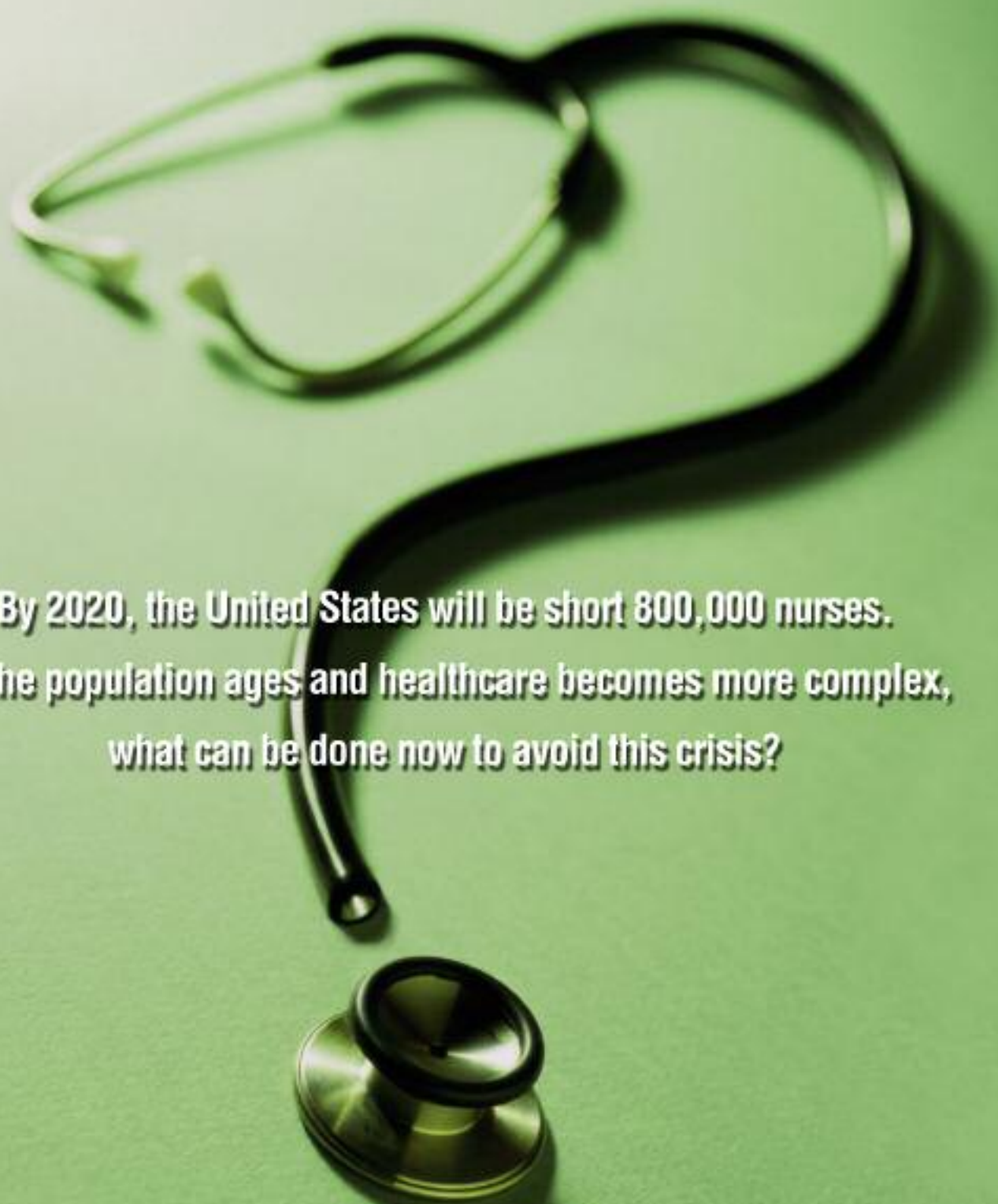


Seton Hall

Winter 2003

University Magazine



**By 2020, the United States will be short 800,000 nurses.
As the population ages and healthcare becomes more complex,
what can be done now to avoid this crisis?**



(From left) Freshmen Andrea Di Silva, Vanessa Rodriguez and Jackie Szablowski took time to pray during a blessing of a plaque remembering those from the community who perished on September 11, 2001 (see below). More than 800 members of the Seton Hall community also attended Mass of the Holy Spirit, which was celebrated in 2002 on September 11. The traditional Mass, which marks the beginning of each academic year, included special prayers for all the victims and their families.



Senior Edward Krayewski records his feelings on a special remembrance wall that students signed throughout the day.

Remembering September 11



In remembrance of the 14 members of the Seton Hall community who died at the World Trade Center site, a plaque inscribed with their names was blessed on the steps of the Chapel of the Immaculate Conception. The plaque now hangs on the chapel's righthand wall. Twelve of the 14 were alumni, three were adjunct professors (two of whom were also alumni) and one was a graduate student.

To commemorate the first anniversary of one of the greatest tragedies in our nation's history, the Seton Hall University community on September 11, 2002 and during that week, came together to pray, to remember and help one another continue to heal. More than 700 students, faculty and staff began their remembrances of those lost one year ago in the terrorist attacks by participating in a midnight candlelight vigil on the University Green. The service featured poems, prayers, readings and songs submitted by members of the University community.



Students expressed their feelings about the events of one year ago by decorating fabric squares that were sewn together into quilts of remembrance. These works of art help to convey the many emotions the community has felt over this past year — sorrow, pride, anger and hope. Nearly 100 squares were created, enough for three quilts that were later displayed in Walsh Library.



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Nursing the Profession Back to Health



Nationwide, the nursing shortage has reached epidemic proportions. One bright spot in addressing the crisis can be found in the growing enrollment and new initiatives at Seton Hall University's College of Nursing.

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Teaching the Importance of Integrity

As corporate scandals make headlines, business schools are scrutinizing what lessons their students are learning about ethics. Seton Hall University's Stillman School of Business has taken a special interest in this issue.



A renewed sense of patriotism remains evident on campus. Members of the Pershing Rifles of Seton Hall's ROTC program proudly display the American flag.

Seton Hall

Winter 2003

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W03-76



Noted Journalist Shares Insights into the World after September 11

Thomas L. Friedman, the *New York Times* foreign affairs columnist and three-time winner of the Pulitzer Prize, delivered the inaugural lecture in the Philip and Mary Shannon Seton Hall Speaker Series on October 16, 2002. Speaking on "The Global Economy and Foreign Policy Since 9/11," Friedman openly offered his views and insights to an audience that included more than 1,600 Seton Hall University students, faculty and administrators, as well as visitors from the New York/New Jersey metropolitan area.

Introducing Friedman as a journalist of "clarity and even-handedness," Monsignor

Robert Sheeran '67, University president, noted the guest speaker's commitment to education. Friedman is "convinced that it is the one-on-one contact of real human interaction — of education, of educational exchanges of all kinds, of dialogue and diplomacy — that can begin to reverse the sad situations in so many countries that give rise to terrorism,"

Monsignor Sheeran said.

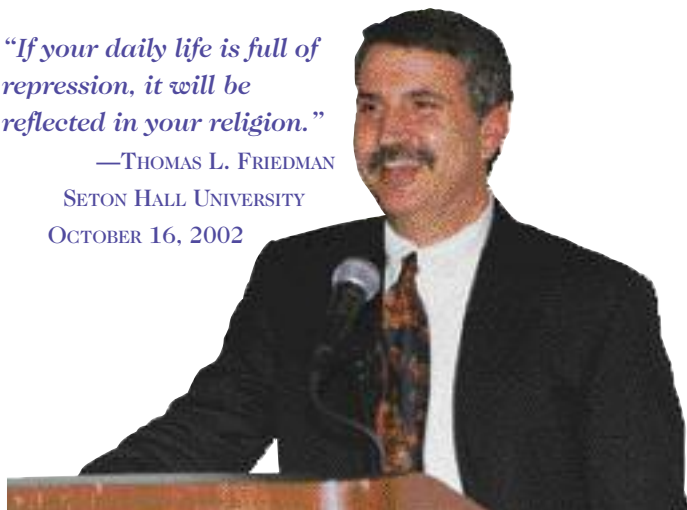
Friedman spoke eloquently about how the world has changed since September 11, 2001.

"If your daily life is full of repression, it will be reflected in your religion."

—THOMAS L. FRIEDMAN

SETON HALL UNIVERSITY

OCTOBER 16, 2002



"What the terrorists really did was profound," he said.

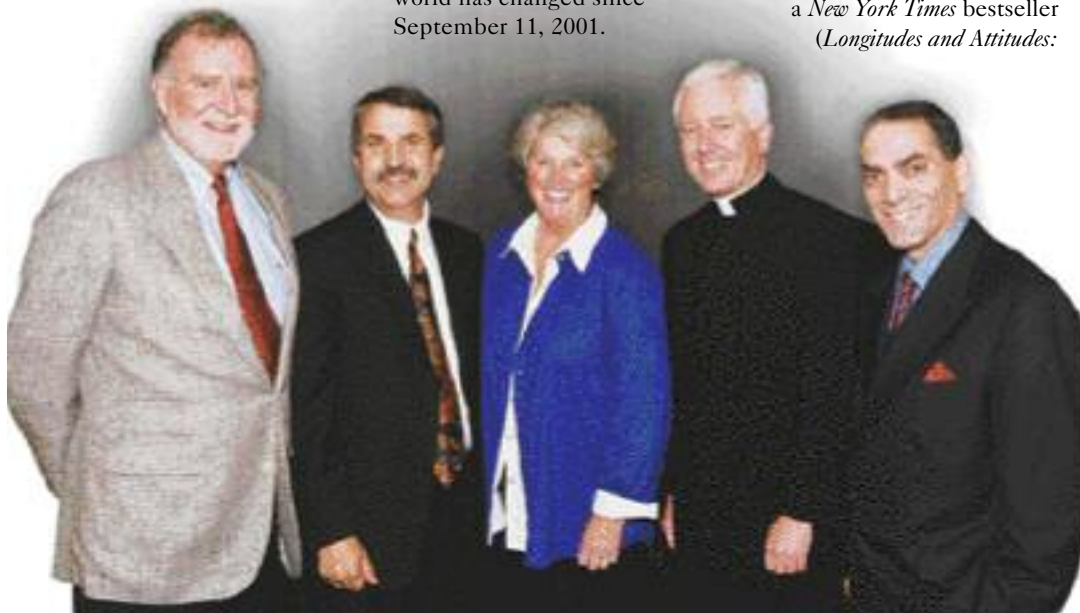
"They punched a hole in the foundation of civilization. It was outside the scope of our imagination."

The widely traveled author recently published a collection of his columns that has become a *New York Times* bestseller (*Longitudes and Attitudes*:

Exploring the World After September 11). His book on globalization received widespread attention as well (*The Lexus and the Olive Tree*). And another book earned a national Book Award (*From Beirut to Jerusalem*).

The columnist divides the terrorists into two groups: the Saudis and the Europeans. Referring to the Saudi terrorists as the "sitting-around people," he said they come from a large pool of young men who do not work. The European terrorists, Friedman said, are the key plotters and pilots who orchestrated the attacks, and who "have something very striking in their biographies. They were all radicalized in Europe as a result of their contact with the West. Europe does not aspire to be a melting pot [like the U.S.], and therefore they [the Europeans] cannot assimilate into society," he explained. "This causes some people to drift ... all the way to Al Qaeda." The terrorists, he noted, suffer from a "poverty of dignity."

Friedman touched on a controversial topic that



Pulitzer Prize-winning journalist Thomas L. Friedman (second from left) was the inaugural speaker in the Philip and Mary Shannon Seton Hall Speaker Series, which began in October 2002. Welcoming Friedman are (from left) Philip Shannon '60 and his wife, Mary; Monsignor Robert Sheeran '67, University president; and Clay Constantinou, J.D. '81, LL.M., dean of The John C. Whitehead School of Diplomacy and International Relations.

New VP Brings Extensive Experience to Seton Hall

continues to make headlines worldwide. "If we mount a war on terrorism, we had better be the best global citizens we can be," he advised. "We have to be careful in how we talk to people if we want to be heard." He emphasized that the United States must make an energetic effort to end the Israeli-Palestinian conflict as a way to improve American credibility in the Arab world. He added that Arab-Muslim leaders need to publicly question the ideas of Osama bin Laden and offer progressive ideas as a counterpoint.

India, Friedman pointed out, has the world's second largest Islamic community, next to Indonesia. India's Muslims thrive as a minority in this Hindu-dominated country because of India's democracy and pluralism. "These Muslims have issues with the U.S., but none are in Al Qaeda. Why? Because the wealthiest man in India is a Muslim, women have the right to pray alongside men and the president is Muslim." He added, "Once you change the context in which [radicalized] Muslims live, things change. If you give them some way to resolve issues, they don't want to blow things up."

The Philip and Mary Shannon Seton Hall Speaker Series will present distinguished lecturers with a global perspective on current international issues. Philip Shannon '60, a member of the University's Board of Regents, is the founding CEO of Online Financial Corporation in Dunwoody, Georgia.

— Nancy Masterson-Newkirk

After a comprehensive search that lasted more than a year, Monsignor Robert Sheeran '67, University president, in October 2002 appointed Joseph G. Sandman, Ph.D. as vice president for University Affairs.

Sandman comes to Seton Hall University via Loyola University Chicago, where he had served as vice president for advancement since 1994. At Loyola, he was responsible for development, public relations, alumni relations, special events, and government and community relations. At Seton Hall, Sandman will provide leadership and vision to University Affairs — a division comprising University Advancement (development), Alumni Relations, and the Department of Public Relations and Marketing. He also serves as a member of the University's Executive Cabinet.

"Dr. Sandman brings to campus all the experience, good judgment and enthusiasm needed to move our mission forward," says Monsignor Sheeran. "He's already a convincing advocate for Seton Hall."

While Sandman acknowledges that relocating from the Midwest was a major change, he says the final decision was not difficult. "I was immediately attracted by Seton Hall's reputation and its strong identity as a Catholic university," Sandman says, noting that he feels blessed to have attended and worked for Catholic institutions his entire life. Subsequent visits to campus with his family, as well as meetings with Monsignor Sheeran and key members of the administration, confirmed his feelings



"I've met so many alumni, regents and donors who have such positive feelings about the University."

— JOSEPH G. SANDMAN, PH.D.

about Seton Hall's potential. "I was so impressed by the sense of community, and I realized that Monsignor Sheeran's vision to establish Seton Hall as one of the top Catholic universities in the country is not only doable, it's something I very much want to be a part of."

Among the competitive advantages that Sandman believes are key in realizing Seton Hall's aspiration to become a nationally recognized Catholic institution are its prime location, its status as New Jersey's only Catholic university, its widespread use and integration of technology, and its close ties with alumni. "I've met so many alumni, regents and donors who have such positive feelings about the University," he says. "We need to leverage all of this good will and channel it for Seton Hall, along with the talent and relationships of

leaders and alumni, to benefit the University. Together, Seton Hall regents, alumni leaders and others have an opportunity to help an outstanding Catholic university become even stronger."

During his 28-year career in Catholic higher education, Sandman also served as vice president for university relations and advancement at Xavier University in Cincinnati (1991-94) and in a variety of university affairs capacities at the University of Notre Dame (1979-1991), culminating as director of development.

Sandman is working closely with members of Seton Hall's Board of Regents and key alumni leaders to shape and implement strategies for capitalizing on the University's many competitive advantages. "Everyone has been so gracious and enthusiastic about Seton Hall," he says. The new vice president shares in this enthusiasm, and is optimistic about the program and initiatives he already has seen. "For example, the Pirate Navigator mentoring program brings successful alumni back to campus and connects them with current students," he notes. "This demonstrates just one way that alumni are helping Seton Hall become stronger in a highly competitive environment."

