebanon Valley's women faculty and administrators were instructors and role models for the recent math and science seminar for junior high girls. Participating were Dr. Jan Pedersen, assistant professor of psychology; Dr. Barbara Denison, director of academic support services for Continuing Education; Deborah Fullam, treasurer and controller; Dr. Carolyn Hanes, assistant professor of sociology; Dr. Jeanne Hey, assistant professor of economics; Joanne Rosen, adjunct assistant professor of chemistry; and Dr. Susan Verhoek, professor of biology. Marie Landis, a sophomore mathematics major, assisted with the physics demonstration.

especially those who excel in math. Even among girls who are gifted in math, the fear of peer rejection seems to be a major factor in their decision not to enroll in math. In short, girls see math as unfeminine. Real women, they believe, do not solve equations.

"Girls are afraid to achieve at the expense of having friends, especially boy-friends, whereas boys don't have that same kind of fear," says Dr. Jan Pedersen, assistant professor of psychology at Lebanon Valley. "They are also becoming more aware of the issue of career vs. family and the choices women have to make. They begin to recognize that the cost of success, particularly in a non-traditional career, will be higher for them, which further reduces the incentive to try."

It is probably not coincidental, then, that the gender gap in math scores begins to appear around age 14, and becomes a yawning chasm by the time students are ready to go to college.

Girls also experience a dramatic drop in self-esteem during adolescence. Dr. Carol Gilligan, a professor of education at Harvard and a pioneer in studying the development of girls, described this phenomenon in her book, *In a Different Voice*. She found that girls at age 11 have a clear sense of themselves and are supremely confident in their abilities, but lose that confidence by age 15 or 16.

Gilligan's research was borne out by another recent study, commissioned by the American Association of University Women (AAUW). It indicated that girls emerge from adolescence with a poor self-image, relatively low expectations from life and much less confidence in themselves and their abilities. The study, released in January, surveyed 3,000 children in 36 schools in 12 different communities. At age 9, some 60 percent of the girls were confident, assertive and felt positive about themselves. But only 37 percent felt that way by the time they reached middle school; and by high school, it had dropped further, to 29 percent. While boys' self-esteem also lost ground during the same time period, the fall-off was much less dramatic — from 67 percent in elementary school, to 56 percent in middle school and 46 percent in high school.

Significantly, the AAUW study also uncovered a link between girls' loss of

self-esteem and their declining interest in math and science. The proportion of boys who said they liked science dropped by only 7 percentage points from elementary school to high school, while there was a 12 percent drop for girls. The number of boys who said they liked math fell by 12 percentage points, compared to 20 percentage points among girls.

Cultural background appears to be another factor in whether girls like or do well in math and science. In some cultures, particularly Asian, there is no drop in math/science skills or interest for girls at adolescence. A 1987 study in Hawaii revealed that girls actually scored higher than boys in math achievement tests. The results were more pronounced for Japanese-American, Filipino-American and native Hawaiian students, suggesting that math achievement is not considered unfeminine in those cultures. Other studies have found that Asian-American girls receive more encouragement from their parents and less negative pressure from male peers about preparing for math and science careers.

"There seems to be an attitude among Asian parents that both girls and boys can be good at math and science," says McElroy. "Their assumption appears to be that doing well in math and science is more a function of working hard than of being male or female."

The question of achievement in math and science is not simply an academic or feminist one, says McElroy. With the U.S. expected to experience a shortfall of 750,000 scientists and engineers by the year 2000, it is becoming increasingly important that the country make use of all available talent.

"We simply can't afford to neglect an important pool of mathematical and scientific talent — women," she states.

Seminars like the one at Lebanon Valley College can help increase that pool, says Rosen, but other measures must be carried out on a national scale. "We need to rethink our prejudices and look at revamping our educational system so that girls and women don't fall through the cracks in math and science study. Major changes are needed and we need to make them in a hurry."

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*Judy Pehrson, director of college relations for Lebanon Valley College, is editor of The Valley.*



## The F&M connection

Lebanon Valley will offer an expanded evening division program on the campus of Franklin & Marshall College in Lancaster, beginning this fall. Among its offerings will be certificate programs, associate and bachelor degrees, teacher certification and a master's degree in business administration.

The presidents of the two colleges—Lebanon Valley's John A. Synodinos and F&M's Richard Kneedler—made the announcement at a press conference in Lancaster on March 4.

"We are looking forward to offering an expanded continuing education and M.B.A. program at F&M," Synodinos told the press. "A third of our M.B.A. students are from Lancaster County, as are 13 percent of our continuing ed students. We can now provide classes and services closer to home for them and a comprehensive continuing education program leading to a bachelor's degree for F&M's current continuing ed students and other area residents who would like to take advantage of this opportunity."

The new program replaces F&M's non-credit continuing education program, which did not enable evening students to earn a bachelor's degree.

## Birth of the blitz

Some 50 faculty members and administrators teamed up during the week of April 14-18 to make calls on 200 businesses in Lebanon, Dauphin and Lancaster counties.

This "business blitz" was aimed at "taking the college out to the local business community," according to its coordinator, Matthew Hugg. "We wanted to bring them up-to-date on the college, its facilities, programs and students. We wanted to find out what they might want from the college and to let them know what we have to offer." Hugg is the Advancement Office's director of corporate and foundation giving.

Fund raising was only a small part of the blitz, but the teams managed to chalk up



*At a press conference, Lebanon Valley President John Synodinos (left) and F & M President Richard Kneedler announced a cooperative continuing education program.*

over \$2,000 in contributions to the college.

Lebanon Valley will follow up on the blitz by sending to the business community regular mailings, featuring notices of athletic contests, concerts, lectures and cultural events.

## Self-study under way

Lebanon Valley College is taking a long, detailed look at itself as part of the process of reaccreditation by the Commission on Higher Education/Middle States Association of Colleges and Schools (CHE/MSA). All colleges must undertake the self-study process every 10 years.

Last fall, a steering committee, chaired by Dr. Dale Erskine, associate professor of biology, met to pursue the comprehensive study. The committee is composed of five faculty members, four administrators, one student and one member of the board of trustees.

The steering committee selected faculty members to chair various task forces. Virtually the entire full-time faculty, several administrators and about two dozen

students are assigned to the committees.

They will study budgeting and resource allocation, student services, faculty, administration, the governing board, programs and curricula, library and learning resources, physical plant, admissions, publications and strategies for assessment.

Each task force must address such issues as equity and diversity, information literacy, ongoing evaluation and the teaching and learning environment.

The steering committee has designed a 21-page outline for the proposed self-study, and the outline was approved by Middle States in late February. The accrediting organization will visit the campus October 4-8, 1992.

As part of the process, the Junior Class, faculty, administration and trustees are being asked to help the college take an inventory of what a small college's goals should be. In addition, student focus groups were instrumental in developing a survey to be completed by all current students.

The steering committee is also serving as a clearinghouse to develop a survey that will be administered to two alumni groups:



members of the class of 1981 (who had been seniors during the last self-study) and members of the class of 1986 (who had been seniors during the five-year periodic review).

Stay tuned for progress reports on the self-study. *The Valley* will publish the report's executive summary and a list of major recommendations.

## Encore in Japan

Dr. Pierce Getz, professor emeritus of music, returned to Sendai, Japan, in May to reunite with a women's choir he began at Miyagi College 34 years ago.

Getz, who served as an educational missionary in Japan from 1953 to 1958 (along with his wife, Jene), organized the 50-voice student choir while teaching in Miyagi's music department. The group began competing nationally only eight months later, and placed third in the country in one competition.

For the past 10 years, former members have continued to rehearse in Japan. They will present a concert directed by Getz, who in addition will give an organ recital. Getz will also give recitals in Sendai, Fukushima City and Tokyo.

## Chaplaincy review

A committee of students, faculty, administrators and trustees, chaired by Dean William McGill, has been hard at work reviewing the chaplaincy at the college.

They have interviewed over a hundred members of the campus community, reviewed the structure of chaplaincies at other institutions and discussed at length the role of a chaplain.

From that process has come a profile of the chaplaincy and a position description. A search committee, also chaired by Dean McGill, will use these documents as the basis for recruiting a new chaplain.

The formal search will begin this summer. The committee will review applicants' credentials in September and October and will conduct interviews in November. They hope the new chaplain will be on board by the second semester.

## Grants for musicians

The United Methodist Foundation for Christian Higher Education has given the college a \$3,800 grant to provide scholarships for minority and low-income church musicians enrolled in the Church Music Institute Certificate program.

The grant is aimed at preparing musicians to exercise more creative leadership in their churches. In 1989, the college established the two-year institute program to provide additional training for church musicians in Central Pennsylvania.

## Tuition increase

The college's comprehensive fees (tuition, fees, room and board) will increase 7.9 percent for the 1991-92 academic year.

Tuition and fees will be \$11,750 and room and board will be \$4,325—the smallest percentage increase since 1986-87.

The college is also increasing financial aid by 9 percent.

## Eastern Europe analyzed

Frank A. Orban III, international counsel for Armstrong World Industries, Inc., lectured on "Eastern Europe: Beyond Euphoria," during this year's annual Springer Lecture in International Business Management, held on campus March 5.

Orban, who has worked extensively with Eastern Europe and the Soviet Union, dealt with realistic business prospects in Central Europe—specifically in the Soviet Union, Hungary, Poland and Czechoslovakia.

## Salute to a teacher

Diane Iglesias, chair of foreign languages, will be featured in a commercial to salute Pennsylvania's teachers. In the 30-second spot, she will be shown accepting the award, teaching a Spanish class and receiving thanks from her students.

The ad is a follow-up to the Salute to Teachers Award given to her by the Pennsylvania Academy for the Profession of Teaching. Iglesias was one of six educators, from early childhood to the college level, who were chosen as statewide representatives.

Indiana University of Pennsylvania's Office of Video Services filmed the ad on campus. It will be aired by TV stations around the state in June.



Dr. Pierce Getz and his wife, Jene, (center) with former students from Sendai, Japan.

JOHN STAUFFER



Robert Leonard confers with senior Brendatlyn Krysiak on a hotel management project.

# Steering Business Back on Track



*Lebanon Valley shapes managers not just adept at number-crunching but geared to leadership, communications and ethics.*

ARTICLES BY DOUG S. THOMAS  
PHOTOS BY CHARLES FREEMAN

**J**unk bonds and the S&L fiasco. Insider trading and stock manipulation. Defense contract fraud. Greedy golden parachutes. The decade of the '80s took its toll on the reputation of America's business elite—its corporate managers. Not only did many of them stub their toes while pursuing short-sighted policies, but they fell further behind their counterparts in Japan and Germany—to name just two countries that continued to make great competitive gains.

If the United States is to regain prosperous times, it will have to pay more attention to educating managers. That's the focus of the management program at Lebanon Valley College, where an exceptional faculty and coursework are especially well-suited to train the new breed of manager needed for the 21st century.

Deeply rooted in the school's liberal arts tradition, the management curriculum is geared to turning out well-rounded graduates with a firm grasp not only of accounting and management, but of leadership, ethics and communications skills as well.

Long known as Business Administration, the program got by for years with less

than luxurious quarters, adequate but not generous resources and a faculty that tended to fluctuate in number. But Lebanon Valley's management program shows all the signs of having finally arrived. Management majors now make up about 18 to 20 percent of the student body.

Of course, many grads from years back did quite well, often crediting their college education for their success. For example, Donald Stanton ('66), a vice president at Goldman Sachs in Boston who manages money for corporate and individual clients, says the instruction he received has proved invaluable during his career.

He cites in particular Professor C.F. Joseph Tom: "He made it so easy to understand economics," Stanton said. "That grounding has always stood me in good stead, no matter what the situation calls for, and I've got the kind of job where I'm called upon to make a lot of spontaneous decisions."