His wife, Tracey, who is completing a master's degree in pastoral counseling at Loyola, and their sons, Drew, Peter and Mark, will remain in Chicago until this summer. "Tracey was very impressed with the University, the campus and its leaders when she visited this past summer," Sandman says. "I can't wait to introduce my family to the Seton Hall family."

— Carol Stavraka

SetonWorldWide Steps Up Services to Corporate Clients

Publicly traded companies that invest the most in employee training opportunities realize higher shareholder returns than companies that put fewer dollars into professional development. That's one of the major findings of a recent study conducted by the American Society for Training and Development.

This research is of particular interest to companies searching for new ways to remain competitive while maintaining profitability. SetonWorldWide is poised to emerge as a leader in the corporate learning marketplace, serving those corporations looking to invest in their human capital.

During the past year, SetonWorldWide expanded its online degree offerings to meet the needs of a new group of corporate clients and professionals. "SetonWorldWide is the only executive education provider to offer a full spectrum of programs," explains Chuck Edinger, M.B.A. '79, M. Div., associate provost of University College. "In addition to online academic degrees, we now offer corporate, professional and continuing education, as well as consulting services."

SetonWorldWide's current corporate clients include two leading insurance companies, Marsh and Aon. "Our corporate clients appreciate our ability to assess their existing training efforts and conveniently integrate our educational programs within their training and development operations," Edinger

points out. For example, SetonWorldWide customized two courses dealing with insurance financial analysis to meet the needs of employees in the Office of the Superintendent of Financial Institutions in Canada.

SetonWorldWide is continuing to expand its non-credit online and onsite offerings, especially in the financial services, pharmaceutical and

healthcare arenas.

But its accredited online degree programs, which put SetonWorldWide on the map, remain at the core of its ambitious business plan. "We expect to organize learning teams of degree candidates who are drawn from diverse locations within individual companies," Edinger says. "Our online programs create opportunities for an organization's future leaders to engage in collaborative learning — regardless of where they are based geographically."

Corporate referrals to SetonWorldWide's degree programs have increased as well. Rick Dool, M.A. '02, CEO of Liquent, Inc., was so impressed that he encouraged three of his colleagues to apply to the master's program in strategic communication and leadership.

For more information about SetonWorldWide's online degree programs and expanded corporate services, visit www.setonworldwide.net or call 1-888-SetonWW (1-888-738-6699).

— Catherine Memory



Teddy Bears Help Parents of Freshmen



New Student Orientation is not only a time for freshmen to adjust to being on their own for the first time — it's also a time for their parents to learn to let go.

To assist mothers and fathers with the "letting go" process, Seton Hall University's Freshman Studies Program, along with the University's Parents' Association and the Department of Community Development, introduced a new program this year. Instead of being offered a session on coping with separation, parents who attended Family Orientation were invited to stuff and assemble their own teddy bears. The bears, once dressed in their "Someone at Seton Hall Loves Me!" t-shirts, are ready to comfort lonely parents in the coming months.

"The stuffed animals help the parents to 'bear' the separation and give them a souvenir of a very special milestone," says Natalie Thigpen, M.B.A., director of the Institutional Image Campaign and adviser to the

Parents' Association.

The activity turned out to be very popular. During the four orientation sessions, parents made approximately 1,050 teddy bears. Not surprisingly, some of the new students wanted to hold on to those adorable bears. "The parents are given the choice to keep their bear or give it to their daughter or son," says Bernadette Manno, M.A., assistant dean of Freshman Studies and co-chair of New Student Orientation. "Many parents left the bears as going-away presents."

Seton Hall is the first university to use teddy bears as an activity for parents during New Student Orientation. The idea was developed by Manno, with help from a team of faculty and administrators from the Department of Community Development and the Freshman Studies Program.

Now that the program is deemed a success, Manno plans to introduce the idea to other universities at the 2003 National Orientation Directors Association Conference.

— Sarah Tremallo



During orientation, the family of freshman Lauren La Mantia stuffed its very own Seton Hall teddy bear. Pictured are Lauren's brother, Ryan, along with their parents, Otto and Karen.

Fast Facts on the Freshman Class

- Approximate size of the Class of 2007: 1,160 members.
- 24 percent were in the top 25 percent of their high school class.
- Their average SAT score was 1087 (up 25 points from 2001).
- 52 percent are female.
- 30 percent are from out-of-state.
- 10 international countries are represented.
- 75 percent of these freshmen live on campus.

Portraits of Remembrance: An Artist's Response to the Holocaust

Diana Kurz, M.F.A. portrays the Holocaust in bright blue, yellow and red. "People think that horror happens in black and white," explains the prominent New York City painter. "They sometimes forget that unspeakable things have occurred when the sky is blue, and the birds are singing."

In celebration of the 10th anniversary year of the Sister Rose Thering Endowment for Jewish-Christian Studies, Walsh Library Gallery recently exhibited Kurz's vibrant depictions of the Holocaust.

The artist's interest is deeply personal — as a young child in 1938, she escaped her native Vienna, Austria, with her family. Eight years later, two orphaned cousins who survived the concentration camps came to live with her family in New York City.

Kurz earned a B.A. at Brandeis University and an M.F.A. from Columbia

University. For the first 20 years of her career, she focused on painting abstract works, landscapes and still lifes. In 1989, she began to explore the Holocaust in her art when an elderly aunt shared with her photographs of family members who had perished under Hitler's regime. "Previously, out of respect, I did not want to paint anything that I had not seen with my own eyes," Kurz explains. But the photographs, and her cousins' memories and description of their experiences, led Kurz to realize she could visualize and express in her art this wealth of material.

"Diana Kurz's beautiful paintings convey a poignant, personal facet of the Holocaust that sometimes gets subsumed by the horrific details of World War II history," observes Sister Rose Thering, O.P., Ph.D., professor emerita of education.

"The visual arts can explore this difficult period in powerful yet touching



Visitors to Walsh Library Gallery view "Freedom Fighter" during the opening reception for the exhibit of Diana Kurz's paintings.

ways," concurs Jo Ann Cotz, M.A., director of Walsh Library Gallery and adjunct professor of museum studies.

Kurz's works are included in many distinguished private and public collections. She has served on the faculty at the Pratt Institute, the School of the Art Institute of Chicago and other leading art schools.

— Catherine Memory

Regents Approve New Naming Policy

The Seton Hall University Board of Regents at its December 12, 2002 meeting approved a policy that sets forth criteria for all naming opportunities at Seton Hall. Among the criteria are:

- Individuals for whom opportunities are named should demonstrate the highest personal integrity and respect the ideals, goals and Catholic identity of Seton Hall.
- When corporate naming opportunities are considered, the corporations should have a history of high integrity of officers as well as missions that do not conflict with Catholic teaching, and should not

demean the academic endeavors to be carried on within the University.

The policy also allows for the removal of a name "in the event that the criteria are violated or if the removal is deemed to be in the best interest of the University."

In a separate action, after careful deliberation and a full review of the facts and circumstances, the Regents determined that the name of Robert E. Brennan '65 be removed from the University's recreation center. The name was removed immediately, and the building is now known as the University Recreation Center. Brennan was convicted in 2001 for failing to report

money on a bankruptcy petition he filed in 1995.

Regarding recent news reports that L. Dennis Kozlowski '68, former Tyco chairman and CEO, is facing criminal allegations related to his business, Susan Diamond, A.P.R., assistant vice president for University relations, noted that "Mr. Kozlowski has not been convicted of any crime. Individuals are innocent until proven guilty. If it becomes necessary for the board to review matters related to Mr. Kozlowski, it will do so with the same careful and extensive deliberations."

Also related to Tyco, in mid-December 2002, Frank W. Walsh Jr., a former member of

the Tyco board and former chairman of Seton Hall's Board of Regents, pleaded guilty to securities violations. "I am immensely saddened by this news," Monsignor Robert Sheeran '67, University president said in a statement to the University community. "Seton Hall has had no more generous supporter and loyal friend over the past 20 years than Frank Walsh. Frank and his family are assured of the sincere prayers of his friends at the University."

Monsignor Sheeran announced that Kurt T. Borowsky '61 will serve as acting chair of the Board of Regents until an election takes place.



\$2 Million Lilly Grant to Support Faith and Vocation Initiatives

In late November, 2002, Seton Hall University was awarded a \$2 million grant by Lilly Endowment Inc. The grant will be used to establish a Center for Vocation and Servant Leadership to develop new initiatives fostering the links between faith and vocation throughout the University community.

Titled IMPACTS (Inspiring, Motivating, Promoting A Call To Service), the initiatives will include a variety of programs and opportunities. These efforts will explore how members of the University community can view their career choices as callings to serve others, as well as how students might consider whether they are called to Church ministry, in both ordained and non-ordained vocations.

The University community continues to play an integral role in the planning process, which began after Lilly awarded Seton Hall a \$50,000 planning grant in April 2002. Lilly, an Indianapolis-based foundation, supports the causes of religion, education and community life.

Details regarding the Lilly initiatives are available at mission.shu.edu/lilly. An in-depth story will be featured in the Spring 2003 issue of the *Seton Hall University Magazine*.

Many Are One Celebrates the Seton Hall Experience

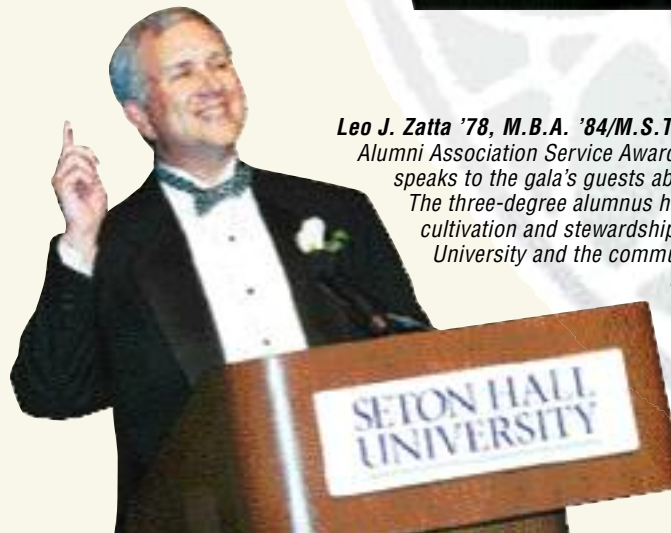
The Seton Hall University tradition of honoring the University's alumni leaders continued at the 17th Annual Many Are One Alumni Awards Gala on October 12, 2002. The black tie event drew 400 guests. Many Are One spotlights the long list of accomplishments of Seton Hall's best and brightest alumni, and celebrates their common bond of excellence. Proceeds support the Alumni Association Endowed Scholarship Fund.

Sadness hung in the air when guests learned that Doris Christmas, the mother of Humanitarian Award recipient **Dana Christmas '02**, died suddenly just days before Many Are One. Reverend Paul Holmes '77, vice president for Mission and Ministry, accepted the award on her behalf, saying, "As we express our love and admiration for Dana, the 'Angel of Boland Hall,' let our acclamation include the memory of her dear mother who was, herself, a woman of great courage."

Kurt T. Borowsky '61 (on left) was honored as Most Distinguished Alumnus for his lifetime achievements and unwavering commitment to promoting the values and vision of Seton Hall University. Regarded as a leader and visionary, both in the corporate and philanthropic world, Borowsky says he credits the University with "helping me formulate the basic principles upon which I live my life." Over his 40-year career, Borowsky has achieved success in several fields, including accounting, real estate and financial management. Chairman of Van Beuren Management Inc. in Morristown since 1991, he also dedicates time to several professional and charitable organizations, including as a trustee for Catholic Community Services and as acting chair of the Seton Hall Board of Regents. Monsignor Robert Sheeran '67, University president, presents the award to Borowsky.



Leo J. Zatta '78, M.B.A. '84/M.S.T. '86, honored with the Alumni Association Service Award, can't help but smile as he speaks to the gala's guests about his time at Seton Hall. The three-degree alumnus has been involved in countless cultivation and stewardship activities on behalf of the University and the community. With 25 years in the accounting field, Zatta is an audit partner at Wiss & Company in Livingston, where he is responsible for its Law Firm Services Group, providing consulting services, forensic accounting and related services to law firms.





Family is an important part of the Many Are One celebration. **Aaron Campbell '68** (center), recipient of the African-American Alumni Council Service Award, shares a quiet moment during the festivities with his son, Kyle, and his wife, Joyce.



Longtime sports enthusiast and dedicated Pirate Blue Athletic Fund supporter **Joseph F. Zubko '49/M.A. '56** was honored with the Pirate Blue Service Award for his achievements — both on the field and in the classroom. A former Seton Hall varsity soccer player and educator, Zubko also is recognized as a pioneer in the development of reading and remedial instruction. As an assistant professor of education at Seton Hall from 1960-68, he introduced the University's first study skills programs for freshmen. He retired in 1993 from Essex County College. He and his wife, Jerilyn (left), are seen frequently at Pirate events. Among the couple's favorites are the soccer alumni/varsity matches that Zubko has been organizing since the mid-1960s.



This year, the Alumni Association and its constituent groups honored individuals by presenting special service awards. School of Law alumnus **John J. Sheehy, J.D. '54** (second from right) is congratulated by (from left) Joseph G. Sandman, Ph.D., vice president for University Affairs; Monsignor Sheeran; and Patrick E. Hobbs, dean of the School of Law. Honorees not pictured included **Christine M. Katulka '93/M.A. '98**, Young Alumni; **John Meade '40**, Golden Pirates; and **Gary A. Scott '61**, Chicago Alumni Chapter.



Guests could not resist taking to the dance floor during the gala, which took place at the Richard and Sheila Regan Field House. Entertainment included slow dances by the Duprees, a longtime New Jersey band famous for its interpretations of love songs of the '50s and beyond. For those who preferred to kick up their heels, Mission Dance provided high-energy party songs.

For New Dean, All the World's a Classroom

It was a lifelong passion for English literature that inspired Molly Easo Smith, Ph.D. to leave her native India to pursue graduate studies in the United States.

"I knew I would benefit from studies in an English-speaking country," she says. So, even though it was difficult to leave, Smith bravely boarded a plane for the first time, arriving at the University of Delaware in 1981. "It was certainly scary, but I considered it to be more of an adventure," Smith recalls.

Since that plane trip in 1981, Smith has found that her sense of adventure, coupled with a desire to teach, has led her to travel throughout the United States and abroad, both as a student and a professor. Now, as Seton Hall University's new dean of the College of Arts and Sciences, Smith is enthusiastically sharing with the University community all that she has learned — both in the classroom and around the globe.

Smith's interest in teaching began when she was a student in India. "I was always comfortable with the idea of becoming a teacher," she says. Her love of Shakespeare and other Renaissance writers inspired her to focus on English literature.

With her sights set on a teaching career, Smith earned three English degrees from the University of Madras, then decided to travel to the United States to pursue her doctoral degree. "I was ready for a change and was enticed by

the reputation of American universities," Smith says. She also felt it was important to find an institution focused on research and scholarship. "I really wanted to immerse myself in the subject, so I would be able some day to share my knowledge with others," she explains.

While studying in the States, she first tried her hand at teaching, working as a teaching assistant at the University of Delaware and at Auburn University in Alabama, where she earned a Ph.D. in English in 1988. "Just being in front of a classroom of students eager to learn was exciting to me," she says. "Those early experiences confirmed for me that I wanted to teach."

Smith remained in higher education, becoming a faculty member at Auburn, Ithaca College and Saint Louis University. No longer anxious about traveling or relocating, she decided to spend five years at the University of Aberdeen in Scotland, where she taught English literature courses and advised North American exchange students. "I certainly knew what they were going through," she recalls, "and could relate to many of the issues they faced."