The management department's placement record has been outstanding. Of the 1989-90 graduating class, 86 percent were placed in their field of study or in a



graduate program within six months of commencement. Some of them now work for Fulton Bank, Hanover Trust, PP&L, AMP and the state Auditor General's Office.

Helping to assure a promising future for the management program are spacious new offices in Lynch Memorial Hall, upgraded computer facilities, a stable roster of talented young professors and the leadership and vision of Dr. Sharon F. Clark, who arrived in the summer of 1986 and became the department's chair a year later.

Her department's six faculty members, with a wealth of practical experience, have been responding to what they perceive as the wants and needs of corporate America.

"We're not purely academic, teaching mainly theory," says Clark, who is also an associate professor. "We haven't come right out of a graduate program someplace." In fact, she is a practicing lawyer who has spent time as both a corporate and tax attorney.

"So when I teach a course in labor relations," she says, "I have handled labor negotiations. I've handled grievances.

"When I teach human resource management, I have hired and fired and disciplined individuals.

"When I teach business law, I've handled cases similar to just about everything we study, so I can give students practical examples, not just the textbook examples. That seems to pique the interest of students. It also generates a lot of questions and a lot of learning experience.

"I usually tell my students that the business law course is the cheapest legal advice they'll ever get in their life."

Other management faculty also bring workplace experiences to their classrooms. If diversity of experience is a sign of strength, the department is rock solid.

Donald Boone, assistant professor and coordinator of the college's hotel management program, has spent 18 years in the hotel industry. He began as an assistant restaurant manager and wound up as controller of a chain of hotels.

Dr. Barney T. Raffield III, an associate professor of management, actively consults in marketing and advertising. Robert Leonard, also an assistant management professor, conducts workshops on supervisory management and nonprofits and specializes in organizational behavior. Gail San-



*Dr. Sharon Clark guides Andrew Hildebrand in the fine points of accounting.*

derson, assistant professor of accounting and the veteran of the department (with seven years at the college), is a CPA who has worked as a systems analyst at a bank and at an oil company. And Barbara Wirth, an assistant professor of accounting, runs her own CPA firm.

Wirth says she doesn't know how anyone can teach accounting without doing it. For one thing, the tax laws change every year. "I teach tax in the fall and that gets me up on all the new changes, and then I do taxes all spring, and that cements everything that I picked up during the fall. Then it's time to teach again, so it really fits well," she says. Compared with the examples and mini-problems found in textbooks, real-life case studies are a "totally different ball game," Wirth says.

The resurgence of the college's management department is also the result of other important factors: close relations between the faculty and students; the flexibility to modify the curriculum by adding "special topic" courses as current events dictate; and carving out such specialized niches as hotel management, international business, accounting and especially the up-and-coming master's degree in business administration (M.B.A.) program. Management faculty teach the bulk of its courses.

## *What managers study*

Management majors are required to take courses ranging from quantitative methods, to production and operations management, to business policy. Today's management major at Lebanon Valley studies much of the same coursework as do students in marketing or finance at other schools, according to Raffield.

But unlike other schools, the Valley emphasizes interpersonal skills, motivation, organizational culture and decision-making. These areas are rooted in psychology and sociology, and often are overlooked in the curricula of other schools, says Leonard.

Currently, there seems to be a push toward more emphasis of communications and leadership skills, Leonard notes, and a push away from finance and production—once thought to be more important to the bottom line than teaching people to be motivated or helping them learn leadership skills. "But now we're finding that things like organizational culture and other words that many people don't even understand have a real impact on the bottom line," Leonard adds.

"The feeling you have when you go to





## An M.B.A. with a Plus

When Lebanon Valley College announced two years ago that it would take over the reins of the master's in business administration program from the Philadelphia College of Textiles and Science, some people on campus were skeptical. In the '80s, an M.B.A. was the hot business ticket. How would a liberal arts college—better known for chemistry and math—devise the right M.B.A. curriculum?

But two years later, the program is a smashing success. Enrollment has nearly tripled, with students coming from throughout the tri-county area and as far away as Reading and the suburbs of Philadelphia.

The college was determined to offer the relevant skills and training that managers of the future would require, according to Elaine Feather. She directs the continuing education program, under whose auspices the M.B.A. program operates.

"We were well aware that M.B.A. programs around the country are increasingly coming under fire for not training managers for the real world, especially the future world," says Feather. "Although most schools turn out people with good technical skills, many are being criticized for not producing M.B.A.s who can go out and work within an organization—they don't have the interpersonal skills to be able to manage. We decided to include a strong communications component—particularly interpersonal communications—and training in ethics."

The resulting master's program takes the unusual approach of combining liberal arts coursework with career preparation in the field of business administration. It offers a strong theoretical foundation as well as practical information about finance, management in general, marketing, human

resources management, and production and service. Rounding out the program are classes in corporate and executive communications, executive leadership and organizational ethics.

The ethics class, in fact, "is a core course in the M.B.A. program," emphasizes Warren Thompson, associate professor of philosophy. He teaches his M.B.A. students using case studies from a variety of organizations and corporations. Students examine theories and views of management, and how businesses deal with ethical issues.

"In many M.B.A. programs, such an ethics course is still optional or an elective. We felt it was essential for it to be a requirement," Thompson emphasizes.

The college went out of its way to make sure that the M.B.A. program would be interdisciplinary and not purely quantitative. That gives it a certain "relaxed" feeling, say students and faculty. The typical class size is 20-25 students. In their classes, professors and adjunct faculty make use of the diversity of their work experiences to organize small teams for group projects.

Most of the college's M.B.A. students are generally a tad older than undergraduates, and already have good jobs. They have returned to school not because they

are planning to change employers, but because they want to advance, says Dr. Sharon F. Clark, chair of the management department.

"I've found that the men and women in our M.B.A. program are top-quality students. It's challenging to deal with them. They have been out in the workforce for years, and they bring into the classroom a different level of learning and expertise. It's refreshing to teach them," says Clark.

Students return the compliment. "The M.B.A. faculty are not only excellent teachers, but they are cognizant that we are working adults. They try to be as practical as possible," observes James Windham, a validation specialist for Warner Lambert in Harrisburg. He will complete his M.B.A. in December.

Windham observes about his fellow students, "They come from all over, and many are really interesting people who do a variety of things. Our classes are designed so there is a lot of interaction, and I've really enjoyed working in a group to prepare projects and presentations. I think that's a very good way to learn—much better than simply listening to lectures."

The "real-world" aspect of the program appeals to John Reist, a senior computer systems analyst for Hershey Chocolate U.S.A. He has taken eight M.B.A. courses. "I especially enjoyed the case studies," he states. "In marketing, we did a study on a local computer company. The owners came in and gave us a real-life scenario. In business policy, we're doing a case on Lebanon Valley College. It's all so pragmatic."

Paul Ringenbach, branch manager at Household Finance in Lebanon, is enthusiastic about the individual attention he has received at Lebanon Valley. "The professors are incredibly conscientious and interested in their students," he notes. "People are so easy to work with at the college in general—from the bookstore staff on up. It's really been a pleasant experience."

It's an experience that more should try, says Windham. His message to other potential students is, "You can do it. Sometimes a graduate program seems formidable to people, particularly if it must be done part-time. But I, and all of the other folks who are in Lebanon Valley's M.B.A. program, are testimony to the fact that it can be done."



*M.B.A. student Paul Ringenbach, branch manager of a finance company in Lebanon, likes the individual attention he receives at Lebanon Valley.*



work," he said, "relates to commitment and motivation and satisfaction."

But the program also helps students with the nuts-and-bolts of modern business as well. The evolution of the computer and the proliferation of off-the-shelf software for business and industrial uses have spurred the department to require all management majors to take a course in personal computer applications. (The college already requires all students to take a course in basic programming.)

"Every employer I have asked has told me they don't care if their accounting employees know how to program," says Sanderson. "What they want them to do is know how to operate the computer and apply the program already in place to do accounting. It's a tool. You don't need to know how to program it."

Here are three up-and-coming areas in which undergraduates in management can specialize.

## Accounting

When asked what's the best route to take into the business world, it's not surprising that Wirth strongly suggests going "hardcore into accounting." After all, in addition to being an accounting professor at Lebanon Valley, Wirth also runs her own CPA firm off-campus.

Students who earn a degree in account-

ing, Wirth says, "actually have something to show for their efforts when they're done. When they graduate, they can do financial statements, run the computer and do financial analysis. And that makes them extremely marketable. So to me accounting is a wonderful place to start.

"If you're a real people person, though, what you're going to want to do is parlay that into a management position," Wirth adds. "I think that accounting people have plain management people beat because they have that number-crunching ability. An accountant can pick up a financial statement and decide, 'I don't want to work for this company' or 'This company's not going to get the loan.'"

Andrew Hildebrand, a senior, has chosen to complement his accounting degree with a degree in management, mainly because he felt the management curriculum would leave him better prepared to make the most of his accounting abilities. Among the skills Hildebrand expects will help him transform his accounting knowledge into managerial decision-making are building a consensus, communicating effectively and plotting strategy and business policy.

He comments about the coursework in accounting: "It's a lot of theory. Sure, you have to be able to do the number-crunching, but now with computers, that's not always necessary. But if you don't know what's behind the calculations and why you're doing what you're doing, it's

going to mean nothing to you."

As in every other course of study within the management department, there is no getting away from a consideration of ethics. "I bring in *Wall Street Journal* articles all the time to discuss how things relate to what we're doing," says Sanderson, who teaches accounting. Studying the stories of ethical abuses and mismanagement helps students to understand "how somebody can get a good opinion from their auditors and then, six months later, be bankrupt," she notes.

## International studies

Has there ever been a time when the opportunity seemed so unlimited for American companies to succeed overseas? Globalization has become one of the hottest topics in any management program. *The Economist* recently described globalization as a catch-all phrase for "the growing need for companies, if they are to prosper, to treat the world as their stage."

Lebanon Valley is helping prepare managers for their roles on this world stage with its international business major, a joint undertaking of the management and foreign languages departments.

Raffield, who teaches international business management, says the major is intended to prepare students to do everything from heading a corporate international department (for a large multinational company) to running their own export/import firm.

Not unlike the college's other management training, the international program gives students a comprehensive dose of economics, finance and quantitative methods, including an understanding of the balance of trade and international payments. But what makes Lebanon Valley's program different is its liberal arts emphasis on culture and language. "This is what's missing from so many other programs," Raffield says.

He finds the ethnocentrism of American business discouraging—and works hard to dispel it. "The worst thing for international business is provincialism," he says. "You have to rid yourself of provincialism and if you can't do it, you're going to have problems in business, period—not just in international business. The problems spill



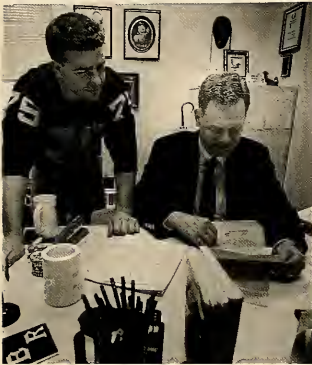
Senior management major Kim Shaffer and Amy Waterfield, a senior international business major, examine the department's collection of annual reports.





over into other areas as well, he adds. "When we went over to fight the Gulf War, we knew so little about Middle Eastern cultures and values," Raffield says. "We tried to judge them based on Western mentality, on how we think."

To further the cultural understanding of students, the program also attempts to involve foreign students attending Lebanon Valley. They can offer a good deal of firsthand insight into their respective cultures, faculty members emphasize.



BRIAN CHRISTOPHER

## Hotel management

With such favorite tourist attractions as Hershey, Gettysburg and Lancaster County located within an hour's drive of campus, and with the Poconos and the Jersey Shore within easy reach, hotel management is a practical choice for a major.

As America ages and more retired people have both the time and money to travel, the hospitality field is expected to be one of the nation's fastest-growing industries. After all, as program coordinator Boone is fond of saying, "People always have to sleep someplace and they always have to eat." The hospitality industry includes everything from motels and hotels to restaurants, theme parks and even nursing homes.

"The biggest plus of our program," says senior student Brendalyn Krysiak, "is that we're required to do three internships—one at the front desk, one in marketing and one in accounting."

Three internships—that's a lot of experience. And with 18 years in the business, Boone has made some outstanding contacts to help students become exposed to all

facets of the industry. Some of them intern in Hershey and Lebanon. Krysiak spent one summer at a property in Alaska. She notes, "Everything that I read in the textbooks connected, it made sense, it put it into perspective and it really gives you an idea of what you're comfortable with." Without internships, she adds, a student may read something in the text, "and it sounds great, but you get out there and you hate it."

Managing a hotel requires knowing everything from housekeeping and laundry to banking and reservations. Not everyone enjoys the food and beverage side, or helping plan itineraries. With a wide range of career choices available within the hotel and hospitality fields, students learn they can focus on what they like best.

"Part of the work experience, the career development aspect, is finding a niche and finding what you like to do," says Boone. "I don't care what you do, there is no 100 percent perfect job or perfect company. You have to learn to work around that."

## What's ahead?

While the management department has made great strides in the past few years, Clark continues to add to her wish list for her department. While acknowledging all that the college's administration has done and its commitment to improving the program, she notes it would be helpful to have one additional faculty member.

She is also hopeful that one or more of the large companies in the area will fund an endowed chair in the management department. This would be the college's first corporate chair.

All in all, Clark is pleased that her program is on the right track. She notes, "It's one of the up-and-coming management departments in the area, and I think it will be one of the state-of-the-art departments in the coming decade. We've come a long way. I would like to be the envy of management departments in eastern Pennsylvania. We're starting to compete with some of them."



(Top) Dr. Barnie Raffield helps business management major Don Lappin choose courses for next year. (Below) Mike Zettlemoyer (left), a senior management and accounting major, goes over export figures with John W. Whitehead III, manager of export sales for Hershey International, where Zettlemoyer served an internship.

Doug Thomas is a freelance business journalist who was formerly with the Lancaster Sunday News.





## A Playful Business

*In his junior year, Doug Mancini toyed with the idea of starting a hobby shop. A year later, he has a bustling store and even a fleet of miniature racing cars.*

Who says college can't be fun and games? Certainly not Douglas Mancini, senior management major at Lebanon Valley College and maybe—just maybe—the next Al Boscov. Or would you believe Sam Walton?

While most college students find juggling the rigors of classwork, athletics, dating and perhaps a part-time job all sufficiently challenging, it takes more than that to keep Mancini amused.

You see, the 21-year-old from suburban Philadelphia is also the proud proprietor of Chestnut Hill Hobbies, a flourishing retail establishment along bustling Germantown Avenue in one of the swankiest parts of town.

His shop, which offers everything from traditional plastic model kits and radio-controlled cars to model rockets and building materials, has been open for nearly nine months. And for those nine months, Mancini has been commuting from Annville to Philadelphia several times each week—wearing the hats of both full-time college student and budding entrepreneur.

His calling to the retail trade—the toy and hobby shop business in particular—stemmed not from any feeling of boredom, or even restlessness, mind you. He did what every good management student knows is critical: He seized the initiative. The perfect opportunity presented itself to him, and Mancini wasted little time in taking advantage.

Ever since he was a boy, he had been an avid hobbyist. But it wasn't until Mancini took a part-time job in a mall hobby store near Chestnut Hill that the idea for his own shop began to form.

"I had always thought in the back of my mind that Chestnut Hill would be a



*Doug Mancini revved up his business plan during a small business management class. Then he made it soar in Chestnut Hill.*

good place for a hobby store. But how much money would there really be in it? Then when I got the job, I realized there's a lot of money in it. But how would I go about doing it?" Mancini asked himself.

The next logical step was a class at Lebanon Valley in small business management, which required Mancini to draw up a business plan. "I'd been toying with this hobby idea and so I did a business plan for that," he says. "And the more I did it, the better it looked. I showed it to my father, and he said, 'Yeah, it looks pretty good—let's see it when it's finished.' "

When his plan was done, Mancini and his father went down to the local bank, plan in hand. "The president of the bank said it was the most thorough business plan he had ever seen. Probably that's because I was writing it right out of textbooks, and most of the other ones he'd seen had not been. He liked it. I set up a line of credit and we went from there," Mancini relates. His loan was for a low six figures.

That was last June.

If that had been it, Mancini would probably have waited until after graduation to pursue the idea any further. After all, he had a full load of classes to consider. But along came an opportunity—a fairly good-sized store in pretty bad shape. "We knew we had to take it," Mancini says, "or we would have lost it."

Here's where the thoroughness of his planning paid off yet again. Mancini had visited hobby shops in Pennsylvania, New Jersey and Maryland—as many as he could get to—to study their layouts and merchandise and to ask the managers, What works well? What would you do differently if you had the chance to start over? He received some invaluable tips.

For example, Mancini heard over and over again that most store shelving is inadequate and that the products are too small to fit properly on the shelves. So Mancini set to work building his own shelving. In fact, he designed all of the interior of his store, with an eye on making it warm, homey and clean. There's even carpeting on the floor, unlike in most hobby shops.

His suppliers had first told him that he would have to pay cash up front (C.O.D.) for all merchandise for the first year at least. He thought that was "ridiculous." So he sent each prospective supplier a copy of his business plan. After they looked it over, "they immediately set up credit for me, which is pretty unheard of in the industry," Mancini says.

"I think one thing that separates us is that we're in business—this is not a hobby. In most of the hobby stores, the guy's a real hobbyist and he says, 'Hey let's open a store.' My first thing was that it's a business. I happen to be interested in it and know a lot about it. That's important in my business."

And when you plan something so well, typically some lucky breaks come along,

too. In Mancini's case, even all of his market research failed to reveal that there was an architectural school nearby. And, as it happened, the college store from which many of the students purchased their supplies closed just before Chestnut Hill Hobbies opened up in August.

Mancini, who graduated *cum laude* in May, credits his real-life experience with making him a successful college student. "My grades got better and better through college as I was in more practical courses," he says. He's pulled something from almost every one of his classes, from accounting to advertising and marketing. "To tell you the truth," he says, "I've learned more from just the comments and stories that professors have told than I have from the actual textbook curriculum—stories about dealing with people, dealing with customers."

He also thinks the liberal arts courses at Lebanon Valley will be a big help. "Chestnut Hill is a very upscale area and if I didn't have the background in literature, fine arts and music, I wouldn't be able to converse with these people," he says.

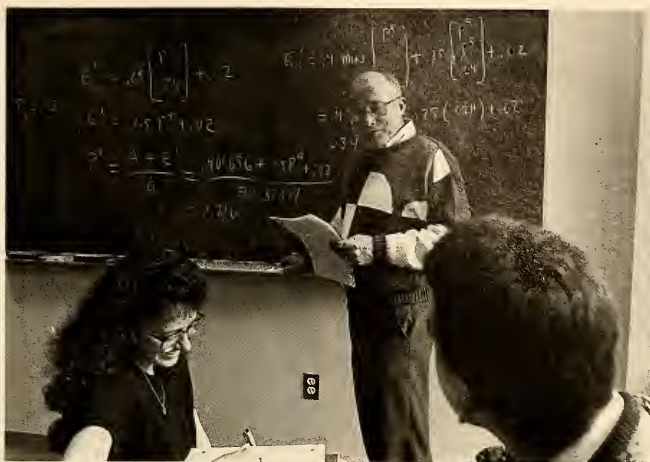
As for how the business is doing, Mancini doesn't want to be too specific, but he will say that since October the cash flow has been positive.

He's been able to devote much more of his time to the store this semester than last, since the college granted him a six-credit internship for his work off-campus. The trip, which takes Mancini about 70 minutes each way, has also made him much more disciplined: "I don't waste any time."

Mancini says he might like to expand into another retail business, but will probably take the next year or two to strengthen his balance sheets and concentrate on toys and hobbies. Most of his Saturday mornings, at least for the foreseeable future, will be spent in the parking lot behind the shop, leading the neighborhood kids in hour after hour of radio-controlled car racing.

He's obviously excited by the prospects of a career in retailing, and credits the college's faculty and their encouragement for helping him get started.

"I don't mean to brag," he says, "but I think it's an achievement for a student to open his own store. It says something about the school. After all, a lot of the hard work and knowledge I had to put into it came from here."



Dr. Bryan Hearsey reviews equations with Stephanie Schumaker and Brian Fernandez.

## 30 Years and Still Counting

*Forget the stereotype of the green eyeshade. Lebanon Valley's actuarial science grads focus on the future.*

**W**hat does an actuary actually do? There are more of them now than ever, and they're promoting themselves as never before. And yet, most of us are fuzzy about their tasks, beyond knowing they have something to do with insurance rates. Here, from the Society of Actuaries, are a few of the projects they may undertake:

- placing a price on a company about to merge with another
- estimating the impact of air-bags in automobile losses and determining appropriate rate discounts
- projecting Social Security benefits
- determining why malpractice insurance costs for doctors are skyrocketing
- projecting what the AIDS epidemic will mean for most life and health insurance companies in five, 10 and 20 years
- estimating the benefit costs for a labor union contract.

By their very nature, actuaries are super-conservative when it comes to fiscal matters. They don't like taking chances where other people's money is concerned.

So it's no surprise that actuaries have had a rough go of it during the past few years as life, health and property casualty insurers have all taken it on the chin—and not just because of the insurance companies' terrible experiences with junk bonds and speculative real estate.

Actuaries had to deal with projections concerning asbestos, tobacco, product liability and AIDS, to say nothing of soaring medical costs. Of course insurers have always had to deal with their share of tornadoes and other natural disasters. But in the past two years, "there were more catastrophes than in the previous 10 years put together," says Bryan Hearsey, the college's actuarial science program coordinator. Among the disasters were huge oil spills in Alaska and the Persian Gulf, an earthquake in San Francisco, Hurricane Hugo and abnormal droughts and floods across the United States and Europe.

No other group of professionals is trained to keep its eyes and ears focused so far down the road. In an age when much of the nation's business community is transfixed by short-term—often quarter-to-quarter—performance, actuaries take the long view, even decades away.

Hearsey, who has been at the college for more than 20 years, has run the actuarial science program since 1989. Lebanon Valley offers a major in actuarial science within the Department of Mathematical Sciences. This year, the actuarial science



## A Prudent Choice

program celebrates its 30th anniversary. There is probably no greater testament to its success than its 100 or so graduates, many of whom have gone on to prestigious positions with highly regarded firms or the government. Since its beginnings in 1961, the program has boasted an almost 100 percent placement rate.

The program began with conversations between Dr. Barnard Bissinger, former chair of the math department, and Conrad M. Siegel, a Harrisburg consulting actuary. Over the years, Siegel's firm has snapped up eight of Lebanon Valley's actuarial science grads.

Bob Mrazik ('79) is one of them. A consulting actuary and one of Siegel's partners, Mrazik works on retirement plans for about 90 corporate clients. He remains particularly pleased about the strong math background he received at Lebanon Valley and the fact that he was able to graduate with four of the required 10 professional exams under his belt. That allowed him, he says, "a super start right out of school."

Richard London ('65) is another successful actuarial science graduate. He went on to found Actex, the nation's leading actuarial publishing firm. The Connecticut-based company designs and publishes textbooks and study guides.

"Compared with all other liberal arts colleges of our size," London says, "there's no question about it—it's one of the excellent programs in the country. And that's not my alumnus pride coming through. Without hesitation I can say I don't know of any that are better."

Leslie Marlo ('89) received a Fulbright Scholarship and spent three months in Scotland after her graduation, studying the impact of AIDS on insurance. Now she's working at Reliance Insurance in Philadelphia, helping to make sure the company maintains adequate capital reserves to meet future claims.