When it comes to classroom instruction, Smith believes that placing material within its cultural context is critical to learning. Experience has taught her that simply lecturing to students about 16th- or 17th-century literature is of

"I want to make sure that the courses our students take translate into valuable learning experiences."

little value. "For first-time readers, the language is awkward and the subject matter is difficult to comprehend," she acknowledges. "But by teaching them to become students of culture — that is, examining the society as a whole, probing the role of these works in the culture and determining how this relates to modern society — readers develop a deeper understanding and appreciation of the material." This approach has helped her students realize how the role of theater and its development in Renaissance England is similar



Captivated by the Bard who delighted crowds at the Globe Theatre, Molly Easo Smith, Ph.D. made her debut as dean of the College of Arts and Sciences in August 2002. Above, Smith pauses to admire "writing" of a different kind. The petroglyph, which is on permanent display in the main lobby outside the dean's office in Fahy Hall, is the oldest such artifact ever found in New Jersey.

to the role movies play in today's society.

In 2000, Smith returned to the United States to teach at Stephen F. Austin State University in Nacogdoches, Texas. There, she also chaired the English department. Smith found this to be an eye-opening experience: "I started to see the bigger picture. In addition to professors having an impact on their students, I realized that universities have the ability to positively impact their professors, which in turn, trickles back to students."

This realization sparked Smith to improve the levels of support and attention given to Austin's faculty members, especially those who were new to higher education. "There was a lot of confusion about how to successfully win tenure and advance within the university," Smith recalls. So she initiated the creation of a guide for professors and administrators on tenure and promotion. She also began a mentoring program matching senior faculty with junior faculty members. "Mentors make a huge difference in helping junior faculty take on leadership roles; they serve as primary points of contact for information, support and encouragement," she emphasizes.

While Smith enjoyed her time at Austin, she was motivated to come to Seton Hall, in part, by the University's Catholic mission. "I wanted very much to work at a Catholic university," she notes. "One of the most important aspects of Seton Hall is its clear sense of



Smith makes it a point to be accessible to faculty in the College of Arts and Sciences. At one of the dean's recent coffee meetings, she discusses curriculum with colleagues, including (from left) Richard D. Sheardy, Ph.D., professor of chemistry and biochemistry; Gisela Webb, Ph.D., associate professor of religious studies; Reverend David M. Bossman, Ph.D., professor of Jewish-Christian studies; and John Sowa Jr., Ph.D., associate professor of chemistry and biochemistry.

identity and mission-centered approach to education."

While teaching in Scotland, Smith came to recognize fully the value of mission. "In higher education in the United Kingdom, there's less of a separation between church and state. I found that the two work very well together in providing a well-rounded and meaningful education," she explains. "When I left Scotland to teach at Austin, I really missed that link."

At Seton Hall, the new dean is less involved in daily one-on-one instruction and more focused on providing a strategic vision to the College of Arts and Sciences' 21 departments and 18 centers and programs. The College comprises nearly 3,000 of Seton Hall's undergraduates and 190 full-time faculty members, so her position's administrative responsibilities can certainly be challenging.

That challenge is further complicated by a common viewpoint: "Although arts and sciences are traditionally

housed together, some academics feel that the two areas should be taught in very different ways," she explains. "I believe the two disciplines can work together to provide students with holistic learning experiences." For example, she says, a biodiversity course can be enhanced by exploring the topic from a sociological point of view that includes examining how people impact the ecosystem.

One way Smith is encouraging more interaction among these liberal arts disciplines is by hosting twice monthly coffee meetings and inviting arts and sciences faculty to meet one another informally. Often, they're meeting for the first time. "It's my hope that casual conversations will give way to discussion on ways that different departments can work together and teach in tandem," she says.

Her responsibilities as dean also include setting goals for the College and assisting faculty and department chairs with curriculum development. "So many of the University's Core Curriculum classes fall within

our area, so it's critical that our offerings are top-notch," Smith says. The dean is eagerly awaiting recommendations from a committee compiling University-wide feedback on how to update Seton Hall's core requirements to meet the changing needs of students. "I want to make sure that the courses our students take translate into valuable learning experiences," she says.

For Smith, learning is not only about what happens in the classroom: "Students must learn the value of community service firsthand," she observes. Noting that Seton Hall offers many opportunities for students to participate in service projects, she would like the College to embody the University's mission through its courses and other student offerings. "I want to help the University realize its mission to develop students into servant leaders who make a difference in the world," Smith says. "I can't think of a better or more important goal."

— Carol Stavraka

A Special Talent for Teaching Children with Disabilities

The summer prior to her freshman year at Seton Hall University, Kathleen Burns had a life-altering experience. As a counselor at Camp Fatima in Lebanon Township, she became determined to make a difference in the lives of children with disabilities by pursuing a career in special education.

At this sleep-away camp, Burns was responsible for providing around-the-clock care for a child with developmental disabilities and meeting her designated camper's special physical and emotional needs. Although the work was demanding, in describing her experiences, Burns recalls, "It amazed me that campers weren't forced to adapt to the camp, rather, the camp adapted to them. Campers had the freedom they needed to learn and grow, and I am so lucky to have been a part of that."

The most enjoyable aspect of her experience there, she discovered, was that the camp provided a very supportive environment for both campers and counselors. "Working at Camp Fatima solidified my interest in becoming a teacher and made me much more confident about choosing special education as my profession," says Burns, who is now a junior at Seton Hall. "With the greatest tool of life — education — you can achieve and grow to be anything you desire."

In high school, while teaching swimming lessons at the Newark YMCA, Burns first became interested in instructing. "I taught all ages, from infants with their parents to adults, but I especially

enjoyed working with young children," she affirms. "Their excitement and eagerness to learn was inspiring."

After discussing her interests and career options with her advisers, Grace May, Ph.D., director of special education, and Marietta Peskin, Ed.D., associate professor of education, Burns decided to enroll in Seton Hall's College of Education and Human Services 4+2 Dual Degree Program. Once

she completes the requirements for a Bachelor of Science in Special Education — 126 credits, four field placements and a senior teaching experience — Burns will be accepted into the School of Graduate Medical Education's Master of Science in Speech-Language Pathology Program. With both a bachelor's and master's degree, she will be certified to teach special education and will have the option of serving

as a speech and language therapist in a school, clinic or hospital.

In her freshman year, Burns received an Alumni Association Scholarship for her academic achievement. With this scholarship support, she continues to enhance her knowledge of teaching through her classes and fieldwork placements.

Currently, Burns is a teaching assistant at The Developmental Learning Center (DLC) in Union. At this public school program for children with autism or autistic-like behaviors, she helps students develop skills in areas such as speech and language, academics, fine and gross motor activities and socialization/play. She heard about the DLC in a class taught by Kim Coleman, Ph.D., adjunct professor of education at Seton Hall and superintendent of schools for the Morris-Union Jointure Commission, a regional collaborative education agency. Coleman recalls, "I knew Kathleen would be a great fit for the DLC because she is motivated to learn and is inquisitive concerning students with severe disabilities. She asked me questions in and out of the classroom," he remarks.

Burns describes her experience at the DLC as phenomenal. "It's very beneficial to interact with the teachers and work with students who are all unique," she notes. "They all have different personalities and different educational needs." At the DLC, the class size is small — six to 10 students — and each student's educational program



Kathleen Burns, who is majoring in special education, provides students' perspectives in her work-study job in the Office of the President.



Active on the Xavier Hall Council, Burns teams up with other students to plan events, raise funds and nourish campus life.

is individualized. As a student masters a skill or lesson, he or she moves on to the next level. Burns usually concentrates on one or two students at a time. "I'm really proud of working at the DLC. Even though every day is a challenge, and I never know what to expect, I learn so much," she says.

One student at the DLC who loved science but lacked reading and math skills proved to be especially challenging for Burns. "Even though the student had a learning disability, we successfully initiated a reward system that worked," she explains. "Whenever he

completed a reading or math assignment, he 'earned' a science-related activity. Although science remained his favorite topic, eventually he became more accepting of other subjects." Burns believes the knowledge she gained at the DLC will be useful throughout her teaching career. "Each progressive step means so much, especially when the student remembers you from year to year and you realize just how much of an impact you have made."

During Fall 2001, Burns spent every Tuesday and Thursday at the Robert Treat Academy in Newark,

which enrolls about 250 students in grades K-4. As a student observer in the first-grade classrooms, she learned about teaching methods and helped students with their questions about the lessons. As an added bonus, she had the chance to try out her own lesson plans. She found that "teaching at the academy was very different than teaching at the DLC because I was working with 25 students, on average, versus one-on-one."

Every week, Burns and her Seton Hall classmates discuss what they have learned and observed during their fieldwork. She will complete this year's fieldwork requirement at Edison's Lakeview School for children with cerebral palsy. Her field adviser is Deborah Strazza, M.A., professor of special education.

In addition to maintaining a high GPA and devoting time to her fieldwork, Burns spends 15 hours each week as a work-study student in Seton Hall's Office of the President. She especially enjoys learning about University procedures, providing input from the students' perspectives and receiving advice from co-workers, many of whom have been working with students for years. "Everyone in the office has so much to offer, and they are all a great resource," Burns says.

Active in Seton Hall's Xavier Hall Council, she also works diligently with other students to improve residence hall programs and "to make campus life better." She joined this organization because she did not want simply to complain without attempting change. As a council member,

she is involved in event planning and fundraising. She believes that the council and the Resident Student Association are the "best venues for communicating with housing staff and the administration."

Her plans for the immediate future include "doing well academically and ensuring that I stay on the right track with my fieldwork," she says. Obviously Burns is succeeding — she recently was inducted into Kappa Delta Pi, an international honor society in education. Upon graduation, the Kearny native is "open to relocating, but I don't think I'll go too far," she predicts. Given her drive to teach special education and her commitment to children with disabilities, that is very good news for New Jersey's school districts.

— Pamela Dungee

"With the greatest tool of life — education — you can achieve and grow to be anything you desire."

Nursing the Profession Back to Health

The nursing shortage is a national epidemic. Now the healthcare industry, government and nursing schools are stepping up their efforts to find remedies that work.



BY SHEILA SMITH NOONAN

Television viewers certainly are accustomed to Johnson & Johnson's advertisements for baby care products. But in 2002, the world's leading healthcare company went all out to promote something it doesn't even sell: the nursing profession.

The series of commercials, "America's Nurses: They Dare to Care," is part of Johnson & Johnson Health Care System's \$20 million Campaign for Nursing's Future. The New Jersey-based company launched

its two-year initiative a year ago, partnering with nursing organizations. It set up a Web site with a searchable nursing school database, sent out recruitment materials to 20,000 high schools and 1,500 nursing schools, and established scholarships.

Why the investment? One answer is that the campaign clearly meshes with Johnson & Johnson's credo and longstanding commitment to helping the healthcare industry. But the harsh reality is that the United States is in the midst of a nursing shortage that has serious consequences for patients nationwide.

No Easy Solutions

Nursing shortages are nothing new, but this one threatens to become far worse before it gets better — and at a time when the U.S. population is aging and health care is growing more complex. By 2000, the nation already was down 110,000 registered nurses (R.N.s), a shortfall of about 6 percent, according to the National Center for Health Workforce Analysis. If current trends continue, by 2020 there will be a 29 percent shortage nationally. In New Jersey, the picture is even more bleak — with a predicted demand for 87,279 nurses in 2020, the estimated supply of 49,760 leaves a startling 43 percent deficit.

“This isn’t a cyclical shortage that will run its course,” says Phyllis Shanley Hansell, R.N., Ed.D., F.A.A.N., dean and professor of the College of Nursing at Seton Hall University. “It is a very serious situation.”

The nursing profession certainly has been dealt a bad hand in recent years. When hospitals began merging in response to managed care and cut nursing jobs in the early 1990s, the number of nurses who “burned out” surged, due to the pressures of increased patient caseloads and mandatory overtime. In more recent years, nurses’ salaries haven’t kept pace with inflation; while the dollars are



“Most Americans are very concerned about the effect the nursing shortage will have on their health.”

— PATTI RAGER, R.N., M.S.N., M.B.A.

attractive early in a nurse’s career, opportunities for pay advancement dwindle over time. However, market forces are coming into play in some areas: Beginning nurses in New York can earn \$50,000 annually, and \$90,000 with 25 years’ experience, under contracts negotiated by the New York State Nurses Association.

Young women, who have traditionally filled the majority of these openings, have more career choices than ever before. And they aren’t finding many reasons to enter the nursing field — at least based on what they see in the media. “Very few TV shows or movies show the intellectual side of nursing,” notes Patti Rager, R.N., M.S.N., M.B.A., president of Nursing Spectrum. The registered nurse-led company publishes *Nursing Spectrum* magazine and provides career information and resources via an interactive Web site.

The graying of the nursing workforce makes the shortage even more acute. The average age of today’s R.N. is 45, with almost one-third over 50. As these nurses prepare to retire, fewer of today’s high school graduates are enrolling in nursing schools. And although there are some bright spots (see page 16), there is still much work to be done to assure that there will be an adequate supply of professional nurses.

Unfortunately, the nursing shortage is not an employment issue that can be solved easily. Unlike some healthcare careers, nurses have a 24-hour presence with their hospitalized patients. While hospital stays on

average are much shorter now, patients who are admitted for longer periods are often quite ill, requiring complex care. Nurses are in demand in other healthcare settings as well. “Most Americans are very concerned about the effect the nursing shortage will have on their health,” says Rager. “They’re afraid there won’t be anyone in the hospital or nursing home [to care for them] if they fall or have a heart attack.”

Time for Reform

Because of the nursing shortage’s current and potential impact on patient care, the issue is of prime interest to federal and state governments, hospital administrators, nursing schools and professional associations, as well as private sector foundations and companies. In August 2002, President George W. Bush signed the Nurse Reinvestment Act, which provides scholarships and grants. One year earlier, the Department of Health and Human Services awarded 94 grants totaling more than \$20.1 million to colleges with nursing programs; Seton Hall’s College of Nursing received \$557,380 in advanced education nursing grants.

On the state level, some laws have been enacted to focus on creating a better workplace for nurses. Several states introduced legislation to eliminate mandatory overtime. California took the unusual step of requiring regulators to set a





Magnets for Best Practices

Some hospitals, particularly those identified by the American Nurses Credentialing Center (ANCC) as magnet-designated facilities, are addressing those needs. Magnet facilities are those that provide the very best in nursing care and support professional nursing practice.

At one magnet hospital, the Jersey Shore Medical Center (part of the Meridian Healthcare System), the search for R.N.s begins with those already in the pipeline. Nurse's aides or licensed practical nurses enrolled in nursing degree programs can work part-time while maintaining full-time benefits. Among the hospital's other incentives are tuition reimbursement, scholarships, flextime and a council where nurses' voices are heard. Such benefits — plus competitive salaries

— attract and retain nurses, says Richard Hader, M.S.N. '87, Ph.D., vice president/chief of nursing at Jersey Shore and a member of Seton Hall's College of Nursing Advisory Board. This fall, the nursing vacancy rate at the 500-bed hospital was 5 percent, down from 15 percent earlier in the year.

But nurses are looking for something more, Hader points out. "The nursing profession is hard work, both physically and intellectually," he notes. "In return, nurses want the recognition that they play an integral role in a patient's well-being."

Ruben Fernandez '75, M.A., vice president of patient care services at North General Hospital in East Harlem, New York, says his 200-bed facility has felt the impact of the nursing shortage, but not as acutely as other hospitals.

patient-to-nurse ratio requirement in acute care hospitals: By July 2003, California hospitals must have at least one licensed nurse for every six medical and surgical patients.

Then there are the private efforts, including the one by Sigma Theta Tau, the International Honor Society of Nursing. To attract others to the profession its members love, the society offers scholarships and mentoring programs for students.

Meanwhile, hospitals and nursing homes fiercely compete for R.N.s by offering sign-on bonuses, flextime and other perks. But those carrots often come with strings, such as requiring the newly recruited nurse to work at the hospital for a certain length of time to receive the bonus. While financial incentives are attractive, many nurses are not willing to make long-term commitments to facilities if working conditions are poor.