Marlo loves what she does and credits LVC's insistence on a liberal arts background, especially courses in communication, for preparing her for the real world.

"Half of my job," she says, "is explaining the mathematics behind my work to people who don't have a math background."

Another actuarial science graduate went on to become chief actuary for the state of Delaware. One became head of automobile

When Kiyofumi Sakaguchi ('67) first arrived at Lebanon Valley in the fall of 1962, he felt he needed all the help he could get. "My English was very poor and I was very confused by the new lifestyle in America," recalls the native of Kumamoto, Japan.

He chose to pursue a career in the international language—mathematics—and elected to major in actuarial science. Now, as president and chief executive officer of the Prudential Life Insurance Company in Japan, Sakaguchi looks back fondly on the support he received while a student at Lebanon Valley.



"Professors and students were very kind to me," he says. "They always extended help whenever I needed them. Lebanon Valley prepared me in developing my career as an international businessman."

pricing for Prudential's U.S. business, another the president of Prudential's Japanese affiliate (see above). Others have gone on to DuPont, Penn Mutual, USF&G and other major firms.

The outlook for the 35 current students is just as bright, especially with the financial services industry becoming less and less segmented, according to Hearsey.

Actuarial science "is a fast track into upper-level management," he notes. "A very high percentage of actuaries become officer-level people in companies. They're a very select group of employees."

In the home office of any insurance company, the actuaries enjoy a most exalted status. "Actuaries are being trained to manage," he says. Upon joining a firm after college, many go through a rotation process. In their first 10 years, they might spend a one-and-a-half-year stint in each department—marketing, accounting, underwriting and others—to get to know the whole company.

About 80 percent of the students who become actuarial science majors at Lebanon Valley know when they arrive as freshmen that that's what they want to do, Hearsey says.

Sakaguchi went on to earn his master's degree in actuarial science from Northeastern University. But it wasn't until 1975 that he finished his last actuarial exam and became a Fellow of the Society of Actuaries (FSA), the first native of Japan to do so. "The long road to the Fellowship was no easy one for me because I felt a great handicap in preparing for and writing the actuarial examination in a foreign language," he recalls.

In Japan, Sakaguchi has the overall responsibility for the Prudential's life insurance operation, as well as for coordinating its subsidiaries' activities with institutional clients and the Japanese government, especially the Ministry of Finance.

He has plenty of warm recollections of his times at Lebanon Valley, adding, "My most precious and important memories are the times I spent together with my wife, Joanne" (Joanne M. Cochrane, who majored in Spanish and who also graduated with the class of 1967). Now living in Tokyo, they have three sons—Haruhiko, Tetsuya and Kengo.

Any suggestions for interested students? There's no sense even considering an actuarial career if you don't excel in math, says Hearsey. "That's really what separates actuaries from a lot of other businesspeople," he explains. "Actuaries have to complete a series of professional exams. The first half of those exams is very mathematical, and so if you're not good in math, you're just not going to make it in this profession. And you've got to have the kind of personality and the desire to work in the business environment."

Whatever an actuarial science major winds up doing, it's likely to be a lot more people oriented and a lot more managerially focused than the stereotype would lead one to believe.

"The old guy with green eyeshades who sits up in the corner and does the calculations—that's not the actuary of the 1990s," says Hearsey. "That might have been the actuary of the 1940s and 1950s, but the computer has come in and taken that part of the job away. There are still some backroom actuaries who aren't any good at communicating with people, but that's not the typical actuary. It's challenging. It's exciting."



# Art in Iron

*David Billington builds links between engineering and the liberal arts.*

By DENNIS LARISON



In 19th-century France, Gustave Eiffel brought artistry to his iron-truss bridges, yet also managed to submit the lowest bids.

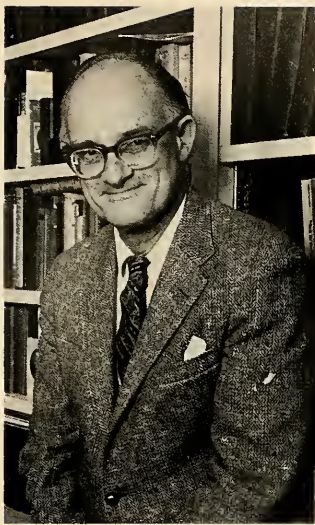
Within the discipline of engineering, Eiffel was seeking elegance and economy. His best-known work, the Eiffel Tower, built for the anniversary of the French Revolution, almost immediately to French artists symbolized the modern world.

David P. Billington uses such examples to show how engineering marvels can be works of art—and more. Visiting the Lebanon Valley campus in April for the college's symposium on "Ethics and Technology," the Princeton University professor spoke on technology's ethics, aesthetics and politics.

Politics, art and science are the great liberal arts, he noted. "So the connection between modern engineering and the liberal arts is a completely natural one," he declared.

Billington has spent the last 20 years trying to help colleges reintegrate engineering with the liberal arts. His classes on "Structures of the Urban Environment" and "Machines in Urban Society" are very popular at Princeton. His books, *Robert Maillart's Bridges: The Art of Engineering* and *The Tower and the Bridge: The New Art of Engineering*, have given his ideas a wide currency.

Over the past 200 years, technological advances were essential to the development



Princeton's Dr. David Billington

of American politics and culture, he emphasized. In the 19th century, the industrial revolution set in motion four great ideas: the use of iron for entire structures or machines, the use of steam power for engines, the development of the dynamo and its network of electrical circuitry and the discovery of oil.

These new technologies enabled America to expand geographically and governmentally. The westward movement to develop the frontier is "entirely a product of engineering"; its machines and structures were designed for that purpose, Billington emphasized.

For example, Robert Fulton's steamboat and its successors opened up to development the vast Mississippi waterways. (The railroad and telegraph brought the second westward expansion.) But the steamboat presented an ethical dilemma because its boilers often exploded, killing hundreds of people each year.

Controlling private enterprise was never in the Founding Fathers' minds. But after years of debate, Congress finally opted for the public's welfare, and in 1852, established the first regulatory agency. It dealt with steam pressure and boiler design.



Thomas Edison's invention of electrical power and Henry Ford's mass production of the automobile brought even more radical changes. Government had to be transformed to deal with these immense, emerging industries.

The early days of the railroad deeply influenced American artists. "They saw a new world emerging in front of them, and as the most sensitive people in our society, they began to try to grapple with what this meant," he pointed out. Engineers like Eiffel also became inspired to seek new forms that would reflect beauty as well as utility.

In the United States, the Brooklyn Bridge, designed by the great structural engineer John Roebling, has had a similar cultural significance. It was "a great work of art and also a great stimulus to works of art," Billington said.

Using photographs and paintings of the bridge, Billington encouraged his audience to "look through the tower, through the bridge to see the city." In that sense "you're going through the technology to see the culture," he noted.

Can this aesthetic approach to engineering be taught? Billington believes it can be, citing the example of Wilhelm Ritter, who taught the two men whom Billington called the 20th century's greatest bridge designers. One of them, Othmar Ammann, worked in steel to create the George Washington, Bayonne and Verrazano Narrows bridges. The other, Robert Maillart, developed an entirely new aesthetic by using prestressed concrete.

Ritter, an artist, instructed the two men not just in the scientific base of engineering but in how bridges come into being through the political process. He insisted they look at how their works would appear in the environment. "These two great engineers carried that with them all their lives," Billington said.



Dennis Larison is a staff writer for the Lebanon Daily News

## New library director

**Robert Paustian** on July 1 will join the college as director of Gossard Memorial Library.

Paustian was director of libraries at the University of South Dakota. He has also been director of the library at Wilkes College, assistant director for collections at the University of Missouri Libraries and public services librarian for the Kansas City Public Library.

He earned a B.A. degree in foreign languages and literatures at the University of Missouri, an M.A. degree in linguistics at the University of Kansas and an M.A. in library and information science at the University of Missouri.

He and his wife, Elisabeth, have three children.



*Robert Paustian*



*Joel Ervin*



*Dr. Jim Scott*



*Dr. James Broussard*



*Dr. Phylis Dryden*



*Dean William McGill*

## Continuing Ed appointment

**Joel Ervin** has been appointed associate director of continuing education.

Ervin, who had been associate director of special programs at Franklin & Marshall College, will be responsible for Lebanon Valley's continuing education program, which will be offered on the F&M campus beginning this fall.

She has worked at F&M since 1962. She began as a secretary in the Department of Government, became administrative assistant in the Office of Deans and from 1978-89 was coordinator of non-credit continuing education. She was named associate director of special programs in early 1989.

A Lancaster resident, Ervin holds a bachelor's degree from Westminster College and a master's degree from Temple University.



*Dr. Owen Moe*



*Gerald J. Petrofes*



*Dr. Richard Cornelius*

## Teaching award

**Dr. Jim Scott**, professor of German, has received the Sears-Roebuck Teaching Excellence and Campus Leadership Award.

The award, administered by the Foundation for Independent Higher Education, honors faculty members who have made a

distinct difference in the teaching climate of the college.

Scott was chosen by Dean William McGill on the basis of nominations made by a committee composed of the associate dean, three faculty members selected by the Central Committee and three students selected by Student Council.

## Coming up roses

**Steve Scaniello** ('78) was chosen to design a rose garden for Amera-Flora, a flower

show to take place in Columbus, Ohio, from April to October 1992.

The show will celebrate the 500th anniversary of Columbus' coming to America. It will include various floral displays and exhibits. Scaniello will design and plant a one-half acre rose garden containing some 2,500 rose bushes.

At Brooklyn Botanical Gardens in New York, Scaniello is in charge of the rose garden. He recently published a book, *Roses of America*, which will be sold in the college bookstore.



## Summer stipend

**Dr. James Broussard**, chair of the history department, was awarded a summer stipend from the National Endowment for the Humanities.

For his project, titled "The Era of Good Feelings After the War of 1812," he will research the movement from one political party system in 1815 to another in 1830.

Broussard will be conducting his research in New York, Philadelphia and Washington, D.C.

## Feminist seminar

**Dr. Phylis Dryden**, assistant professor of English, will participate in a summer seminar funded by the National Endowment for the Humanities.

The seven-week seminar at Boston College will focus on feminist criticism of selected English novels. Dryden will study novels by George Eliot, Jane Austen and Virginia Woolf.

## Baseball memoir

*The Minneapolis Review of Baseball* has accepted an essay by **Dean William McGill** for publication in its January 1992 issue.

His article, "Shadow Memories," is based on his experience of returning to see a game at Chicago's Wrigley Field after an 18-year absence, and remembering other fields and other games.

He recalls sitting in his favorite spot in left field (before they put in the basket by the ivied brick wall to deter overeager fans): "Out there I caught home run balls off the bats of Gene Baker and Ernie Banks and just missed one by Billy Williams. Actually 'caught' is not quite the word. My technique was to wait for the rebound: the first guy almost always muffs it."

## Chemistry grant

Two chemistry majors and a faculty member have received a grant of \$7,300 to develop a modular, instrument-based chemistry course. They are **Dr. Owen Moe**, professor of chemistry, junior **Sarah O'Sullivan** and sophomore **Amy Bonser**.

The award was one of 21 made by the Special Grant Program in the Chemical Sciences of the Camille and Henry Dreyfus Foundation.

## Teacher of the year

**Carolyn Soderman** ('66), a first-grade teacher at Wandell School in Saddle River, NJ, was named teacher of the year for her local area.

Her selection is part of the New Jersey Governor's Teacher Recognition Program. She won a stipend of \$500, provided by the State Department of Education.

## Religion secretary

**Susan L. Donmoyer** has been hired as secretary for the Office of the Chaplain and the philosophy and religion department.

A Lebanon native, Donmoyer was formerly employed as a secretary at the Cornwall Manor retirement community.

## Named to Hall of Fame

**Gerald J. Petrofes**, who was head wrestling coach for over 25 years, has been inducted into the NCAA Division III Wrestling Hall of Fame in Rock Island, IL.

Petrofes, who retired in 1987, compiled a record of 212-165-5, making him the coach with the most wins in any sport in the college's history. He also had five Division III All-Americans, five conference championships and 45 conference place winners.

## NSF panel chair

**Dr. Richard Cornelius**, chair of the chemistry department, recently traveled to Washington, D.C., to chair a National Science Foundation seven-member panel considering proposals for equipment to improve chemistry laboratory programs.

## Compositions performed

**Nevelyn Knisley**, adjunct associate professor of music, recently performed nine of her compositions in Washington, D.C. She was part of a concert featuring the music of American women composers, sponsored by the D.C. Federation of Music Clubs.

## Coaching football, too

**Tim Ebersole**, head baseball coach, admission counselor and assistant football coach since 1986, was promoted to assistant head football coach.

Ebersole is a 1983 graduate of Shipensburg University, where he was a quarterback who set records for the passing yardage in a single season, for touchdown passes in a single season and for career passing yardage.

## Outstanding adult student

**Billie Babe**, a junior psychology major, has been named a 1991 Outstanding Adult Student in Higher Education by the Pennsylvania Association for Adult Continuing Education.

Babe, the mother of two boys, is employed by the J.R. Ramos Dental Lab in Lebanon. She is the first student from the college to receive this honor.

## New trustees elected

The college Board of Trustees recently elected new members and honored retiring members at its semi-annual meeting in April. **Donald M. Cooper** and **Allan F. Wolfe** were elected to three-year terms, and **John C. Bowerman '92** was elected to a one-year term.

Cooper, president, chairman and CEO of Hamilton Bank, attended the Wharton School of Finance as well as the University of Virginia, Harvard, Rutgers and Columbia. He is active in Boy Scouts and the American Institute of Banking.

Wolfe, a professor of biology at Lebanon Valley, received his Ph.D. in zoology from the University of Vermont. He held a NASA Traineeship for Doctoral Study from 1965 to 1968, and won the Darbarker Prize for Microscopical Study from the Pennsylvania Academy of Science in 1986 and 1989.

Bowerman, a junior English major, is a Presidential Leadership Scholar and a member of the honors program.

The board re-elected to three-year terms **Katherine Bishop**, **Wesley Dellinger**, **Elaine Hackman**, **Gerald Kauffman**, **John Shumaker**, **Kathryn Taylor**, **J. Dennis Williams** and **Harry Yost**.

**Elizabeth Weisburger** became a trustee emeritus. **Felton May** and **Susan Morrison** became honorary trustees. The board also recognized for their service those who are retiring as members: **Raymond Carr**, **Susan Hassinger**, **Bryan Hearsay**, **Ridgley Salter**, **Donald Shover** and **Joan Sowers**.



By JOHN B. DEAMER, JR.  
Sports Information Director

## Men's Basketball (14-11)

Under head coach Pat Flannery, Lebanon Valley recorded its first back-to-back winning seasons since the Don Johnson era of the early 1970s. The Dutchmen's record this year was 15-12, and last year, 17-9.

The Dutchmen finished the year by hosting the Eastern Collegiate Athletic Conference Tournament, and were the top-seeded team going into the competition. The second through fourth seeds were

one in the country, with a mark of 15-0. With a win, F&M would have tied its longest winning streak to start a season (16). (In the 1980-81 season, the Diplomats were 16-0, but lost to the Dutchmen in Lynch, 53-46.) Last season, F&M was No. 1 in Division III in the final week of the season, but lost to Lebanon Valley, 57-55.

Senior forward Troy Krall led the Dutchmen this season in scoring (12.6 ppg) and rebounding (6.3 rpg). Also graduating this year will be co-captain and center Dave Bentz (8.6 ppg), guard Ray Kargo (5.2 ppg) and two of the three co-captains— forwards Joe Rilatt and Kevin Arnold.

Next season, the Dutchmen return with 13 freshmen and four sophomores. The future looks bright.

## Women's Basketball (5-18)

Senior center Carla Myers enjoyed a banner year for Lebanon Valley, scoring her 1,000th career point with her final two-point shot in the last game of the season. Myers met this plateau in only three seasons, since she was not eligible during her sophomore year.

Myers was named to the All-Middle Atlantic Conference (MAC) First Team in the Southwest Division. During the 1990-1991 season, the senior stand-out amassed 385 points and gathered 280 rebounds, leading Lebanon Valley in both categories.

She led the MAC Southern Division in free-throw percentage (79.8 percent). In addition, in the division she was third in rebounding (11.5 rpg), sixth in scoring (17.3 ppg) and sixth in field goal percentage (50 percent).

First-year coach Kathy Nelson looks to build next year's squad around junior guard Pam Grove (11.5 ppg) and sophomore forward Jan Ogureak (9.5 ppg, 8.7 rpg).

## Wrestling (11-9-1)

Lebanon Valley's 32-21 win at Albright secured the Dutchmen's first winning season under third-year head coach Larry Larthey. They had a strong finish, winning their last four meets, including a 24-23

upset over highly regarded Gettysburg, on its own turf.

Sophomore Todd Rupp, a 134-pounder, led the team with a 25-7-1 overall record, including a third-place in the Middle Atlantic Conference Tournament in February. Rupp will co-captain the team next season, along with junior stand-out Kevin Stein.

## Men's and Women's Swimming

Five Lebanon Valley swimmers competed in the Middle Atlantic Conference Swim Championships at Swarthmore in February.

Senior Kim Manning swam a 2:01.8 in the 200-yard freestyle to finish fifth in the championship heat; teammate senior Becky Dugan was sixth in the championship heat of the 50-yard freestyle, with a 26:2. Freshman Moira Williams took home a 16th place finish in the consolation heat of the 100-yard butterfly (1:18), and sophomore Stacey Hollenshead was 16th in the 100-yard backstroke consolation heat (1:10.2).

For the men, freshman Mike Hain was 13th in the consolation heat of the 50-yard freestyle (23:2).

## This one's for "Rinso"

An inaugural holiday basketball tournament in honor of Dr. George R. "Rinso" Marquette '48, retired dean of students at the college, is being planned for Jan. 4-5 of next year.

The Lebanon Valley College/Dr. George "Rinso" Marquette Invitational Tournament, to be held in Lynch Memorial Hall, will include teams from Scranton, Trenton State and Widener universities. The first round will pit Widener against Scranton on Jan. 4, at 6 p.m. Lebanon Valley will host Trenton State that evening at 8 p.m. The consolation game will begin at 1 p.m. on Jan. 5. The championship game will follow at 3 p.m.

During his long and varied administrative and teaching career at the college, Dr. Marquette coached the men's basketball team from 1952 to 1960.



*This exciting moment in the game with Dickinson helped make it a winning season.*

Allentown College and two teams from New York—Mount St. Vincent College and Yeshiva University. But in the championship game, the Dutchmen fell to Allentown, 70-67.

The season's highlight occurred on Jan. 22, when Lebanon Valley knocked off Franklin & Marshall in Lynch, 72-67. Even with a freshman-dominated line-up, the Dutchmen continued their tradition of defeating their arch rivals. F&M's Diplomats had come to Annville ranked number

## A rapid rise to a top spot

By DIANE WENGER

A young alumna who worked her way up from waitressing to earning an M.B.A. and being adept with computers now manages Lebanon Valley's \$16-million budget.

As controller and treasurer, Deborah Fullam ('81) helps to make the decisions on "everything related to money" at Lebanon Valley, she notes. She handles federal funds and monies for special projects, and is in charge of the college business office's staff of five.

The kind of dedication the 30-year-old brings to this job is shown by the goal she has set for her office: She hopes to make it the best of its kind, "one that the auditors will hold up as an example for other colleges."

After graduating from Lebanon Valley a decade ago with a dual degree in education and psychology, Fullam worked as a waitress and substitute teacher when she could not find a full-time teaching position. Frustrated with her job search, she returned to college in 1982 and took 18 credits in computer science.

That led to a job in the college's computer services area as an administrative assistant. She thought she would be at the college for one year, she says, never suspecting it would stretch into 10—and lead to her becoming the college's highest-ranking woman administrator. Fullam is one of six "general officers," who, along with the president, are responsible for the operation of the institution.

She describes that first academic assistant position as a "basic support job," in which she did a variety of work, including "fishing wire through conduits" while Garber Science Center was under construction. She later assisted in converting the development office from "paper and pencil" to a computer system. And she helped write several grant proposals, including one from the Whitaker Foundation to purchase the VAX computer system, and



CHARLES FREEMAN

*Hard work and determination propelled Deborah Fullam into a high-level job at the college.*

several that resulted in grants from the Ben Franklin Partnership. Always conscious of finances, she continued to work as a waitress for several years to supplement her income.

On her way to the controller's office, Fullam taught computer workshops, was an adjunct instructor in math and held the position of assistant director of computer services and coordinator of academic computing. In her various roles with the computer department, she learned how all other college departments functioned. That knowledge, she points out, works in her favor now that she deals with their financial needs.

When John Synodinos assumed the presidency of the college in 1988, he named Fullam as his assistant for institutional research, budget and planning. In March 1989 she became controller of the college; at the May 1990 board of trustees' meeting, she was named treasurer. Fullam claims that "a whole lot of luck" was also involved in her rapid rise at Lebanon Valley.

But this "luck" was supplemented by a lot of hard work and determination. In 1987, Fullam earned an M.B.A. from the Philadelphia College of Textiles and Science. She had begun taking the classes when her son was 6 months old; by the time she finished that degree, she had a second son who was 4 months old. She and

her husband, Walt, are expecting a third child in September.

Fullam is more conscious of being the youngest top administrator than of being the only woman in the general officers group. This is especially apparent when they discuss their children: Hers are preschoolers, and her fellow officers' children are in college or married. She points out that none of them have to deal with babysitting problems when they go to a college function.

Fullam does not, however, think of herself as a role model, even though many women, especially those new to the college community, are pleasantly surprised to find a young woman in such a powerful position. Teaching, she observes, in fact gave her a better opportunity to serve as a model. She would try to impress on her students that women can be very successful in the technical and quantitative fields traditionally dominated by men.

Based on her own experiences, Fullam suggests that both young men and women coming out of college must be flexible. "You can't have rigid goals; you can't be unwilling to take a risk," she advises. "I originally wanted to be an elementary guidance counselor." If she had not been open to other possibilities, she notes, she would not have agreed to accept a non-teaching position and would not be where



she is now in her career.

Fullam keeps up with her demanding workload by taking work home in the evenings and on weekends. A recently purchased home computer makes it easier for her to leave work after an eight-hour day; spend time with her sons, Brendan, 5, and Christopher, 2; and then resume working after they're in bed.

She juggles the demands of job and home with the help of "a very supportive husband," who is director of continuing education at Penn State's Berks Campus. The Fullams share parenting chores equally; Walt takes morning duties and Deborah takes the evening ones. When one of the boys is sick, Walt is just as likely as she is to stay home.

Working full-time and being a parent leave little time for other interests at this point in their life, however. "Our kids are our hobby," Fullam says.

Despite her rapid climb to the top of the administrative hierarchy, Fullam has retained her love of the academic. "I always wanted to teach," she says. "I really like people; I am user-oriented, and I miss the students." At some point, she hopes to complete the circle, combining her formal education and work experience by teaching management classes with a computer orientation.

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*Diane Wenger is a senior English major and administrative assistant to President John Synodinos.*

## He took education seriously—and slowly

By LOIS FEGAN

If Lebanon Valley College were to offer a blue ribbon to the graduate who farms the most acreage, Norman F. Miller ('82) would win hands down.

As manager of the Milton S. Hershey School Farm, he oversees 9,300 rich acres in seven townships of three counties—Lebanon, Lancaster and Dauphin—and co-manages an experimental program to boot.