What's needed, many within the profession believe, is real reform. "Nursing is an exciting and fulfilling profession that offers many opportunities for career growth," Hansell says. "However, there are serious workforce issues that need to be addressed to keep nurses from leaving the field."



"Nurses want the recognition that they play an integral role in a patient's well-being."

— RICHARD HADER,
M.S.N. '87, Ph.D.

"We're a community hospital that serves a 99 percent minority population," Fernandez says, "so we attract a different type of nurse — those who are interested in working in an inner-city environment." Nonetheless, with a nursing vacancy of 10 percent, North General offers sign-on bonuses. It also is "working diligently with nurses on other major issues: morale, work advancement and involvement in decision making," says Fernandez, who like Hader serves on Seton Hall's College of Nursing Advisory Board.

Over time, the demographics of nurses who ultimately fill positions at Jersey Shore, North General and other hospitals are changing. People who choose nursing as a second career (and thus are older than traditional college graduates) are joining the profession. In fact, the National Sample Survey of Registered Nurses reports that the average age of nursing program graduates has risen to 30.5 years. And male nurses, while still only accounting for 5 to 7 percent of all nurses nationally, are becoming less concerned with stereotypes and more interested in the multifaceted, challenging opportunities the field can provide.

Sheila Smith Noonan is a New Jersey-based freelancer. She writes frequently on higher education and healthcare topics.

A Workplace Suited to Nurses of All Ages

The reasons why Baby Boomers and Generation-Xers enter the nursing profession — and what they value in a workplace — are as different as Frank Sinatra and Bruce Springsteen. In other words, there's a generation gap in the nursing profession.

On one hand, the Baby Boomers (born between 1946 and 1966) are often characterized as competitive yet loyal team players. On the other hand, Gen-Xers (born between 1967 and 1980) are said to be more independent and skills-oriented workers. What's needed is a Tony Bennett-type of middle ground. If hospitals can understand the two age groups' differences, they can respond with a work environment that appeals to both.

That's the core message presented by SetonWorldWide graduate Judy A. Cordeniz, M.H.A. '02 in her master's thesis and award-winning essay. Her study, "Recruitment, Retention and Management of Generation X with a Focus on Nursing Professionals," included a survey of working nurses and nursing students. Cordeniz is director of the Center for Continuous Improvement and Health Information Management at Holy Rosary Medical Center in Ontario, Oregon.

"Gen-Xers have been criticized for having a poor work ethic, when in reality, it's a different work ethic," Cordeniz observes. "Baby Boomer nurses place importance on feeling valued, while Gen-X nurses desire multiple training opportunities. A management style that doesn't take Gen-Xer values into consideration is going to have a difficult time attracting and keeping younger nurses. At the same time, hospitals can't afford to lose experienced nurses. It will take creativity, resourcefulness and

willingness to create a workplace that's attractive to both."

Flexibility was a key concept for the Oregon resident when she chose SetonWorldWide's online degree program, which enabled her to earn her degree from a remote location. And flexibility is going to be a key requirement in the workplace, Cordeniz has found. For nurses, that mix might include flexible scheduling, nontraditional benefits such as exercise facilities and onsite day care, continuing education opportunities and competitive pay.

Cordeniz's paper placed first in the prestigious 2002 Hill-Rom Management Essay Competition in Healthcare Administration. She was the first Seton Hall student to win the Hill-Rom award, which carried a \$3,000 prize, as well as a \$1,000 scholarship. Her research also was published in the *Journal of Healthcare Management*



Vital Signs for the Future

New initiatives at Seton Hall's College of Nursing attract students who seek a fulfilling profession with a wide array of job opportunities.

By SHEILA SMITH NOONAN

With a nursing workforce that is facing retirement, burnout or even both, the brightest hope for the future appears to be in cultivating a new generation of nurses. That's just what has been happening during the past two years at Seton Hall University's College of Nursing: It has experienced a dramatic surge in its number of nursing students. For the September 2001 and September 2002 classes, enrollment increased nearly 25 percent and 40 percent, respectively.

Compare that nationally, where there has been a modest enrollment upswing of about 3 percent, with an average increase of 7 percent in New Jersey programs. In the mid-1990s to 2001, undergraduate

nursing school enrollment, including Seton Hall's, had been declining about 5 percent each year.

Recently, the less-than-stable economy has reignited interest in nursing, particularly as a second career, notes Phyllis Shanley Hansell, R.N., Ed.D., F.A.A.N., dean and professor of the College of Nursing. With the intense competition in recruiting for nurses, jobs are plentiful. "We are overwhelmed by the number of applicants for our second degree program, which is designed for college graduates holding a baccalaureate degree in a non-nursing field. The program has more than doubled during the past two years," Hansell says.

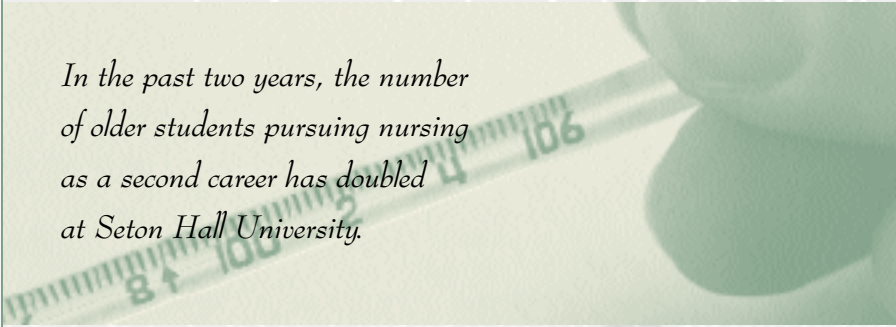
The College of Nursing's skills lab, state-of-the-art patient simulator, use of information technology and strong community health programs, as well as

Seton Hall's overall reputation, also are drawing applicants.

One of three nationally ranked nursing programs in New Jersey, Seton Hall's College of Nursing has the oldest baccalaureate nursing program in the state. Hansell, a faculty member since 1975, takes pride in the College's nearly 4,000 alumni and its ability to secure external grant funding. She and her faculty take seriously the challenge of offering programs and courses that both meet the needs of students and enhance the profession.

In addition to the baccalaureate degree and the R.N. to B.S.N. programs, the College of Nursing has several graduate programs, among them:

- four certificates in specialty areas, such as school nursing;



In the past two years, the number of older students pursuing nursing as a second career has doubled at Seton Hall University.

- five nurse practitioner programs that lead to a Master of Science in Nursing (M.S.N.);
- an M.S.N. bridge program for R.N.s who have non-nursing bachelor's degrees; and
- an M.S.N./M.B.A. program offered jointly with the Stillman School of Business.

Hansell considers the combined business program one of the College's most innovative offerings. "Hospitals traditionally place people with business degrees in positions where they make decisions that directly impact patient care," the dean says. "We're equipping students with nursing skills and business knowledge." The dean observes that the College "embraces the University's vision to prepare servant leaders in a global society. Nursing students and faculty alike reach out to humanity with caring compassion as leaders in health care and the broader community."

Two new Seton Hall initiatives focus on resolving different aspects of the nursing shortage. In southern New Jersey, where the shortage is more severe, Seton Hall is establishing a satellite second degree program. Located on the Georgian Court College campus in Lakewood, the program begins in May 2003, with financial

and clinical assistance from four area hospitals. A proposed program for a doctoral degree in nursing (still in development) addresses the looming shortage of nursing faculty.

"In the next five years, 60 percent of nursing faculty in New Jersey with Ph.D.s will be over the age of 60," Hansell notes. "In other parts of the country, nursing programs haven't been able to enroll students because of lack of faculty." The only current doctoral nursing program in New Jersey is at Rutgers University, and that program's emphasis is on research and theory. The doctoral program Hansell envisions at Seton Hall focuses on outcomes and evidence-based practice — an approach connected with the hands-on side of the profession.

According to Mary Jo Bugel, M.A., R.N., the College's director of recruitment, keeping the field healthy is dependent upon nursing schools, hospitals, the healthcare industry and government working together to meet the needs of healthcare professionals while promoting the opportunities. "People are looking for careers where you can make a difference and be fulfilled, and have strong prospects for securing good positions that are well-compensated," she says. "At Seton Hall, we are working to prepare nursing leaders at the bedside — and beyond."

THE BEDSIDE ADVANTAGE

There are definite benefits — for nurses and patients — when R.N.s in hospitals have smaller caseloads to manage. Two recent academic studies underscore the positive impact of maintaining low patient-to-nurse ratios.

- Researchers from the Harvard School of Public Health examined hospital discharge data of more than six million patients. They concluded that when R.N.s spend more time with patients, there are fewer complications such as urinary tract infections, upper gastrointestinal bleeding, pneumonia, shock and cardiac arrest.
- A smaller study by the University of Pennsylvania analyzed discharge data from about 232,000 patients and surveyed more than 10,000 nurses. Not only did patients have more favorable outcomes when the patient-to-nurse ratio was lower, but predictably, the nurses were less likely to experience job-related burnout.

Where to Learn More about Becoming a Nurse

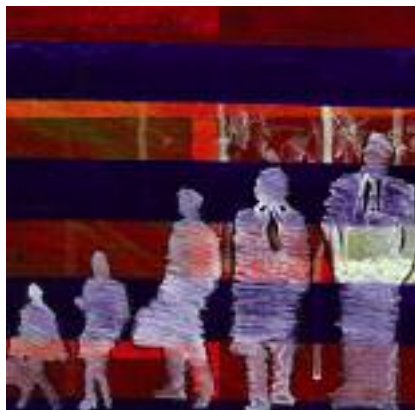
- Seton Hall University's College of Nursing: (973) 761-9285 or nursing.shu.edu
- Johnson & Johnson's initiative, the Campaign for Nursing's Future: www.discovernursing.com
- Nursing Spectrum: www.nursingspectrum.com

TEACHING THE IMPORTANCE OF

Integrity

A classical column with a briefcase on top, set against a dark blue background with a subtle radial pattern.

**FOR BUSINESS STUDENTS,
THE NEWS FROM THE CORPORATE
WORLD OFFERS LESSONS IN
THE IMPORTANCE OF CORE VALUES.**



**“AS A CATHOLIC UNIVERSITY, WE KNOW
THAT OUR RESPONSIBILITIES GO FAR BEYOND
TEACHING OUR STUDENTS THE MECHANICS
AND FUNDAMENTALS OF THEIR
CHOSEN PROFESSIONS.”**

**— KAREN E. BOROFF, PH.D.
DEAN OF THE STILLMAN SCHOOL OF BUSINESS**

BY JENNIFER R. HOPEK, M.A. '02

With corporate and CEO scandals continuing to dominate national headlines since the Enron Corporation's collapse a year ago, business schools have found themselves under intense scrutiny. Is boosting the bottom line the focus of business education? What are they teaching about ethics? “Not since the days of the insider-trading poster boy Ivan F. Boesky and the junk-bond king Michael R. Milkin have M.B.A. programs been so assailed for their role in preparing future corporate executives,” Katherine S. Mangan wrote in the September 20, 2002 issue of *The Chronicle of Higher Education*. She added that “many of the schools are scrambling to rewrite case studies” and “dust off their ethics lessons.”

This question of teaching business ethics has been of particular interest at Seton Hall University and its Stillman School of Business for the last several years.

THE CATHOLIC MISSION

Today's business students are attempting to understand how executives who have been models of success, who

have done so much good in so many ways, can step over the line and find themselves immersed in legal difficulties. The students often turn to faculty for guidance in finding the answers.

As questionable corporate practices make news, the media are paying closer attention to what business students are learning in the classroom — the training ground for tomorrow's corporate professionals.

“As a Catholic university, we know that our responsibilities go far beyond teaching our students the mechanics and fundamentals of their chosen professions,” says Karen E. Boroff, Ph.D., dean of the Stillman School. “Our mission involves educating students about leadership and ethics, and the importance of bringing core values to every decision they make and every interaction they face.”

For business schools, teaching ethics is a requirement for accreditation, but the accreditation guidelines do not spell out how it should be taught. Some schools weave it into coursework, others highlight it in special courses.

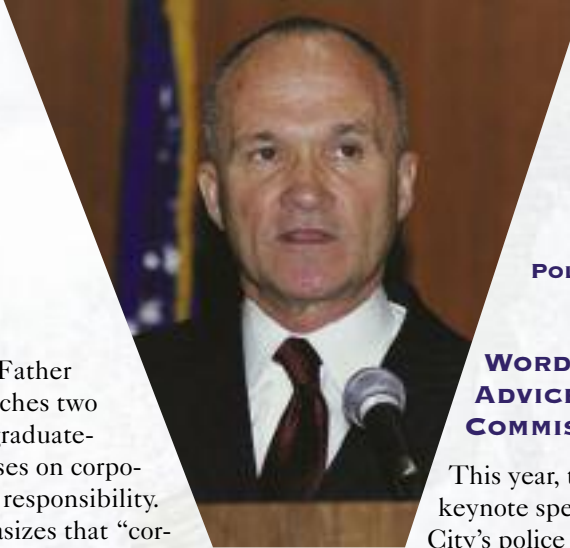
The Stillman School makes every effort to ensure that its courses and internships prepare students to meet

the increasing ethical challenges found in today's corporate environment. One constant — ever since the school opened its doors in 1950 — is a requirement to study business ethics in detail. There is a required course at both the undergraduate and graduate levels. Faculty employ textbooks as well as case studies to illustrate the concepts of ethical behavior and corporate responsibility.

“The use of case studies provides a rich set of experiences and thought-provoking problems,” Boroff explains. “The discussion and role-play involved in this type of instruction provide excellent opportunities for real-world learning.”

NURTURING AN ETHICAL APPROACH

At the Stillman School, and throughout Seton Hall, programs are structured to meet the University's goal of developing servant leaders in a global society. According to Reverend Robert S. Meyer, J.D., associate vice president for Student Affairs, “The first — and most important — step is helping students recognize, assess and address the needs of one another in an ethical



**“TAKE RISKS — BUT ALWAYS HOLD ON
TO YOUR VALUES.”**

**— RAYMOND W. KELLY, J.D.
POLICE COMMISSIONER, NEW YORK POLICE DEPARTMENT**

WORDS OF ADVICE FROM COMMISSIONER KELLY

manner.” Father Meyer teaches two required graduate-level courses on corporate social responsibility. He emphasizes that “corporations are only ethical when the individuals who work for them possess and foster ethical values. At Seton Hall, we work to instill and nurture those values.”

In 1994, the Stillman School established its Leadership Studies Program to enhance students’ talents in leading organizations — a vital component of shaping an ethical workplace environment. In their junior year, Leadership Studies students are paired with mentors to undertake specific projects; these mentors are corporate and community leaders as well as entrepreneurs from the School’s Leadership Council.

“Our students will be managing and leading organizations in the future, and will be entrusted with the livelihood of many people,” Boroff notes. “Part of the education and training for such a responsibility necessitates their understanding that they must do their work with the utmost integrity and professionalism. We are proud that our students have adopted their own behavior code, signaling to outsiders that they take the commitment to the University’s core values most seriously.”

Experiential learning is another way the Stillman School works to incorporate the values of integrity and professionalism into every aspect of students’ academic lives. Each fall, there is an Undergraduate Integrity and Professionalism Student Convocation. Now in its fourth year, this endeavor was developed to enable students to focus and reflect on the School’s core values.

This year, the convocation’s keynote speaker was New York City’s police commissioner, Raymond W. Kelly, J.D. He emphasized the importance of building organizational pride and the need for corporate social responsibility. “Ethical conduct and service should be the hallmarks of your career,” he told the students. “Organizational pride is built on integrity and the personal integrity of each employee.”

In fielding questions from the audience, Kelly advised the students always to “look at the bigger picture and be better than what you are expected to be. Take risks — but always hold on to your values.”

Described by Boroff as “a gifted leader and true public servant,” Kelly has spent 31 years in New York’s police department. Following the terrorist attacks of September 11, 2001, he was named to a national task force to increase airport security. During his career, he has been commissioner of the U.S. Customs Service and also has held high posts at Bear, Sterns & Co., Interpol and the U.S. Treasury Department. “He leads an incredibly complex organization, and our students

were afforded an extraordinary opportunity to learn from him,” the business dean noted.

As Boroff reflects on the recent corporate scandals, her message to business students is: “These are times of great learning. Stay true to your values and think about what you want your legacy to be 20 years from now. Your actions, whether they’re perceived as good or bad, can have a ripple effect. To be great citizens of the business world, start by being great citizens of the Stillman School.

“The events of the last several months, and the ethical lessons they can teach us, will become central to the teaching and learning at Seton Hall,” the dean adds. “Now, more than ever, we will continue to stress, and our students will continue to learn,

that integrity is the cornerstone for all of life’s endeavors.”



To further encourage open discussions on ethical issues, the Stillman School recently dedicated a room that students in the School’s six business clubs can use for meetings, lectures and other events. Gathering for the ribbon-cutting are Dean Boroff, several faculty members and students.

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Sports

Men's Basketball

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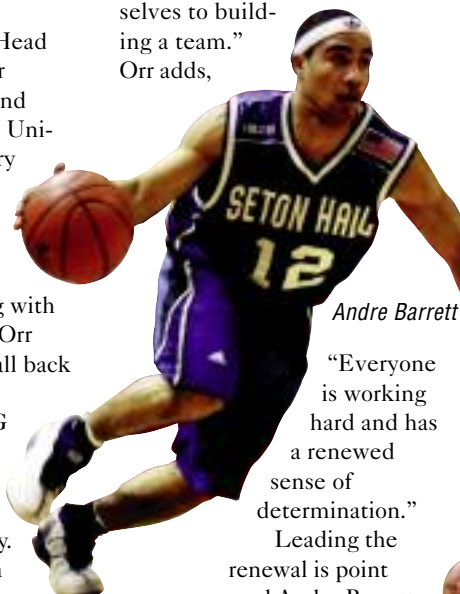
By Marie Wozniak
Assistant Athletic Director/
Communication

Men's basketball Head Coach Louis Orr entered his second campaign at Seton Hall University with a squad very suited to his system of up-tempo play and hard-nosed defense. Calling upon three returning starters, along with a solid recruiting class, Orr looks to bring Seton Hall back into contention in the always competitive BIG EAST Conference.

In his first season, Orr helped the Pirates gain notice immediately. Seton Hall came within one point (80-79) of shocking the college basketball world, taking top-ranked Duke down to the wire before losing in the EA Sports Maui Invitational in November 2001. That performance created high expectations for the squad, and led to disappointment when Seton Hall ended the year with a 12-18 record and a first-round loss in the BIG EAST Tournament.

The Pirates' record, however, is somewhat deceiving — seven losses were by four points or fewer, and two defeats were by a five-point margin. Included in that slate were two-point losses to Notre Dame and Syracuse and a four-point defeat against number 17-ranked Michigan State.

Orr views those efforts as positive indicators for the 2002-03 season. "There were very few games that we did not have a chance to win," he notes. "At our first post-season meeting, we looked at our wins and losses and realized that we're not that far away. Our guys know that they have to dedicate themselves to building a team." Orr adds,



Andre Barrett

"Everyone is working hard and has a renewed sense of determination."

Leading the renewal is point guard Andre Barrett, one of the league's

best players. The 5-foot-10 junior displayed his scoring ability last season, topping the team with 16.9 points per game (ppg), with all but two games in double digits. Handing out five assists per game, the lightning-quick Barrett will be the catalyst for Orr's up-tempo offense. "I want Andre to lead because he has the ball, and he's the guy who runs the offense," Orr explains. Andre also has another special ability — and desire: "He wants to get his

teammates involved," Orr says. "His ability to score is a positive thing, but Andre wants to help make plays for his teammates as well as himself."

John Allen, in his freshman season last year, emerged as one of Seton Hall's most consistent and productive players. At the seventh game last year, he earned a spot in the starting lineup and remained there for the rest of the season. The 6-foot-5 wing player is the team's second leading returning scorer (11.4 ppg) and leading returning rebounder (5.5 rpg), having earned

BIG EAST All-Rookie honors in 2002. Since Seton Hall has more size in the

frontcourt this season,

Allen should be able to concentrate on perimeter play and being a key player on the break.

The team's deep group of guards gives Orr a

number of outstanding backcourt options. Freshman Donald Copeland can play either guard spot, allowing

Orr to take advantage of Barrett's scoring ability by occasionally moving him off the ball. Copeland, an All-State selection from New Jersey powerhouse Saint Anthony High School in Jersey City, has a reputation as a solid on-

the-ball defender. A proven three-point shooter, the 5-foot-10 player gives the Pirates another outside scoring threat.

Shooting guard Desmond Herod provides the Pirates with

a great deal of energy and athleticism. As one of the more vocal players on the team, the senior also will be counted on for his leadership. Orr

expects Herod to average double figures in mere

minutes while contributing to the Pirates' scoring from the perimeter.

Marcus Toney-El lends experience and flexibility to the group since he can contribute in either the number three or four spot. Orr sees the junior as a "jack-of-all-trades." Toney-El has had success as a slashing-type scorer, but he also can be a key performer on the other end of the court, with the skills to be one of the team's top defenders.

Andre Sweet became eligible to play for the Pirates this season after transferring from Duke in 2001. The 6-foot-6 wing player, who was Barrett's teammate at Rice High School, brings great versatility as an inside or outside scorer. Sweet practiced with Seton Hall last year; he is familiar with the system and is looking for more game experience.



Desmond Herod



John Allen

Freshman J.R. Morris, from Milwaukee, was a finalist for McDonald's All-America honors. The 6-foot-6 wing player is considered a good finisher who can hit the outside shot, but also can beat opponents off the dribble. The versatile Morris can help the Pirates at either the number two or three position.

Although senior Raheem Carter saw limited playing time in his first season last year, he is a tough competitor. Carter leads by example, constantly pushing others to perform during practice. This season, Orr hopes to use the 6-foot-3 guard more frequently in the rotation. Senior Jamar Wise and junior Jerel Cokley also return after earning spots on the squad last season as walk-ons, giving the team even more depth.

The Pirates' frontcourt will be tested this year. Although Orr has added some talented newcomers, the young group is short on game experience. Senior Greg Morton, the most seasoned forward, is the team's third starter from last year. However, his return to the starting lineup may be delayed by his rehabilitation from post-season shoulder surgery. Although Morton missed a few early-season games, he has recovered and is back on the court. The 6-foot-7 senior will be looked upon to provide leadership and experience to the young group of frontcourt players. The Pirates' "blue-collar" player, Morton has a

tremendous work ethic and prides himself on defense and rebounding.

Junior Damion Fray, one of the most tal-

ented and athletic players on the roster, is the one whom Coach Orr feels is

the team's "x factor."

Fray can play either forward or center and is a good inside scorer who can rebound and block shots. The 6-foot-8 forward showed glimpses of his potential last year and worked hard on his game in the off-season, so Orr is hopeful that this will be Fray's breakthrough year.

For his first full recruiting class as head coach, Orr has brought in a talented frontcourt group. Kelly Whitney, a 6-foot-8 forward and All-State selection from Chicago, enrolled at Seton Hall in January 2002 and practiced with the Pirates during the second half of the season. He and Morris were teammates at Christian Faith Center Academy in North Carolina. Whitney has the tools needed to be one of the Pirates' best inside scorers while bolstering the team's rebounding, which was a weakness last year.

Also expected to help the team's rebounding efforts is freshman Eric Davis, a 6-foot-9 forward from Camden High School. Named an Honorable Mention All-America by *Street & Smith's*, Davis is a particularly good post defender, giving the squad a strong, physical player down low.

Alex Gambino, a 7-foot center, came to Seton Hall last year but redshirted in his freshman year. Having gained a great deal of strength and confidence during that year, he provides the Pirates with a physical presence.

Overall, Orr is confident that the lessons learned last year will help the Pirates during the season. "Our team is very determined and focused. I expect us to be a better defensive team and use our quickness and athleticism, playing a more in-your-face defense," he says. "With our perimeter depth, plus our quickness and the ability of the big guys to get up and down the floor, we'll be a more versatile team. We want to diversify and generate offense from our defense and rebounding, while trying to increase the tempo."

In the season opener, the Pirates defeated San Francisco 77-51 — the team's largest winning margin (26 points) since Orr became head coach last year. Another early season win against St. Francis, in which the

Coach Orr on TV

Catch the *Seton Hall Basketball Show* with Louis Orr on Thursdays at 6:30 p.m. throughout January and February on the YES Network. Hosted by local sportscaster Bob Papa, the show provides fans with exclusive insights into Seton Hall basketball and the University's athletic programs.

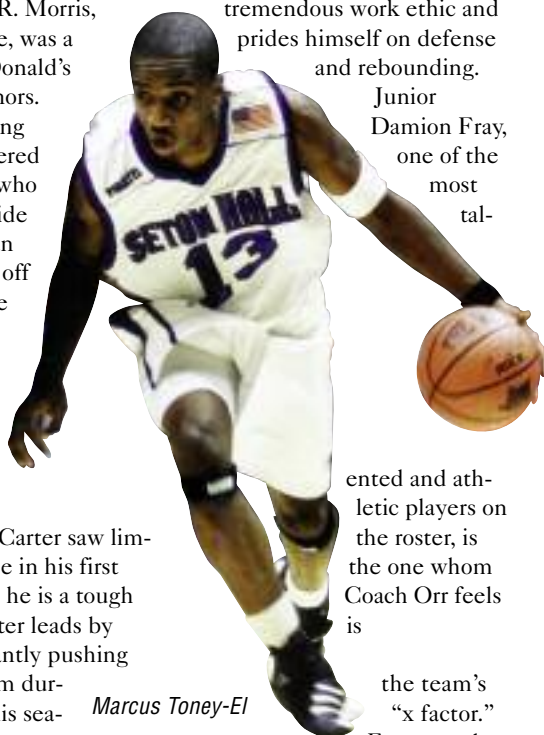
Pirates shot an impressive 54.4 percent from the floor, is a good indicator of the team's

ability to compete in the BIG EAST, as was its win over Monmouth, a traditional rival.

"The good thing about this team is we have a very competitive environment," Orr says. "I look to play nine or 10 guys every game to keep defensive energy up throughout the game. We have a number of players who can help us win. They are not all going to score 20 points, but we have players who can do other things that also

Greg Morton

are important. My goal is to be a high-



Marcus Toney-El



Greg Morton

are important. My goal is to be a high-

Women's Basketball

Pirates Prepare to Build on Last Season's Success

By Jeff Andriesse
Associate Sports
Information Director

After overcoming unexpected adversity last year, the Seton Hall University women's basketball team finished 15-14, the second winning season in a row. When Leslie Ardon, the team's top player, suffered a season-ending knee injury on January 1, 2002, the Pirates needed — and received — extra effort from her teammates. As a result, the progress made by several individuals has set the stage for what could be a breakthrough season.

Head Coach Phyllis Mangina '81 welcomed back a slew of talent for her 18th season. Ardon is playing again, having healed from the torn ACL she suffered during a practice a year ago. Before her injury, she was leading the Pirates in scoring and rebounds and was on her way to becoming one of the top players in the BIG EAST Conference. Now a senior, she is determined to succeed in her final season. A 6-foot-2 natural athlete who can play either forward spot and defend all five positions on the court, Ardon is one of the nation's most versatile and valuable players. "Leslie has worked harder than any injured player I've ever had," Mangina says. "I really think she's going to have a terrific season."

Although Ardon's injury was unfortunate, it created an opportunity for others to hone their skills, particularly Ardon's classmates, Simona Burgess and Cecilia "Cicci" Lindqvist. Coming off career seasons, Burgess and Lindqvist make up the starting backcourt in 2002-03.

Last year, Burgess earned the team's most improved player award after leading the Pirates in assists and setting career highs in almost every category. Free of injuries for the first time in her career, she felt her confidence soar. Burgess will look to score more this season and continue running the offense successfully. "Simona had a breakout year as a junior," Mangina notes. "We saw her look for her shot more, but her most important role will continue to be as a distributor and a defender."

Lindqvist averaged a team-leading 12 points per game (ppg) at shooting guard. At 6-foot-1, she can slide into the forward spot, and also possesses exceptional ball-handling and passing abilities that complement her outside shooting skills. "Cicci really stepped it up when Leslie was injured," Mangina notes. "We saw glimpses of just how good an offensive player she can be."

While the play of these three seniors is one of the season's keys, how Mangina fills in the rest of the frontcourt will

determine how far this team will go. With junior Charlene Thomas back at the power forward spot and Duke transfer LaNedra Brown at the center or third forward position, the amount of talent that could be on the floor at any time is intriguing.

The 6-foot-2 Thomas continues to grow into an unstoppable post player. Last year her raw talent resulted in 11.3 ppg and a team-best 6.6 rebounds (rpg), but she was plagued by inconsistency and nagging injuries. With her natural ability, Thomas could enjoy a breakout season.

Meanwhile, Brown is a 6-foot-2 inside presence who can score in an efficient manner and in a variety of ways. With a year of practice behind her, she will be asked to step up and help fill the gap left by the graduation of Susan Murray '02, the 6-foot-4 center. "LaNedra really gives us a good offensive presence, and she can score

Mangina has a deep group of swing players and forwards, and can experiment with different lineups. In addition to Ardon, Thomas and Brown, the coach also plans to find playing time for 5-foot-10 sophomore Ashley Bush. By the end of her freshman season, Bush had evolved into a force; she was third on the team in rebounds (5.1 rpg). This year, she is ready to play a major role. "Ashley surprised some people, but our coaching staff knew what kind of player she could be," Mangina notes. "She can do a little bit of everything and will be

a very important player for us." Bush's push for serious playing time likely will be realized at the number three position, with Ardon moving to the power forward spot on occasion.

Junior swing player Tine Duelund, who played a limited role off the bench last season, also can handle several positions. At 6-foot-2, freshman Julie Costello adds another power player underneath. A promising prospect out of Grand Ledge, Michigan, Costello could be a key contributor.

While the battle for playing time will be interesting, the team's "x factor" very well could come from the backcourt: junior Melissa Langelier. Able to play both guard positions, Langelier was up-and-down during her first year in South Orange after transferring from Kentucky. As the season progressed, her talents shone, and she became one of the team's best passers



Leslie Ardon



Cecilia Lindqvist



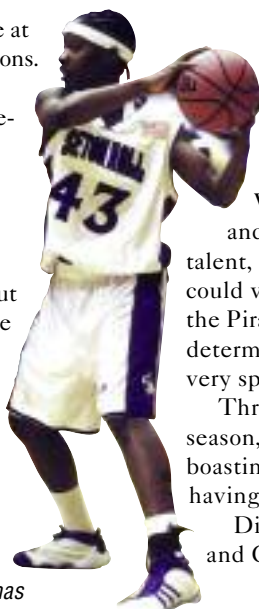
Simona Burgess

and outside shooters, averaging 8.6 ppg and hitting 40 three-pointers. She also proved to be a gritty defender.

Sophomore two-guard Asia Carroll struggled as a freshman but has the talent to play a more prominent role this year. She averaged 2.7 ppg and shot 24.1 percent, numbers that are sure to increase with maturity and practice for this gifted guard.

The Pirates welcomed the arrival of two New Jersey student-athletes to the guard roster. Monica Johnson and Keri Shutz came with tremendous credentials, and each one will have the opportunity to

earn playing time at both guard positions. Just 5-foot-3, Johnson nevertheless averaged 27 ppg during her illustrious high school career in Wildwood. The 5-foot-7 Shutz, out of Edison, is more of a pass-first point guard, but has a good outside shot and an excellent feel for the game.



Charlene Thomas

Mangina's returnees have all battled adversity, improved their games and shown flashes of even better things ahead. With a healthy team, and an infusion of new talent, the 2002-03 season could very well turn all of the Pirates' promise and determination into something very special.