Miller, a farm lad from Indiana, returned to the land he loved when he and his wife were offered the post of houseparents at one of the Hershey School homes. He had just finished serving in Viet Nam with the Air Force, and the couple jumped at the chance. Only after they had settled in did



*Vicki and Norman Miller display the fruits of their labor from Hershey School Farm.*

they learn that Miller's ancestors—the Hoepfner clan—were Lancaster County settlers. As he puts it, "Unknowingly I had come home."

Before long, he had become dairy manager, and moved rapidly to his present position. "It's not a job for a clock watcher," he says. Accounting for the resources on that vast acreage is just one part of his diverse responsibilities. He has a hand in everything that goes on in his manor.

Take the successful Hershey/Agway partnership to develop new produce through plant genetics, crossbreeding and other techniques. It was Miller who six years ago realized that the Hershey land was being underutilized, just when the agribusiness giant was seeking a place for an experimental farm.

Their marriage—a natural—has been a success, as witnessed by half a dozen new varieties of corn, watermelons, zucchini and other produce in this year's Agway catalog.

Or take the challenge of educating city kids in the mysterious wonders of farm life. A few summers ago, Norm invited the Derry Township Parks and Recreation Department to send out a vanload of boys and girls for a "day on the farm." Now the requests from afar pile up long before the veggies are ready to harvest.

But these are just extras. At 6:30 a.m.,

Miller usually can be found at his desk, coping with a bumper crop of paperwork. Later in the day, he makes his rounds of the distant fields, advising here, helping there, as his farmers work to improve their output. At the little farm stand along Route 322, where the Hershey staff sells excess produce to the public, he'll occasionally arrive unannounced to ask, "How's business?" Customers love to try out the Hershey/Agway trial crops.

Then there are the inevitable meetings with other Hershey executives. They seek Miller's input on everything from rerouting traffic during the annual antique auto show to planning next year's budget.

The busy man makes sure to set aside "family time" with his wife, Vicki, and their youngsters—Ben, 16, John, 13, and Kim, 11. They take part in social activities, birthday parties and reunions; weekend travels to museums and historic sites; and church programs.

When, then, exactly, did he have time for classes at Lebanon Valley? Norm Miller took his education seriously—but slowly. When he finally was awarded his degree in psychology, it was after 13 years at seven different schools.

Though he began early in his military career to take advantage of night school courses, his frequent transfers took him to classrooms from the University of Hawaii to Princeton, with four schools in between. And when he mustered out after his second four-year hitch with the Air Force, he still had not stayed in any one place long enough; a year and a half's study remained.

Once embarked on his new career, there didn't seem time to hit the books. But Vicki, a school teacher, put her foot down: "You're going to get that degree," she insisted.

With his first visit to Annville, he was hooked, impressed both by the college's curriculum and by the care and patience the Lebanon Valley registration staff and faculty showed this oddly qualified latecomer.

"They worked out my credits from all those places in all those subjects, and decided psychology would be the best major for me, with a minor in business. They were right. In 1982 I graduated from one of the best colleges in the nation," he declared proudly.

"And there's not a day passes that I don't use what I learned in those psychology classes, either at work or at home."

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*Lois Fagan is a freelance writer who lives in Hershey.*



## Pre-1940s

### News

**Helena Maulfair Boudier '20** moved into Oakland Village Retirement Center in Toledo, OH, in June 1990.

**Dorothy Hiestler Behney '30** is happy in her independent living apartment at the Villas of Brookhaven, only two miles from her daughter and family and also close to other family members. Her address is: 1 Country Lane, Apt. D104, Brookville, OH 45309.

**Claude R. Donmoyer '33** is still playing tennis, mostly social, as his 80th birthday approaches. Claude remains one of the best tennis players Lebanon County ever produced. His opponents testify that he's still got all his shots and knows how to place them. Claude both taught and coached the game, serving as Lebanon Valley's coach in the late 1940s. He volunteered his time to call lines at tournaments.

**Bruce M. Metzger '35** reports that after 17 years of work, the Standard Bible Committee (National Council of Churches), which he chaired, published the New Revised Standard Version of the Bible. This is an ecumenical Bible, containing the books accepted by Protestants, Roman Catholics and Eastern Orthodox denominations. (See story on page 2.)

### Deaths

**Ammon L. Boltz '17**, Jan. 23, 1991.

**Mary Garver Mathewson '17**, Jan. 8, 1991.

**Norman M. Boudier '19**, Oct. 6, 1989. Norman worked at Edgewood Arsenal, MD, for 33 years and was assistant chief at the Technical Services Division when he retired in 1953.

**Marion Heffelman Fishburn '22**, Dec. 30, 1990. Marion was a retired school teacher.

**John W. Beattie '29**, Dec. 26, 1990. John was a well-known estate planner.

**Warren E. Burner '30**, Feb. 20, 1990. Warren served in World War II and returned to continue teaching at Steelton High School.

**Warren F. Mentzer (Dr.) '35**, Jan. 29, 1991. Warren was a retired United Methodist minister.

**D. Homer Kendall (Rev.) '36**, Jan. 31, 1991.

**Richard C. Rader '36**, Jan. 9, 1991. Richard was the Lititz, PA, postmaster from 1959 until 1972, when he retired.

**Cynthia M. Lamke '39**, Oct. 24, 1990.

**Coda W. Sponaugle '39**, Feb. 11, 1991.

## 1940s

### News

**David W. Gockley (Dr.) '42** was selected for *Who's Who in America, 1991* and *Who's Who in Religion, 1991*. David was also elected to serve on the United Theological Seminary Board of Advisors.

**Miriam Carpenter Frey '44** retired recently, after serving for 42 years as minister of music and organist at the Palmyra Church of the Brethren. Miriam directed four choirs, three handbell choirs and a brass quartet. She also retired from teaching private lessons in piano and organ.

**Alfred L. Blessing '45** in 1990 made three trips to West Palm Beach, FL, and one to Colchester, VT, to learn sculling—rowing alone in a long slender boat. In between, he spent part of June and July working

with the Israeli Defense Forces near Tel Aviv. He helped pack duffel bags with equipment for reservists called up for duty, then loaded the bags on army trucks.

**Gordon B. Kemp (M.D.) '46** has been named chief of the ophthalmology department of the Senior Friendship Center of Naples, FL. The center, staffed by retired physicians who volunteer their time, provides general and specialized medical services to low-income senior citizens. Gordon is also a consultant in ophthalmology at the Veterans Administration Outpatient Center in Fort Myers, and has recently been appointed a lay reader at St. John's Episcopal Church in Naples.

**Florence E. Barnhart '47** retired in June 1990 after 31 years of teaching in Derry Township Public Schools, Hershey, PA. Florence had a 43-year career in education.

### Deaths

**Avra G. Esch '41**, Aug. 20, 1990.

**Walter Jacoby**, husband of **Pauline Smee Jacoby '42**, died Jan. 23, 1990.

**Walter K. Ebersole '43**, Sept. 28, 1990.

**Virginia Dromgold Libhart '46**, Dec. 12, 1990.

## 1950s

### News

**Charles R. Eigenbrode '50** will retire from the University of Pittsburgh School of Dental Medicine, Department of Behavioral Science, on July 1. He plans to maintain a part-time private practice in clinical psychology.

**Ethel Beam Mark '50** retired in June 1983 from the Lower Dauphin (PA) School District as an elementary teacher in East Hanover Township.

**William Wertz '50** retired and is enjoying every minute of it!

**Elliott V. Nagle '50** opted for early retirement in September 1990 to devote more time to his practice as a registered patent agent. This concluded his 34 years as a research chemist for Aristech Chemical (recently acquired by Mitsubishi) and its predecessor, USS Chemicals Division of U.S. Steel. Elliott initially was employed as a development chemist by E.I. DuPont at its Louisville, KY, Neoprene Works. He then served with the U.S. Army Chemical Corps at Dogway Proving Ground, Utah. Elliott obtained an MS in organic chemistry at the University of Delaware.

**James W. Parsons '50** and **Mary Jane Kern '55** were married Nov. 9, 1990.

**Floyd M. Baturin '51** spoke about "Legal Ethics" on a panel sponsored by the Pennsylvania Bar Institute. Floyd is a partner in the Harrisburg law firm of Baturin & Baturin.

**Joseph P. Bering '52** (Dr.) was presented with the John B. Sollenberger Award for meritorious community service. He was honored for his more than 28 years of professional service to the Lebanon High and Lebanon Catholic athletic programs. Joseph also tells us that last July he became an assistant professor of the Hershey Medical Center residence program: GSH family medicine.

**John E. Giachero '52** retired after teaching music for 38 years in the public schools, but a local school has discovered that he's a terrific substitute music teacher. John still plays in the Raritan Valley Symphony Band and sings in two choirs.

**David D. Neiswender '53** (Dr.) retired Nov. 1, 1990 from Mobil Research and Development. David

worked for the corporation for 33 1/2 years, most recently as administrative manager of the Products Research and Technical Service Division in Paulsboro, NJ.

**Edward H. Walton '53** wrote several hundred biographies for a baseball reference book, *The Ball Players*, published last summer by Arbor House/William Morrow.

**Donald J. Gingrich '54** retired July 1, 1990, after 36 years of teaching music in public schools. Donald was also the director of music for 32 years at Stewartstown United Methodist Church. His daughter, Amy, was Miss York County for 1990.

**John B. Allwein '56** is chief of oral and maxillofacial surgery at Bay Pines Veterans Administration Medical Center, St. Petersburg, FL.

**Nancy Kirby Fisher '56** retired in June 1989 after 33 years of teaching third grade in the Susquehanna Township (PA) School District.

**Luke K. Grubb '57** presented an organ concert at St. Paul Evangelical Lutheran Church, Lititz, PA, on Jan. 27, 1991.

**Ned D. Heindel '59** (Dr.) was re-elected to a three-year term as director from Region III of the American Chemical Society. Ned has been on the Lehigh faculty since 1966, and has been an adjunct professor of diagnostic radiology at the Hahnemann Medical College since 1973. He directed Hahnemann's Center for Health Sciences from 1980 to 1987.

## 1960s

### News

**Roland W. Barnes '62** last July was appointed as a Superior Court judge for criminal bond hearings and other matters assigned by the chief judge of the Superior Court in Fulton County, GA, (Atlanta Judicial Circuit).

**Marilyn Tinker Jennerjohn '62** will have her biography included in the premier edition of *Who's Who Among America's Teachers, 1990*. Marilyn teaches 10th and 11th grade English at Spring Grove (PA) Area High School. Six of her World Literature Honors students have had clues published in a nationally distributed game, "Clever Endeavor." They had written the clues as a class project in 1988-89.

**Edgar W. Conrad '64** (Dr.) was promoted to reader in the Department of Studies in Religion at The University of Queensland (Brisbane, Australia), where he is director of graduate studies (M.A. and Ph.D. degrees). His book, *Reading Isaiah*, with a foreword by Walter Brueggemann, was published by Fortress Press in its Overtures to Biblical Theology Series in April.

**Linda Slonaker Conrad '64** (Dr.) moved from her position as equal employment opportunity coordinator for Griffith University (Brisbane, Australia) to take up an academic post in Griffith's Center for the Advancement of Learning and Teaching. In addition to conducting workshops for academic staff, she is involved in research on dissertation supervision.

**John W. Davis '64** received the 1990 award from the Lebanon County Council of Human Service Agencies for being a "zealous and dedicated" United Way volunteer since 1972. He is head coach of both the boys' and girls' varsity swim teams at Cedar Crest High School.

**Joan Krall Shertzer '64** is director of the Achievement Center in Lancaster, PA. The center offers programs in weight control, smoking cessation, stress

management, memory enhancement and anxiety reduction through hypnosis.

**Correction:** The winter Class Notes incorrectly listed the bride of **Richard A. Lento '66**. He married **Karen L. Saltzer Lutz '83** on Oct. 8, 1990, in Kauai, Hawaii. *The Valley* regrets the error.