Three weeks into the season, the team already was boasting a winning record, having defeated Fairleigh Dickinson, Coppin State and California. While

additional match ups against top-ranked teams such as Notre Dame and Connecticut could prove challenging, the Pirates are determined to work together to make the 2002-03 campaign a season to remember.

"Our senior and junior classes give us great leadership and our young players can really make a difference," Mangina says. "Our players have a good chemistry and are very talented and determined. This team is hungry and is looking forward to playing in the postseason."

Seton Hall Basketball Alumni Discount Days

Join alumni and Pirate fans in taking advantage of this special offer to purchase discounted Seton Hall University men's and women's basketball tickets for selected games.

Men's Basketball at Continental Airlines Arena

Sunday, February 2 vs. Rutgers

Game time: Noon

of tickets _____ x \$11 = _____

Saturday, February 15 vs. Pittsburgh

Game time: Noon

of tickets _____ x \$11 = _____

Women's Basketball at Walsh Gymnasium

Sunday, February 9 vs. Rutgers

Game time: 2 p.m.

of tickets _____ x \$5 = _____

Wednesday, February 19 vs. Boston College

Game time: 7 p.m.

of tickets _____ x \$5 = _____

TOTAL = \$ _____

Payment method: *(please circle one)*

Check

American Express

MasterCard

Visa

Card # _____ Exp. Date _____

Signature: _____

Name: _____

Address: _____

City: _____

State: _____ Zip: _____

Daytime phone: _____

E-mail address: _____

Please mail this form and your check to:

Athletic Ticket Office
Seton Hall University
400 South Orange Avenue
South Orange, NJ 07079

*Or you may fax this form
if you are paying by credit card:
(973) 275-2230.*



Pirates in Print

This new department features a selection of recently published books by Seton Hall University faculty, alumni, students and staff, as well as books about the University. For consideration, send review copies to Carol Stavvaka, editor-in-chief, Seton Hall University Magazine, 457 Centre Street, South Orange, NJ 07079.

The Pact: Three Young Men Make a Promise and Fulfill a Dream

by Sampson Davis '95, M.D.,
George Jenkins '95, D.M.D.,
and Rameck Hunt '95, M.D.,
with Lisa Frazier Page
(Riverhead Books, \$24.95)

From the moment they met at University High School, one of Newark's three magnet high schools, Davis, Jenkins and Hunt were committed friends. Instead of a life riddled with crime, violence and drugs, these young men vowed that their lives would be different. And how would they ensure such a path? By sticking together — through thick and thin — to realize their dreams of becoming doctors.

Thanks to Seton Hall University's Pre-Medical/Pre-Dental Plus Program, one of several programs under the auspices of the University's Educational Opportunity Program, Davis, Jenkins and Hunt were able to pursue their dreams. In telling their story of wanting more out of life, the "three doctors" have written a book that also speaks to overcoming stereotypes based on race or which side of town you live in, while reflecting on setting and accomplishing major life goals.

Jenkins, who sported a seriously crooked set of teeth as a child, developed a curiosity about dentistry. He became the impetus behind the dream. As he related in

The Pact, "Until that moment, when I heard about the program [Pre-Medical/Pre-Dental Plus] from the recruiter, I had no real plan. I knew I was going to college. That was it ... I could hardly believe my ears. I thought to myself: *Free college. Free tutoring. Help getting into dental school ... This is the way to do what I've always wanted to do.*"

Jenkins lobbied his two friends about the opportunity. Although initially reluctant, they finally gave in. "We would apply to Seton Hall, go to college together, then go to medical school

and stick with one another to the end," Jenkins wrote. "We didn't lock hands in some kind of empty, symbolic gesture. Nor did we think much further ahead, like what would happen if one of us got accepted and others didn't.

We just took one another at his word and headed back to class without even a hint of how much our lives were about to change."

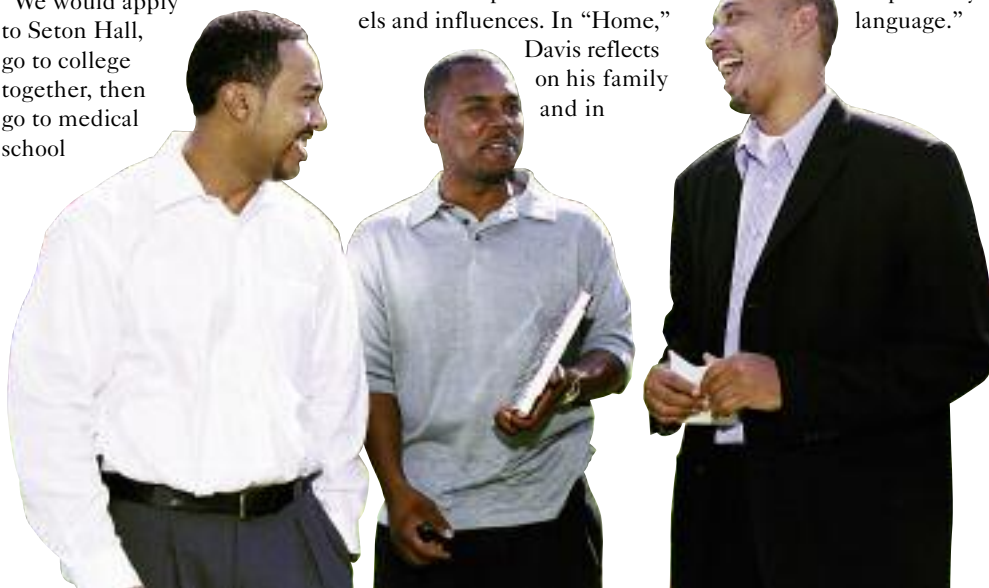
Using a personal essay format, the three doctors take turns writing the chapters, each chapter reflecting on a specific topic, including peer pressure, giving back and perseverance. In the chapter titled "Dreaming Big," Jenkins shares with readers his childhood interest in becoming a dentist and how he surrounded himself with positive role models and influences. In "Home,"

Davis reflects on his family and in

"Ma," Hunt credits his grandmother as being the steadiest person in his life. The three authors also delve into their adolescence, revealing what it was like to grow up in urban New Jersey as young, black men determined to advance their education.

The three young men were among 10 students accepted in 1991 into the Pre-Medical/Pre-Dental Plus Program, which begins the summer before freshman year. There they met their "earth angel," student development specialist Carla Dickson. All three credit her with helping them stick together and complete the Seton Hall pre-professional program as well as staying the course through medical and dental school.

In the chapter "A Different World," Hunt recalls: "My freshman year at Seton Hall was like living in a foreign country where few people looked like me or spoke my language."



The three doctors returned to the South Orange campus for University Day 2002, where they signed copies of The Pact. They are (from left) Sampson Davis '95, M.D., Rameck Hunt '95, M.D. and George Jenkins '95, D.M.D.



Hunt autographs a copy of the book that made the New York Times' best-seller list last fall.

Struggling to fit in, he initially met with some disciplinary problems after a fight broke out in a residence hall. Supportive letters from Hunt's professors and Dickson afforded him another chance. "I recognized that I needed to change," he writes. "If I let my best friends down and blew this opportunity to get a college education, I could blame no one but myself."

After graduating from Seton Hall in 1995, Davis and Hunt enrolled in medical school at UMDNJ in Piscataway, while Jenkins entered dental school at UMDNJ in Newark. It was the first time during "the pact" that the three were separated, but each dealt with the situation by keeping his nose to the grindstone. In "Perseverance," Davis tells of his desire to succeed despite difficult times: "Medical school was one of the roughest periods of my life. Something unexpected was always threatening to knock me out of the game: family distractions, the results of my first state board exam [he failed], the outcome

of my initial search for a residency [he was placed in a specialty that was not his first choice]. But through determination, discipline and dedication, I was able to persevere."

In fact, all three persevered and continue to do so. In their native Newark, they have formed the Three Doctors Foundation. It offers scholarships to inner-city youths and supports after-school programs (see www.threedoctors.com). In 2000, they were honored at The Essence Awards, which pay tribute to African-Americans from all walks of life who make a difference in their local communities — and the world. (Their story was featured in the Winter 2001 issue of the *Seton Hall University Magazine*.)

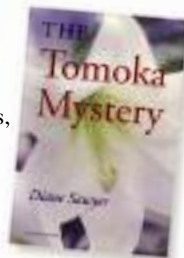
This book is uplifting, and for all those who dream big, the three doctors even offer tips. Their motivation in writing it was to reach young people who feel they don't have the opportunities and friendships to succeed. To this, the three doctors simply say: "Believe in yourself."

— Shannon Rossman Allen

The Tomoka Mystery

by Diane Sawyer, M.A. '65, Ph.D. (Avalon Books, \$19.95)

In this third installment of Sawyer's Montauk Mystery Series, Lilli Masters and New York City detective Zack Faraday rekindle their relationship, which began in *The Montauk Steps*. They journey to Daytona Beach to hunt Benjamin Voda, a cold-blooded killer. Posing as a couple who are in town to visit Faraday's sister and to photograph Harley-Davidson enthusiasts at Bike Week, the two soon find themselves in the midst of not only bikers but orchid collectors, alligators — and murder. For more information on the author, see the Winter 2001 issue of the *Seton Hall University Magazine*.



Silent Witnesses in the Gospels: Bible Bystanders and Their Stories

by Allan F. Wright '86/M.A. '97 (Servant Publications, Inc., \$11.99)

Wright was honored as the 2000-01 Archdiocese of Newark's Educator of the Year (he teaches at Union Catholic Regional High School in Scotch Plains) and is a



member of the Father Judge Center in Stirling, which offers young adult ministries. The alumnus has authored a biblical journey of imagination, focused on 26 people who are

never quoted directly in the New Testament, but are nonetheless an important part of the story of Jesus Christ and, thus, Christianity. From the servants whom Jesus commanded to fill the jars when He turned water into wine, to the woman with the alabaster jar who anointed His feet, Wright considers the lives these "silent witnesses" to the gospel might have lived, and what lessons we might learn from them.

A Woman's Guide to Successful Negotiating: How to Convince, Collaborate & Create Your Way to Agreement

by Lee E. Miller, J.D. and Jessica Miller (McGraw-Hill Trade, \$14.95)

For many women, the art of negotiation is not an innate skill, but is something that must be learned — and practiced often. The best negotiators are those who know how and when to use various strategies to get results. Drawing from the insights of successful women from all walks of life, this father-daughter team summarizes the most effective strategies in a step-by-step guide. Lee Miller is an adjunct professor of management in the Stillman School of Business and a corporate negotiator; Jessica Miller is an investment banker. They provide practical advice and proven tactics that women can apply in almost any personal or professional situation, from buying a car to campaigning for a pay raise.



The 24-Carrot Manager

by Adrian Gostick, M.A. '00
and Chester Elton
(Gibbs Smith, \$18.95)

This companion book to *Managing with Carrots* (see the Winter/Spring 2002 issue of the *Seton Hall University Magazine*) further explores the ways executives can unleash human potential, even when the economy isn't humming along. By providing solutions and strategies for improving employee commitment and profitability, the book offers valuable reward strategies for today's business leaders. The authors work for the O.C. Tanner Recognition Company, a leading employee-recognition firm. The case studies they have chosen demonstrate strategies for picking the right reward (or "carrot") for each employee to achieve the desired results, as well as the right time to give these rewards.

Carnegie

by Peter Krass, M.A. '94
(Wiley and Sons, \$35)

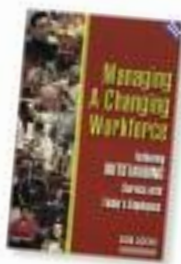
The great-grandson of a Carnegie steel mill worker, Krass offers an insightful look into the life of Andrew Carnegie, whose reputation as both a rapacious industrialist and renowned philanthropist remains one of

the greatest contradictions of the Gilded Age. The first biography of Carnegie in 30 years, this book examines the life of this Scottish immigrant who was raised in poverty in Pittsburgh, became a titan in the steel industry and then donated most of his immense wealth to establish free public libraries and benefit numerous public institutions.

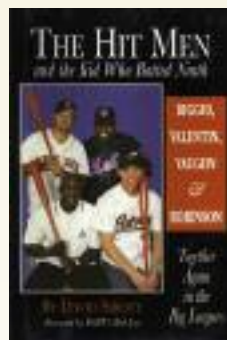
Managing a Changing Workforce

by Bob Losyk '67, M.A. '69, M.B.A.
(Workplace Trends Publishing Co., \$24.95)

Losyk details the changing factors that will affect the workplace over the next 20 years, including the growing numbers of older workers, women and minorities. This increased diversity creates new challenges for employers seeking to build cohesive team environments. This book highlights ways to better manage workers based on their individual needs — and the needs of the company. The alumnus also offers insights into recruiting and hiring the right employees, as well as implementing feedback systems and rewards that benefit the entire organization. President and CEO of Innovative Training Solutions, Inc., Losyk travels worldwide as a speaker, trainer and consultant.



Last summer, Jo Renee Formicola, Ph.D., professor of political science at Seton Hall University, traveled to Rome, where she met with Pope John Paul II and presented him with a copy of her book, *Pope John Paul II: Prophetic Politician*. In her book, a political study of the Pope and his call for higher values as the basis for politics, Formicola analyzes the relationship between religion and politics and examines the Pope's efforts to advance human rights, as well as social and economic justice throughout the world. Her book places Pope John Paul II in the context of other transformational religious leaders, including Mahatma Gandhi and Martin Luther King Jr. (Georgetown University Press, \$19.95).



Just Released!

The Hit Men and the Kid Who Batted Ninth

by David Siroty, former
Seton Hall sports information
director (Diamond
Communications, \$26.95)

To be Featured in the Next Issue:

Seton Hall Pirates: A History of Men's Basketball

by Alan Delozier, M.A., M.L.S.
(Arcadia, \$19.99)

Seton Hall University's archivist recounts the exciting history of the men's basketball team over the past 100 years, spotlighting the players and coaches who have made Pirate basketball what it is today.

A black and white portrait of Linda Hsu, Ph.D., a woman with dark hair and bangs, smiling. She is wearing a dark, textured jacket over a dark top. The background is dark and out of focus.

THIS IS WHERE I LEARNED

that MAKING a DIFFERENCE
is more IMPORTANT
than MAKING a STATEMENT.

"Scientists can be very competitive and quick to make sweeping theoretical statements," says Linda Hsu, Ph.D. "In our rush to discover and publish, we sometimes lose sight of the fact that doing good science also means making good scientists. Much of my work at Seton Hall involves mentoring young biologists. If I can help them realize just a little bit more of their professional and human potential, then I've made a difference in the world of science, and the world at large."

WHERE LEADERS LEARN



SOUTH ORANGE, NEW JERSEY www.shu.edu



Alumni Standouts

As Chaplain and Captain, He Serves God and His Country

Before becoming a priest, Reverend James A. Hamel '88, M.Div. '92/M.A. '99 anticipated the day when he would look out from the altar during Mass to see a church packed with people listening to the Word of God. While often envisioning this joyous moment, he never imagined he would some day experience such an uplifting scene while serving in the midst of a war being waged on foreign soil.

But this is precisely what happened when Father Hamel, a U.S. Air Force captain and chaplain, was deployed to Uzbekistan in late 2001 to minister to troops serving in Operation Enduring Freedom.

The route Father Hamel took to become the first Catholic priest on the front lines of this war began in his boyhood many years earlier in South Orange. His family lived just blocks from the Seton Hall University campus, and he graduated from Columbia High School. Knowing he wanted to become a priest, Father Hamel recalls that his decision to enroll at Seton Hall was easy. "I grew up with an appreciation for Seton Hall and knew that The College Seminary at Saint Andrew's Hall had a great reputation," he says.