**Carolyn Miller Soderman '66** is working on a master's in special education and taking flying lessons.

**Paula Snyder Abouyon '68** lives in Olney, MD, with husband Charles and children Cathy, Deena and Chuck. She took a trip with nurse colleagues to study the longevity of Caucasian mountain people of Georgia in the Soviet Union. During the trip, she visited the Hermitage in Leningrad and the Kremlin and Moscow.

**Brooks N. Trefsgar '68** was recognized for achieving Mutual of New York's prestigious Top 50 ranking for 1989-90. Brooks is in the top 1 percent of the firm's 4,300-member sales force.

**Dennis L. Frantz '69 (Rev.)** is pastor of the Lebanon Gospel Center and employed at the Good Samaritan Hospital in Lebanon.

**Paula K. Hess '69 (Dr.)** last October was named director of legislative research for the 52-member House Legislature Research Staff (R) in Harrisburg.

**Douglas R. Winemiller '69** plays trumpet with the Keystone Brass Quintet. They presented a concert of classical and sacred selections for the Fine Arts Series at Lancaster Bible College on Feb. 15, 1991.

## Deaths

**Frances Swank Weitz '60**, Jan. 2, 1991.

**Kathryn King Royer '62**, May 20, 1988.

## 1970s

### News

**Marilyn Graves Kimple '72** is in her second year of teaching German at the Spartanburg Day School. Marilyn and her husband spent June 1990 touring southern Germany, Austria and Switzerland (and Budapest) with a high school orchestra.

**Carolyn Drescher Lincoln '72 (Dr.)**, who received her Ph.D. in microbiology from the School of Medicine at the University of Pittsburgh in 1979, was recently promoted to director of technical services at Bionique Testing Laboratories, Inc. She reports she is the mother of an adorable 4-year-old, David W. Lincoln III.

**Janet E. Smith '72** was appointed executive director of the Philadelphia office of the Pennsylvania Nurses Association.

**Cynthia L. Evans '73** was the exhibits chairperson for the annual meeting of the Pennsylvania Society for Medical Technology, in April in Harrisburg. She was also the 1990 Pennsylvania nominee for "Member of the Year" of the American Society for Medical Technology.

**Ralph J. Fetrow '73** and **Sara Harding Fetrow '73** welcomed a son, John Harding Fetrow, Dec. 11, 1990.

**Bonnie Phillips Guggenheim '73** (major, U.S. Army Reserve) is teaching seventh grade geography at Skinner Middle School, Denver Public Schools. Bonnie was on alert status for Operation Desert Storm. She lives in Aurora with sons Jimmy and David.

**Debra A. Kirchof-Glazier '73 (Dr.)** is associate professor of biology and chair of the Health and Allied Health Professions Committee at Juniata College.

**Steven B. Korpon '73** is in his ninth year as department chairperson of science at Severna Park High School in Anne Arundel County, MD. In the summers, he is a consultant/youth education coordinator with the National Space Club and NASA Goddard Space Flight Center, Greenbelt, MD.

**Philip D. Rowland '73** is finishing 10 years at Central Presbyterian in St. Louis. In the past two years, Phil has gained a new concert series, a new pipe organ and an ever-expanding music ministry. His family participates in church choirs, tours and musicals.

**Mary E. Weigel '73** married James J. Whalen in November 1990 at Harris Street United Methodist Church, Harrisburg, PA.

**Wendy Kline Fiala '74** was in the International Quarter Horse Show in Alabama with her horse "Jags Showdown." This is the top show for quarter horses in the world, with over \$500,000 in prize money. Wendy has been riding and jumping her horses for many years. She and her husband, Steve, and their son, Mark, live in Neshaun Station, NJ.

**William R. Kauffman '74** was appointed vice president of Sutliff Chevrolet/GEO of Harrisburg. For 10 years, Bill had directed the high school band in the Camp Hill School District.

**Jeanne S. Lukens '74** married Christopher L. Worley Aug. 8, 1988 in Maui, Hawaii. Their son, Keegan Kristopher, was born March 8, 1990.

**Susan Wood Nasuti '74** is working for a home health care agency, PRN Healthcare Services, Inc. in Ardmore, PA. Susan also volunteers at her children's school, including helping to produce the first school yearbook and writing a grant proposal for and implementing an Artists in Education Grant from the Pennsylvania Council on the Arts.

**Edward E. Quick '74 (Dr.)** is employed as manager of safety, health and environment by the Engineering Plastics Division of Hoechst Celanese Corporation in Bishop, Texas. **Elizabeth Markowitz Quick '74** is a registered nurse. Their children are Jason, 18, a student at Texas A & M University; Andrew, 7; and Alissa, 4.

**Thomas D. Shanaman '74** has joined Eugene Davids Co., Inc. as sales manager in the Office Equipment Group, a regional office equipment and office interiors dealership in Reading, PA.

**George B. Williams, Jr. '75** and Michele are the parents of twins—Alexandra Marie and George B. Williams, III—born Aug. 3, 1990.

**Theresa V. Brown '76** was recently named the chief for research and evaluation for the Pennsylvania Pharmaceutical Assistance Contract for the elderly in the Department of Aging.

**Nanette LaCorte '76** participated in the Greater Yellowstone Recovery Project in the summer of 1990. She helped rebuild a bridge. The project was featured in Exxon Corporation's magazine, *The Lamp*. Nan is a member of the Atlantic Brass Band, which performed along with the U.S. Army's Ceremonial Brass Band, on March 17, 1991, in Millville, NJ.

**Kathy Davidson Ireland '77** has returned to the law firm of Gibson, Dunn & Crutcher in an "of counsel" position, specializing in employee benefits law.

**Deborah Margolf Jenks '77** and **Timothy A. Jenks '79** are the proud parents of their first daughter, Katharine Margaret Jenks, born Sept. 14, 1990.

**Kay Futty Kelsey '77** is assistant director of a Phoenix, AZ, day care and pre-school.



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Raymond C. Kelsey '77 owns a manufacturing business, RJS Precision Extrusions Inc., in Phoenix.

Gary R. Kutay '77 has been named branch manager of General Rehabilitation Services Inc., a newly opened office in Harrisburg.

Lyn Applegate Lewis '77 and her husband, Al, and daughter, Amy, have moved to Fairhaven, NJ. Lyn teaches private clarinet lessons and volunteers as director of a youth choir at Colts Neck Reformed Church. She also teaches Sunday School, directs a church jazz band, sings in the senior choir and plays in church for special occasions. She is an active member of Alpha Delta Kappa and Mothers of Pre-Schoolers. Lyn is in her 10th year of playing clarinet with the Monmouth Symphony Orchestra and is a freelance musician of Local 399. But what she enjoys most is being at home and bringing up her daughter, Amy.

Carol Martin Moorefield '77 is an elementary general music instructor with the Warren County (PA) School District.

Karen Fitch Parker '77 is an administrative assistant to the director of Alumni Affairs at Dartmouth College. Karen had worked in the alumni office since July 1984. Before that she taught grades 2 through 12 at Claremont Christian Academy—essentially teaching all subjects except phys ed. Karen has also been active in church work and in community musical groups.

Sheila M. Roche '77 is teaching second grade at Benjamin Barinka Elementary School, Milford, DE.

Robert C. Shoemaker '77 was promoted to assistant vice president of community development for the Bank of Lancaster County.

Richard D. Wong '77 in December 1990 became deputy director of development for the Christian Children's Fund in Richmond, VA. He is responsible for all fund-raising campaigns in the United States and around the world. He reports that he is finally doing some good with his LVC education.

Louise Bechtel Barton '78 and her husband have an addition to their family: Bethany Louise Barton was born April 10, 1990. Their other daughter, Leslie, is now 3.

Joseph E. Graff '78 and Cynthia Shaw Graff '79 had a son, Evan Joshua Graff, on Nov. 3, 1990. They also have a daughter, Jessica Leigh, who is 3. Cindy recently completed her master's degree in education at Oregon State University and won the 1990 "Teachers as Writers" competition sponsored by the Oregon Council of Teachers of English. She currently teaches English and Spanish at Philomath High School in Philomath, OR.

Cynthia Wiley Henderson '78 and her husband welcomed a son, Reid Andrew Henderson, on Dec. 9, 1990. They also have a daughter, Britney Ray, born May 6, 1987. Cynthia is an emergency lab supervisor for Franklin Square Hospital Center in Baltimore.

Charles D. Kline, Jr. '78 was named associate actuary for GEICO Corp. His responsibilities are in automobile pricing.

Joan Belas Warner '78 and her husband, Charles, welcomed a son, Charles William Warner IV, on July 25, 1990. Joan is district sales manager for Whitehall Labs/American Home Products.

Abby Spece Donnelly '79 is nurse manager of the neuroscience unit of Abington Memorial Hospital. Abby is also the proud mother of Ian (6 1/2) and Jamie (3 1/2).

Christopher J. Neville '79 is a research scientist in analytical biochemistry with the Sterling Research

Group in Malvern, PA. Chris recently presented a paper on *Capillary Electrophoresis of Proteinaceous Mixtures* at the Eastern Analytical Symposium of the American Chemical Society. He and his wife, Diana, have a daughter, Sara, age 2.

Donald B. Newcomer '79 and Dorothy Miller Newcomer '80 welcomed a son, Drew Addison Newcomer, born Nov. 11, 1990. Donald was promoted in March 1990 to assistant director of computer services at Dickinson College.

Carrie Wardell Stine (Rev.) '79 is pastor of the Rehoboth Beach at Midway Presbyterian Church, DE. Carrie and Herb have two children, Christian and Esther.

## 1980s

### News

Jennie Giachero Begeja '80 and Lee welcomed a daughter, Kathryn Elizabeth Begeja, born June 20, 1990. She joins Christopher (2 1/2). Jennie is currently staying home to raise her children.

Heidi Hornicek Fegley '80 received her B.S. in Nursing in May 1989 from Rutgers University. She is a member of Sigma Theta Tau (Nursing Honor Society) and is working toward her master's in trauma and emergency nursing. Heidi is a registered nurse in the medical intensive care unit at The University of Pennsylvania Hospital in Philadelphia. She also volunteers as a veterinary technician at the Morris Animal Refuge in Philadelphia.

Michael R. Kohler '80 directs vocal music at

Elizabethtown (PA) High School.

Raymond J. Boccuti '81 has been named assistant principal of the Pearl S. Buck Elementary School in Langhorne, PA. He had been an instrumental music teacher. Raymond also teaches woodwind and jazz improvisation in his studio, and performs with his own band in the Philadelphia/Trenton area. His wife, Lisa A. Naples Boccuti '82, teaches flute lessons in her studio and performs music engagements in that area as well. They live in Langhorne with their two children, Gregory and Amanda.

I. Lee Brown '81 married Sherril K. (Sherril) Allison on Oct. 1990.

Blake R. Davis '81 and Nancy Wocher Davis '81 welcomed a son, Jeremy Dakota Davis, born Feb. 7, 1990. Blake was awarded the General Electric Aerospace Business Group Military & Data Systems Operations Engineering General Manager's Award in November 1990.

Brent R. Dohner (Dr.) '81 moved from Conroe, Texas, to Ohio in November. He works for Lubrizoll.

James G. Glasgow, Jr. '81 joined Travelers Realty Investment Company in August 1990 as a vice president.

David L. Godshall '81 married JoAnn C. Bellerose on Sept. 22, 1990 in Good Shepherd Catholic Church, Camp Hill, PA. David is a processing supervisor for the Navy Recruiting District in Harrisburg.

Brian E. McSweeney '81 and Kimberly Haunton McSweeney '82 announced the birth of a daughter, Colleen Patricia, on June 9, 1990. Brian works as a programmer at Fort Meade, MD. Kim is on maternity leave from teaching elementary general music in Prince George's County.

# You Can Help Insure Our Future

Would you like to help guarantee that Lebanon Valley College will celebrate its second 125 years in 2116? Several of our alumni and friends have already given the college insurance policies or named the college as beneficiary in amounts from \$10,000 to \$1,000,000. If you would like to help, write to:

Paul Brubaker  
Director of Planned Giving  
Lebanon Valley College  
101 North College Avenue  
Annville, PA 17003  
Or call (717) 867-6324.



**Jill A. Shaffer '81** married Paul Swanson in September 1990. In November, she was named as "1990 Team Builder of the Year" by the National Association of Convenience Stores. Jill is vice president of development and human resources for Uni-Marts Inc., based in State College, PA.; it has 342 stores nationwide.

**Kirsten I. Benson '82** is employed by Computer Sciences Corp. as an instructional designer for NASA. She attends the University of Houston part-time, taking graduate courses in psychology.

**Eva Greenawald Bering '82** was appointed president of the South Central (PA) Chapter of Nurse Executives. She is vice president for nursing services at the Good Samaritan Hospital and the Hyman S. Caplan Pavilion in Lebanon.

**Donna Kreamer Grumbine '82** and her husband, John, welcomed a daughter, Elaine Claretta Grumbine, on Dec. 12, 1990.

**Robert P. Hogan (Dr.) '82** is a Fellow in Hematology-Oncology at Robert Wood Johnson University Hospital in New Brunswick, NJ.

**Robert J. McGorty '82** is employed by Pioneer Financial Group as a financial services representative.

**Mary Knight Raab '82** and her husband, Mark, welcomed their first child, James John Raab, in July 1990.

**Barbara Edzenga Robb '82** and Ronald W. Robb '83 welcomed a son, Matthew William Robb, May 18, 1989. Barbara is a first grade teacher and Ron is employed by Foster Medical Supply Inc. as mid-Atlantic sales manager.

**Andrea Crude '82** married Albert Stark on Aug. 27, 1988. Andrea is a systems engineer with Electronic Data Systems in Bedminster, NJ. She is a member of Toastmasters International. She also participates in an educational outreach program, mentoring students at a school in Plainfield, NJ.

**Evelyn Pickering Stein (Dr.) '82** received her PhD in statistics from Rutgers University in May 1990. Evelyn is an assistant professor in the math department at Wright State University in Dayton, OH.

**Jesse E. O'Neill '83** is the assistant principal at John Paul Regional Catholic School in Baltimore.

**Sue Butler Angelo '84** is the full-time mom of two boys, Joe (3) and Vincent, born Nov. 11, 1990. Sue, Joe and the boys live in Olanta, PA.

**Diane McVaugh Beckstead '84** teaches middle school music in the Waukegan (WI) School District. Their music department's excellent program was recognized in the *Wisconsin Music Educators Journal* (February). Her husband, Jeff, just completed a Ph.D. in plasma physics at the University of Wisconsin.

**Viking E. Dietrich '84** and Marissa Neville Dietrich '84 reside in Lenore, Idaho. Viking is engaged in a one-year pastoral internship for the Evangelical Lutheran Church in America. He will return to Gettysburg Seminary in September for the last year of theological studies, leading to his ordination in June 1992. They are the parents of 9-year-old Eoin and 4-year-old Brownie.

**Stacy M. Gundrum '84** is an investigative case information analyst for the FBI. Stacy works out of Washington, D.C., but her job takes her to FBI field offices nationwide, where she'll work two months at a time on major FBI investigations. She has been to Seattle, and her next assignment is New York City.

**Kay Bennighof Kufera '84** achieved the distinction of being named a Fellow of the Casualty Actuarial Society.

**Kurt D. Musselman '84** received his M.B.A. in

finance in December 1989 from Saint Joseph's University, Philadelphia. Kurt is director of investment accounting for Reliance Standard Life Insurance Co., Philadelphia.

**Lorinda O'Brien Musselman '84** is a teacher's aide for Woodlynde School, Wayne, PA. She is also party manager of Festivities Catering Co. in Berwyn.

**Ann Buchman Orth (Dr.) '84** received her Ph.D. in biochemistry/plant pathology in May 1989 from the University of Maryland. Ann is an NIH Postdoctoral Fellow in Penn State's Molecular and Cell Biology Department. Ann married Charles Orth on June 3, 1989.

**Brenda Norcross Woods '84** and John M. Woods '86 welcomed a son, Andrew John Woods, on Nov. 30, 1990.

**Michele Gawel Verratti '84** graduated from West Chester University with a master's in secondary education on Dec. 15, 1990.

**Carol A. Benedict '85** married William C. Cope on Oct. 6, 1990, in St. Paul's United Methodist Church, Manchester, PA. Carol is a toxicologist with Mobil Environmental Health and Safety Laboratory, Pennington, NJ. Her husband is a quality control manager at Enzon Pharmaceutical Co., South Plainfield, NJ. They live in Lawrenceville.

**Veronica Devitz '85** married Stuart W. Juppenlatz on Nov. 4, 1989.

**Paul M. Gouza '85** and Laurie A. Kamann '87 were married on Nov. 18, 1990, in Morrisville, PA. Paul is the office manager at Pickering, Corts & Summerson, Inc., a consulting engineers and land surveyors firm in Newtown, PA. Laurie is director of social services at the Attleboro Nursing and Rehabilitation Center in Langhorne, PA.

**Audrey E. Huey '85** married her high school boyfriend, Barry J. Frick, on June 2, 1990. Audrey is sales and marketing director for Hummingbird Photo Systems, Inc., a family owned business. Barry is a secondary education social studies teacher in the Lehigh Valley.

**Rachel Y. Clarke '86** married Shawn P. Besancon on Oct. 6, 1990. Rachel is self-employed as a private duty nurse. She is also enrolled in an RN nursing program.

**Lisa D. Mercado '86** married a wonderful guy on Sept. 29, 1990. Her married name is Silvia. Lisa is a pre-kindergarten teacher at Montessori Academy of New Jersey.

**Ruth E. Anderson '86** is assistant dean of admissions at Lebanon Valley. She will be receiving her M.B.A. from Philadelphia College of Textiles and Science in May.

**Jeanne A. Hagstrom '87** married David P. Shanahan on Nov. 24, 1990. Jean has a new job as office manager for the Illinois General Assembly's Washington, D.C., office.

**Glen M. Boatay '87** completed his second Harrisburg Marathon last November, finishing in 4:24:29.

**Darla M. Dixon '87** works at Carnegie Hall in New York as a press assistant.

**Ronald A. Hartzell '87** is a research analyst in the market research department at Meridian Bank in Reading, PA.

**Sandra L. Mohler '87** is an auto claims specialist for Aetna Life & Casualty Company in Philadelphia.

**Janice L. Roach '87** married Martin A. Rexroth on Sept. 29, 1990. Janice is an assistant actuary for National Liberty Corporation in Frazer, PA.

**Karen K. Albert '88** and Mark D. Visevski '88 were married on Nov. 24, 1990, in Frieden's Lutheran

Church, Myerstown, PA. Karen substitute teaches with the Eastern Lebanon County School District. Mark works in the Hershey Medical Center's cardiology research department. Both are students at Penn State's Middletown Campus.

**Janice D. Bechtel '88** and David J. Schell '90 were married on Nov. 10, 1990, at First United Methodist Church, Ephrata, PA. Janice is employed by Lancaster General Hospital. David works at Wright Lab Services, Middletown, PA.

**Amy Holland '88** married Robert Czajkowski on July 14, 1990. Amy teaches in the Delaware Valley School District, Milford, PA.

**M. Brent Trostle '88** in early August started a new job as an actuarial analyst for United Pacific Life Insurance Co. in Philadelphia.

**Richard W. Umia '88** is in his second year of conducting youth choir at Reisterstown (MD) United Methodist Church. Richard is also employed as an elementary vocal music teacher in the Baltimore County Public Schools.

**Jeanne L. Weidner '88** teaches at Wilson Central Junior High School in West Lawn, PA.

**R. Jason Herr '89** is a graduate student in chemistry at Penn State.

**Carl C. Miller '89** and Laura A. Wagner '90 were married Nov. 3, 1990.

**George Stockburger '89** attended the National Automobile Dealers Association's Dealer Candidate Academy, graduating in April 1990. He has been working since 1957 at Stockburger Chevrolet-GEO, the family dealership.

**Ann M. Thumma '89** married John Cafarchio on Nov. 10, 1990 in Boiling Springs (PA) United Methodist Church.

**Kim M. Weisser '89** was promoted to assistant bank manager of a new branch of First National Bank of Newtown, with the responsibility of getting the new location up and running.

## 1990s

### News

**Kerrie A. Brennan '90** is a quality control technician for JRH Biosciences in Denver, PA.

**James F. Dillman '90** and Melissa C. Linkous '90 were married Jan. 5, 1991.

**Tamara Groff '90** is teaching eighth grade German and remedial reading at Pequea Valley (PA) Intermediate School. Tamara is also helping to teach three Ukrainians who just moved to the United States.

**Matthew S. Guenther '90** was appointed as a German teacher for grades 7-9 and as an English teacher for ninth grade in the Exeter Township Junior High School, Reading, PA. Matt was recently named as "Teacher of the Month."

**Teresa M. Kruger '90** is working on her master's degree in industrial/organizational psychology at Bowling Green State University.

**Bawn Shantz Pontz '90** is employed as a first grade teacher at Sanders Memorial Elementary School in Pasco County, FL.

**Rachel Snyder '90** is teaching fourth grade in Carmel Elementary School in Baltimore.

**Daniel B. Treldinick '90** was promoted from sports writer to editor of *The Duncannon Record*, one of six weekly newspapers published by Swank-Fowler Publications.

**Earl W. Weaver '90** is working as a programmer/analyst for J & J Business systems in Landisville, PA.

# Out of Chaos Came Creativity

*Carol Galligan's collages  
trace the passion of Jesus—  
and the turmoil of an artist.*

By JIM ALBERT



Art drew from life when Carol Galligan painted "Fourteen Stations of the Cross," which now hang in the Lynch Memorial Hall foyer.

Carol Galligan recalls being in a state of "virtual chaos" when she painted the "Fourteen Stations of the Cross," the vivid collages that now hang in the new foyer of Lynch Memorial Hall.

But from that virtual chaos she drew forth visual creativity. It was a time for her when she was trying to come to terms with several life experiences. "During the process of producing this piece, I thought of my own stations in life, and I came to understand one of the many meanings the crucifix has for me," the Lancaster artist states. "In spite of one's stations in life, the road to calvary—life's journey—not only is a time of struggle, but also, as it was for Jesus Christ, a time of passion, joy and renewal."

The Stations of the Cross represent

events in the final days of Jesus; meditating before a representation of each of the stations is a devotion in the Catholic Church. In some ways, Galligan adds, painting these scenes helped her to comprehend her childhood involvement with the Catholic Church—the Gregorian chants, the colorful robes, the candles and incense, the statues of the Virgin Mary and the Christ child and, most important to Galligan, the symbol of the crucifix.

"The world is a lot like the process of the stations. It's very chaotic doing the stations. But when we look back, we better understand it," says Galligan. The artist, active in Central Pennsylvania, holds a master's degree from the School of Art and Design at the Rochester Institute of Technology in New York, and won a scholarship from its Continuing Education program. In 1989, she received a grant from

the Pennsylvania Council on the Arts. Galligan has had solo shows in New York City and Rochester, NY, and in Pennsylvania in Lancaster, Harrisburg, Hershey and Millersville.

Her 14 dramatic abstract oil paintings with their bright hues have captured the attention and imagination of all who see them. Galligan decided that they had to be abstract to be clear to others. She intended the viewer to react to the paintings, but not necessarily to interpret them.

"The paintings are a study of subtleness, a look at and sharing of feelings that most often lie below the skin's surface," she notes.

"Fourteen Stations" are the latest addition to Lebanon Valley's art collection.

*Jim Albert is a Lebanon freelance writer.*

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