Remaining at Seton Hall for eight years, he earned a Bachelor of Arts in 1988 and a Master of Divinity in 1992. "It was a wonderful experience," Father Hamel says. "I received affirmation, day in and day out, that I had found — and was pursuing — my calling." Along the way, Monsignor Robert Sheeran '67, University president (who at the time was the rector of The College Seminary — Saint Andrew's Hall) offered him support and encouragement. Father Hamel notes that "Monsignor Sheeran was a great example to the seminarians, and his commitment to servant leadership inspired us all."

After being ordained for the Archdiocese of Newark in May 1992, Father Hamel was assigned to Our Lady of Fatima Roman Catholic Church in North Bergen. He quickly became active in the community, as a chaplain to North Bergen's police and fire departments.

Almost immediately, Father Hamel discovered a deepening interest in ministering to public service professionals. "There's something about the structure and discipline surrounding these kinds of jobs that I enjoy," he notes. "The work is very difficult, but there's an incredible sense of cohesion and a profound sense of purpose that seems to motivate everyone within the organization."

Over the years, as he was reassigned to other parishes, including Church of the Holy Trinity in Westfield and Our Lady Queen of Peace in Maywood, Father Hamel also served as chaplain to the Hudson County Prosecutor's Office, the Hudson County Chiefs of Police and the Maywood Police Department. In what little spare time he had, he returned to Seton Hall to pursue a master's degree in systematic theology, graduating in 1999.

Father Hamel so enjoyed his duties as a chaplain that he soon felt called to expand this role. In 2000, he approached The Most Reverend Theodore E. McCarrick, Ph.D., D.D., Archbishop of Newark (now His Eminence Theodore Cardinal McCarrick, Archbishop of Washington) about his interest in becoming a chaplain in the U.S. Air Force. With the Archbishop's support, Father Hamel was released from his service in New Jersey in June 2000 to begin service in the military.

At Maxwell Air Force Base in Montgomery, Alabama, the priest underwent a rigorous eight-week training program to prepare for becoming both a chaplain and an Air Force captain. "It was certainly rough at times, but I never questioned my decision," Father Hamel affirms. "I knew that this was what I had been called to do."

In August 2000, the chaplain headed for his first duty station, at Grand Forks Air Force Base in North Dakota. There, Father Hamel was responsible for all of the Catholic programs, ministering to one-fourth of the 9,000 people living on base. He also served as chaplain to the pilots, co-pilots and boom operators stationed there. These fliers "had an incredibly hard job," Father Hamel acknowledges, "and they greatly appreciated having someone available to offer them counseling and guidance."

Although as a captain he is a high-ranking officer, Father Hamel says that "for the most part the troops see me as a chaplain first. To them, I am Father Jim." But being a commissioned officer also enables the priest to understand some of the challenges his fellow soldiers face. "I'm experiencing some of the same things they are. I'm there to listen to them and help shoulder their burdens — encouraging them in a way that will help them find peace and focus on their jobs," he explains.

In September 2001, as America launched its war on terrorism, Father Hamel was deployed to the central Persian Gulf, to Qatar's Al Udeid

"For the most part, the troops see me as a chaplain first. To them, I am Father Jim."



A visit from the Most Reverend Edwin O'Brien, Archbishop for the Military Services (right), greatly lifted the spirits of the troops stationed at the Al Udeid Air Base in Qatar. "He was indeed a great morale boost on base. They were so honored that he visited," says Reverend James A. Hamel '88, M.Div. '92/M.A. '99 (left).



When temperatures dipped below zero, as they often did, Father Hamel was especially thankful for his wool hat while serving at Camp Stronghold Freedom in Karshi-Khanabad, Uzbekistan.

Air Base. Although he clearly recognized the possibility of danger, he also felt a sense of excitement when he learned of his assignment. "Being deployed is a great ministry, a chance for me to really make a difference in the lives of those who are dutifully serving our country," he says.

Upon arrival, Father Hamel helped set up a tent city for the soldiers as part of the base's expansion. "There are tents that serve as the living quarters, mess hall, latrines, showers, even a movie theater and chapel," he explains. Although such living conditions are primitive at best, certain technologies added a modern feel to the temporary town: "The tents are equipped with electricity, some even have Internet connections," Father Hamel says.

It wasn't long before he was sent out from the base to the front lines in Uzbekistan, the first Catholic priest to be deployed there. Camp Stronghold Freedom is located in Karshi-Khanabad, a former Taliban stronghold that became a logistics hub for the U.S. airstrikes in Afghanistan. Father Hamel was overwhelmed by the warm welcome he received from the troops. "They were so grateful to have a Catholic priest in their midst," he recalls.

Despite being away from friends, family and the comforts of home, the troops remained positive, according to Father Hamel.



A military tent served as the base's chapel in Qatar. The inside view shows the chapel's sparse but functional furnishings.

"I was impressed by the extent to which they were focused and dedicated to accomplishing the mission," he remembers. "Spirits were high despite the threat of war and constant danger."

Perhaps most impressive to Father Hamel was their steadfast faith. "The simplicity and genuineness of their faith was so touching," he recalls. "The young troops were so grateful and patiently waited to talk to me." He remembers watching with great joy as the troops came to Mass and later lined up to receive the Sacrament of Reconciliation.

Another heartwarming moment occurred during a Christmas party. The organizers had invited an Uzbek soldier and his 6-year-old son. "After saying grace, the son and the father were the first two people in line for food," Father Hamel says. "Although the spread was certainly not fancy — it was your typical mess hall fare — they were so thankful to have been included in our celebration."

A few days later, while awaiting transport back to Qatar after his service on the front lines, Father Hamel met with Monsignor Sheeran in Germany. "It was a great comfort to see a familiar face from South Orange while serving overseas," he remembers. "I was immediately reminded of the guidance and support he had given me so many years before. That strengthened me."

After returning to Grand Forks for a brief period, Father Hamel was reassigned to Osan Air Base in South Korea. He is pastor to the hundreds of Catholics who are stationed there, and also serves as a chaplain to the broader community on the base. He and his parishioners offer a social outreach program to a Korean orphanage and retirement home, and also are helping build a Catholic church in a nearby mountain village. "Being deployed is certainly a challenge. You must learn to adapt to working with new people under new conditions and in an unfamiliar environment," he says, "but I feel honored and privileged to serve God — and my country — in this special way."

— Carol Stavrakas

Her Calling to Healthcare Ministry Began in Law and Music

Reverend Christina Hindley, J.D. '84, M.Div. has found her calling in life: serving as chaplain and director of pastoral care at White Plains Hospital Center in New York State. But the road she traveled to become a spiritual leader in the healthcare field was anything but direct.

Growing up in Mercer County, she attended Trenton State College (now The College of New Jersey), where she majored in music education. As a student-teacher in the early 1970s, she learned that she especially enjoyed working with adults — a revelation that led her upon graduation to forgo teaching music and instead enter the business world, first in banking and later as a paralegal.

While working at the law firm of Destribats & Hamilton in Hamilton, New Jersey, she came into contact with several Seton Hall University alumni — Jay Destribats, J.D. '64, Richard Hamilton, J.D. '74, Anthony Massi '75/J.D. '78 and Michael Paglione, J.D. '78. “These colleagues

encouraged me to go back to school for my law degree,” she says. “And they spoke so highly about Seton Hall’s law school.” So, she started making the trek to Newark for classes, not knowing that the law school experience would significantly change her life.

“While I always considered myself to be a critical thinker, I often viewed the world in terms of black and white, right or wrong, good or evil,” Reverend Hindley explains. “I quickly learned that no issue can be resolved that simply. The Law School courses opened my eyes to unending shades of gray, teaching me to argue both sides of an issue. Issues in law, just like issues in life, are not black and white. Critical thinking requires effort, humility and genuine care for others. Seton Hall School of Law elicited those qualities, challenged my world view and changed my life.”

While her critical thinking skills were being challenged in the classroom at night, she was putting her education to good use during the day. She worked for the New Jersey Economic Development Authority (NJEDA), which provides loans and issues tax-exempt bonds to help the state’s companies start or expand businesses. She monitored whether the companies created jobs and did what they promised to do with these public funds.



At the Seton Hall University School of Law, where she earned her law degree before becoming a minister, Reverend Christina Hindley, J.D. '84, M.Div. found that a focus on ethics and accountability resonated throughout the curriculum.

“I try to help people find answers to their questions about life, death, suffering and hope without imposing my beliefs on them.”

“I remember being affected at Seton Hall by the Professional Responsibility and Ethics class,” Reverend Hindley says. “The essence of this course — the need to be vigilant in our efforts to behave ethically and to be accountable — resonates throughout the Law School curriculum, and applies not only to the legal profession but to the corporate world and religious life as well.”

After graduating with a law degree in 1984, she continued working for the NJEDA and launched a part-time, private law practice, specializing in estate settlements, wills and living wills.

Looking back, she realizes that while meeting with clients whose loved ones had died, and listening to their family stories, she was facilitating their grief process.

In 1989, Hindley turned 39, the same age her mother was when she died. The attorney found herself doing some serious soul searching. “I was happy with my life,” she says, “but I felt that there was something else I was supposed to do.”

In 1991, while in Atlanta for a conference, she spent a week at a Christian commune that ministers to the homeless. She later attended an open house at the Columbia Theological Seminary. At the end of her two-week stay in Atlanta, she was ready to enroll at the Presbyterian seminary. She says, “The education in ethics that I received at Seton Hall,” she says. “My

world view and belief system were challenged once again. It was here that I learned how God is at work in the world and the part I was called to play in that work.”

Her eyes were opened on many fronts at Columbia Theological Seminary. She calls a hospital visitation course a “redemptive experience,” for it made her realize, she recalls, how she could “bring all my life experience to ministry and help people find strength and cope with their illnesses.”

Following graduation, Reverend Hindley completed a one-year residency with the Tri-Hospital Clinical Pastoral Education Center in Atlanta to prepare for a chaplaincy. That year, she suffered the loss of her seminary prayer partner, Vanessa Knight, to ovarian cancer. “I participated in her ordination in July 1995 and in her funeral just one month later,” she says quietly. “The focus of my seminary

education was the relationship between suffering and hope, and the clinical residency and Vanessa's death tested and affirmed all that I learned."

Reverend Hindley then returned to her roots in New Jersey, serving for three years as an associate pastor at the First Presbyterian Church in Cranbury.

In 1998, she became the first chaplain and director of pastoral care at White Plains Hospital Center. At a time when many hospitals were cutting staff, the 350-bed facility created a pastoral care department to care for the whole person — body, mind and spirit. "I certainly did not walk into a spiritual vacuum," Reverend Hindley emphasizes. "Doctors, nurses, food service workers and everyone who cares for patients have always provided — and continue to provide — emotional and spiritual support to patients and their loved ones. I had the privilege of joining the healthcare team and complementing their work." She offers emotional and spiritual support; pastoral counseling; consultation on ethical issues and advanced directives; and stress management assistance for patients, their families and the staff.

"As chaplain, you often don't know the people before a crisis presents itself," Reverend Hindley says. "Occasionally, people feel more comfortable expressing their deepest fears and concerns to a stranger — someone they may never see again. I try to help people find answers to their questions about life, death, suffering and hope without imposing my beliefs on them."

Although her work may seem to be a far cry from music and law, Reverend Hindley still makes use of both. She has been known to sing to patients. "Music touches people in places too

deep for words," she believes. "I will never forget singing songs from the '40s and '50s with an oncology patient who was a musician." And although no longer practicing in a law office, she finds herself still helping people sort through legal problems, as well as ethical and moral issues.

Deeply connected to her profession, Reverend Hindley cannot imagine leading another life. She relays the following story as a testament to her choice of vocation:

"Xiongfei Lin, a Chinese man who had been away from the church for 50 years, said he was agnostic when a chaplain volunteer asked about his faith tradition. Two days later, he called me because he wanted to talk about faith. He was afraid that God was angry with him. When he returned home, after completing physical rehabilitation at another facility, he called me to get the names of churches in Yonkers that he could attend. Several months later, his pastor invited me to participate in his baptism. After the baptism, Lin said to the congregation: 'For 50 years I lived in darkness. And now with you, I see the light of God's love.'

"God was at work in Lin to bring healing of body, mind and spirit through the efforts of the healthcare staff, the volunteers and the faith community," Reverend Hindley says. "When people learn of my career change from law to ministry, they ask, 'Did you see the light?' No, I tell them, it was all part of the journey. But in working with patients, their loved ones and the dedicated and caring healthcare staff, I see the light of God's love — each and every day."

— Shannon Rossman Allen



Working in a hospital setting, Reverend Hindley has learned that during a time of crisis, patients and families sometimes are more comfortable expressing their fears and concerns to a stranger.



Alumni News and Notes

1950s

Thomas Highsmith Jr. '50, of Franklin, was presented with a commemorative medal by the Somerset County Freeholders for his service during World War II. Highsmith joined the Army Air Corps in 1943 and was a member of the Tuskegee Airmen, an African-American flight group renowned for flying 15,000 missions without losing a single bomber. Highsmith currently is president of the New Jersey chapter of the Tuskegee Airmen.

Billy Shepell '51, former Seton Hall University soccer great and a member of the Seton Hall Athletic Hall of Fame, recently retired and is living in Pleasant Plain, Ohio, with his wife, Catherine. The two loyal Pirate fans now spend their time breeding and raising thoroughbreds on their horse farm.

Reverend George F. Spellman '54, of Williamsburg, VA, was recently honored by Eastern State Hospital in Williamsburg for four years of service as chaplain to the 500-bed hospital and for his devotion to the spiritual needs of patients and staff members. Spellman also is coordinator of the local religious leadership council.

Hirsch Lazaar Silverman, M.A.E. '57, Ph.D., of West Orange, was awarded the Diplomate in Poetry with Laureate Honors by United Poets Laureate International. The author of 23 books and texts, including nine volumes of poetry, and a contributor to over 290 journal articles, Silverman also received the first annual Creative Leadership Award presented by the New York University chapter of Kappa Delta Pi, an international honor society in education. Certified as a poetry therapist by the National Association for Poetry Therapy, he is a clinical and forensic psychologist, psychotherapist and marital therapist, as well as a professor emeritus of professional psychology at Seton Hall University.

1960s

Honorable Gerald B. Hanifan '61/J.D. '68, of Newton, retired in May 2002 after 34 years of public service. For the past 13 years Hanifan had been a family, civil and criminal court judge of the Superior Court in Sussex County. Before that, he was a public defender in Essex, Warren, Sussex and Morris counties. Hanifan plans to spend time with his family and will continue to serve as a deacon at Saint Joseph Catholic Church in Newton.

Edward Vreeswyk '62, M.P.A., of Yardville, was appointed by the U.S. Department of Health and Human Services as Region III program manager for Head Start, a child development program serving low-income children and their families.

Jerold E. Glassman, J.D. '66, of Maplewood, was recognized by *Corporate Counsel* magazine as one of "The Best Lawyers in America." The list is compiled from peer review surveys across the United States. Glassman is a principal of Grotta, Glassman & Hoffman, P.A. He advises public and private sector employers on labor relations issues such as compliance with the National Labor Relations Act, union negotiations, labor arbitration and workforce strategies. Glassman is a member of the American, California and New Jersey bar associations.

David J. Lenox '67, of Dover, was named Morris Knolls High School Teacher of the Year in May 2002. Lenox teaches three classes in criminal justice and coordinates the Morris Hills Regional District Flex School Program, which helps eligible students by providing modified class schedules, study and organizational skills training and access to resource teachers.

James R. Napolitano, J.D. '67, of Saddle River, was named 2002 Citizen of the Year by the Greater Pascack Valley Chamber of Commerce. Napolitano is president and chief executive officer of Commerce Bank/North, a wholly owned subsidiary of Commerce

Calling All Collectors

"Upon inspecting them for at least two hours, I finally made a deal for all of them. I remember driving home in a dreadful snowstorm, with temperatures of about 15 degrees below zero, but I was so stimulated by the purchase that I did not mind."

— *Abe Schwartz, after buying approximately 1,300 pens, sold in one lot*



Americans seem to have a passion for collecting *everything* — from priceless works of art and rare antiques to Pez dispensers and other offbeat pieces of pop culture. What motivates us to seek out and amass related objects? We hope you'll provide some insight!

If you have a special collection and would like to share your story — including what you collect and why — in an upcoming issue of the *Seton Hall University Magazine*, e-mail Carol Stavarka at stavarka@shu.edu or write to her at: Carol Stavarka, Editor-in-Chief, *Seton Hall University Magazine*, 457 Centre Street, South Orange, NJ 07079.

Please respond by February 28, 2003.

Bancorp. He is a member of the Hackensack University Medical Center Board of Governors and a trustee of both Bergen County Community College and the Bergen County 200 Club. Recently he received two awards: the Emily Bissell Award from the American Lung Association for outstanding community service and the Distinguished Citizen Award from the Hackensack Chamber of Commerce.

awards dinner in March 2002. Alexander is superintendent of the Bound Brook Public Schools, where she oversees the administration of the pre-K-12 school district. **Frank N. Goffreda '72/M.B.A. '79**, of Sparta, was appointed president and chief executive officer of the newly established Enterprise Bank of Kenilworth. Goffreda has more than 30 years of banking experience and was previously a management executive with Fleet Bank in Westfield.

John Yavelak '73/M.B.A. '79, of Norcross, GA, presented an exhibit titled "Application Performance Analysis" at BellSouth's Innovation Showcase in Atlanta in May 2002. The showcase features leading-edge technology projects. Yavelak is an associate member of the BellSouth Science and Technology technical staff.

Scott R. Christensen, M.B.A. '74, of Manhasset, NY, was promoted to president and chief executive officer of The Glaucoma Foundation (TGF) in May 2002. Christensen had joined TGF as vice president for foundation advancement in 2001 after 25 years in finance, banking and real estate.

Douglas R. Henshaw, J.D. '75, of Morristown, joined the law firm of Porzio, Bromberg &

1970s

Edward B. Deutsch, J.D. '71, of Basking Ridge, was honored as the Distinguished Graduate at the Seton Hall University School of Law Annual Alumni Dinner Dance, which took place in March 2002. Deutsch is co-founder and a managing partner of the law firm of McElroy, Deutsch & Mulvaney, whose primary location is in Morristown. **Patricia L. Hanley '71/M.A.E. '73**, of Waretown, is the founder and director of Southern Ocean Counseling, Inc., a licensed drug abuse treatment agency and ambulatory care facility in Waretown.

Deborah S. Alexander '72, M.A.E. '74/Ed.D. '95, of Irvington, received special recognition from the New Jersey Commission on the Status of Women at its annual

Newman, P.C. in September 2002 as a principal in the land use and real estate development department. Previously, he was with the Morristown law firm of Henshaw, Brady & Nichay.

William M. Roesch '76, of Clark, was appointed principal of Hightstown High School. Roesch also chairs the Student Activities Committee of the New Jersey Principals and Supervisors Association.

Patrick A. Cozza '77, of Califon, was promoted to chief executive officer and managing director of Household International's Insurance Services and Refund Lending businesses. He has been with Household International for 17 years. Cozza is a member of the board of directors for Junior Achievement of New Jersey, a nonprofit organization dedicated to educating young people about business and economics.

Robert Tomlinson Jr. '78, of Watchung, was promoted in May 2002 to chief financial officer at *uBid.com*, a retail auction and e-commerce marketplace. He had been chief financial officer at *Forbes.com*, where he was responsible for all financial planning and reporting functions.

Joseph W. Andreski '79, of Napa, CA, was appointed vice president of finance for Southcorp Wines, the Americas, whose premium wines include Australia's Penfolds, Rosemount and Lindemans labels. Before his appointment, Andreski served as Southcorp Wine's senior vice president, corporate, in Atlanta.

1980s

John Coiro '81, C.P.A., of Totowa, was elected secretary of the New Jersey Society of Certified Public Accountants. He previously chaired the society's Legislative Advisory Council membership committee. He also is a member of the American Institute of Certified Public Accountants. Coiro, who is mayor of the Borough of Totowa, is a principal at Ernst & Young in Iselin.

Patrick Caffrey '82/M.A. '89, Ph.D., of Washington, PA, who was awarded a doctoral degree in East Asian history from Georgetown University in July 2002, was hired as an associate professor in the Department of Asian History at Washington &

Jefferson College. **Cynthia Cole-Rouse '82, M.Ed.**, of Missouri City, TX, was recently promoted to principal of Kennedy Elementary School in Houston. She had served as vice principal and also taught elementary and special education. **Lawrence N. Lavigne, J.D. '82**, of Bridgewater, was named partner at the law firm of Norris, McLaughlin & Marcus, P.A. in Somerville. His areas of expertise include products liability, lemon law, consumer fraud, insurance defense, commercial and corporate litigation, and labor and employment law. Previously, Lavigne was a partner with Hanlon and Lavigne, LLP. **Mark P. Marotta '82/J.D. '85**, of Rockaway, is co-founder of Kelly, Kelly & Marotta in Maywood, a law firm specializing in litigation with emphasis on family and chancery matters. Marotta also conducts court-appointed and private divorce mediations.

David Adamek '83, of Toms River, and his wife, **Annette (Rogalski) Adamek '82**, announced the birth of their second child, Kathryn Jee-Anna, in February 2002. She joins a brother, Alexander David, 5. **Robert A. Femia, M.A. '83/Ph.D. '85**, of Kinnelon, was promoted to executive vice president at Par Pharmaceuticals in Spring Valley, NY. He serves on the Pharmaceutical Advisory Board at Seton Hall University. **Noreen Hagerty-Ford '83/J.D. '87**, of Yokosuka, Japan, was promoted to the rank of commander in the U.S. Navy, Judge Advocate General's Corps. Currently assigned to Submarine Group Seven, she researches international and operational law issues for the submarine community.

Valerie Campbell '84, of Acworth, GA, joined the sales team at Prudential Georgia Realty's North Cobb office in Kennesaw, where she concentrates on residential real estate in the Atlanta area. Campbell is a member of the Cobb Board of Realtors, the Georgia Association of Realtors and the National Association of Realtors.

Reverend Joseph E. Daniels '85/M.Div. '90, of Bridgton, ME, was appointed pastor of Saint Joseph Parish in Bridgton in July 2002. He also serves as pastor of Saint Elizabeth Ann Seton Church in Fryeburg, ME. **James A. Rybka '85, J.D.**, of Harding, joined

Norris, McLaughlin & Marcus, P.A., where he focuses on health-care law. Rybka had been assistant general counsel and chief privacy officer at Atlantic Health System, Inc. Before that, he was a partner with Schenck, Price, Smith & King in Morristown. Rybka has been a member of the Harding Township Planning Board since 1999 and served as the township's municipal prosecutor from 1993-96. He is a 26-year veteran of the New Vernon

Volunteer Fire Department and has been an instructor at the Morris County Police Academy.

Ann Marie Callahan '86/M.S.T. '95, of Roseland, was elected a trustee of the New Jersey Society of Certified Public Accountants in June 2002 for a two-year term, and recently chaired its Scholarship Awards Committee. Callahan is a vice president at Deutsche Bank in New York and an assistant professor of business at Caldwell

Reunion Update

Jubilarians Convene

Thirty members of the Class of 1952, along with 60 other Jubilarians, returned to South Orange for the Golden Pirates reunion on September 21, 2002. They came from as far away as California, Florida, Indiana and North Carolina to join in the celebration. The most senior Golden Pirates at this reunion were **Monsignor Vincent Coburn '37, John Croffy '42 and John Cullen '43**.

This fall at a gala, the Class of 1953 will join the ranks of the Golden Pirates. All alumni who attended or graduated from Seton Hall University more than 50 years ago are part of the Golden Pirates Alumni Association, as are members of the Priest Community, retired faculty, staff and administrators.

Reunion: Coming up in June 2003

Graduates from the classes of 1958, 1963, 1968, 1973, 1978, 1983, 1988 and 1993 are preparing to celebrate Reunion 2003 on June 7-8. Watch your mailbox for more information on these events or visit the Alumni Relations Web site at alumni.shu.edu for updates.

To volunteer for your reunion class committee or for more information, contact Kristen Koehler, associate director of Alumni Relations, at 1-800-992-GRAD or e-mail alumni@shu.edu



Golden Pirates (from left) Joseph Silvestri '51, Jim McKenna '52, Robert Peacock '52, James Garrigan '52 and Joseph Harkins '52 were among the 90 Jubilarians who returned to the South Orange campus on September 21, 2002.



Send in Your News...

...and let other alumni know of the good things happening in your life.

Now you can send us your news online at alumni.shu.edu. Click on News and Notes.

Share your recent news of:

- **New job or promotion.** Include your new title, the full name and location of your company, and your previous employer and/or position.
- **Professional and education achievement.** In listing completion of an advanced degree, professional certification, accreditation or other achievements, include the full name of the granting institution or association and the date of the achievement.
- **Award or honor.** Include the full name of the award and the organization, along with the date you received it.
- **Marriage.** Provide the name of your spouse and, if applicable, his or her Seton Hall University graduation information.
- **Baby or adoption.** Provide the name of your spouse and the child's name, sex and birth date or age. Also provide the name, sex and age of any siblings.

We'll publish your news in an upcoming* issue of the *Seton Hall University Magazine*.

*The Seton Hall University Magazine is published three times a year in a six-month production cycle for each issue. Alumni News & Notes submissions will be included within six months of receipt by the Office of Alumni Relations.

NAME

CLASS YEAR(S) AND DEGREE(S) FROM SETON HALL UNIVERSITY

DEGREE(S) FROM OTHER INSTITUTIONS

BUSINESS ADDRESS

HOME ADDRESS

() ()

WORK PHONE

HOME PHONE

E-MAIL ADDRESS

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ALUMNI NEWS AND NOTES
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College. **Michael Hurley '86**, of Glen Ridge, was promoted to managing director of Hilliard Faber & Co., Inc., the country's largest mortgage-backed security broker. As a bond broker, he had worked for Cytotec Industries and Zurich American Insurance Company. **Honorable Brian R. Martinotti, J.D. '86**, of Cliffside Park, was sworn in as a New Jersey Superior Court judge in February 2002. Previously, he was a partner at Beattie & Padovano in Montvale.

Christina Pane Deyo '87, of Cedar Grove, and her husband, Bob, announced the birth of a daughter, Pauline Elizabeth, in July 2002. Pauline joins two sisters, Graceann and Caroline. Pane Deyo, a former producer for *The Rosie O'Donnell Show*, received her fourth Emmy when the show was honored as the "Outstanding Talk Show" at the May 2002 Daytime Emmy Awards. She recently taped a pilot for the Food Network. **David R. Morris '87**, of Mount Laurel, was promoted to professional sales representative in March 2002. He is employed by Janssen Pharmaceutica, a division of Johnson & Johnson. **Jason H. Sniatkowski '87**, of Verona, was elected as a councilman in his hometown. He is vice president of derivatives at GFI Group, a bond firm in New York City. **Glen W. Tomlinson '87/M.B.A. '94**, of Silver Spring, MD, and his wife, Bonnie, announced the birth of their first child, Gillian Blair, in March 2002. **Peter Tu, M.B.A. '87/J.D. '94**, of Plainsboro, was elected trustee-at-large of the New Jersey State Bar Association and a trustee of the American Civil Liberties Union of New Jersey. Tu is the director of intellectual property at Physiome Sciences in Princeton. **John S. Wisniewski, J.D. '87**, of Parlin, is assistant majority leader of the New Jersey General Assembly and chairs the Transportation Committee. The attorney was first elected to the General Assembly in 1996 and represents District 19.

John Davis Jr. '88, of Green Brook, was promoted in March 2002 to senior director at Booz Allen Hamilton Management Consultants. Davis has been with the firm for 15 years, most recently as director of operations for its global information technology consulting practice. **Walfrido Martinez '88, J.D.**, of Miami, was

elected to the Executive Committee of the law firm of Hunton & Williams in Miami, where he is a partner. Martinez specializes in domestic and international disputes. A member of the Florida Bar Association, he was appointed to the Advisory Committee on Rules and Procedures and the Attorney Examination Committee of the United States District Court, Southern District of Florida.

David L. Flood '89/M.A. '95, of Chatham, was named the Robert J. Smythe Outstanding Professional Fundraiser by the Association of Fundraising Professionals in November 2002. Flood is executive vice president of the Somerset Medical Foundation, which solicits and administers charitable funding on behalf of the Somerset Medical Center. He also is vice president of Hospital Fundraising Executives of New Jersey, first vice president of the Association of Fundraising Professionals, a cabinet member of the mid-Atlantic region Association of Healthcare Philanthropy, board secretary of the Make-A-Wish Foundation of New Jersey and a board member of the Somerset County Chamber of Commerce.

Mark J. Gallagher, M.P.A. '89, of Denville, was nominated to participate in the National Association of Public Hospitals and Health Systems (NAPH) Fellows Program. Representing more than 100 of the country's largest urban health systems, NAPH educates hospital policy makers about the needs of public hospitals and the populations they serve. Gallagher is a program administrator at University Hospital (University of Medicine and Dentistry of New Jersey) in Newark. **Joseph T. Walsh III, J.D. '89**, of Madison, was named one of the "40 Under 40 Prominent Lawyers in New Jersey" by the *New Jersey Law Journal*. A partner at McCusker, Anselmi, Rosen, Carvelli & Walsh, P.A., Walsh specializes in civil litigation defense, class action, environmental law, employment law and personal injury cases.

1990s

Karen A. Chappell '90, of Saddle Brook, celebrated her seventh year as a sixth-grade teacher with Saddle Brook Public Schools.

She received her teaching certificate from Felician College and is pursuing a master's degree in curriculum and instruction at Caldwell College. **Marlon Prince '90**, of Dale City, VA, was promoted to dean of admissions at Strayer University in Manassas. Prince had been an admissions representative.

Jeffrey Goldsmith '91/J.D. '94, of South Orange, joined Investors Underwriting Managers as a senior litigation specialist in April 2002. He had been an associate with Harding, Kundla, McKeon, Poletto & Polifrani, P.A. **Steven A. Karg, J.D. '91**, of Branchburg, was appointed vice chair of the New Jersey Defense Association's Products Liability Committee. A partner with the law firm of Norris, McLaughlin & Marcus, P.A. in Somerville, Karg specializes in product liability law. **Gordon Meehan '91**, of Elizabeth, and his wife, Matilda, announced the birth of their second child, Neeve Brooke, in August 2002. She joins a brother, Aidan, 4. **Christine S.**

Moninghoff '91, of Milford, and her husband, Timothy, announced the birth of a son, Luke Robert, in March 2002. He joins sisters Marissa Rose, 4, and Brooke Helen, 2. **Michael J. Raj '91, M.A. '93/Ed.S. '95/Ed.D. '02**, of Bedminster, was appointed principal of both Arthur Stanlick and Consolidated elementary schools by the Jefferson Township Board of Education in January 2002. Previously, Raj was vice principal and school psychologist. **Luigi Sarracino '91, M.S.**, of Springfield, joined Polo Ralph Lauren in Lyndhurst as a financial analyst after receiving his master's degree in finance from Fairleigh Dickinson University. He is responsible for overseeing the financial operations of Polo's domestic retail and outlet operations at nearly 200 locations nationwide. Sarracino previously was a senior accountant at Reebok.

Kristin Novobilski Baratta, M.A. '92/Ed.S. '97, of Lebanon, and her husband, **Vincent Baratta, M.B.A. '95**, announced the birth of their second child, Grace Mary, in July 2002. She joins a brother, Luke Andrew, 2. **Steven Mitchell Browning '92**, of Chatham, won an Emmy Award for his sports documentary, *Whatever Happened to Michael Ray?*, produced for the National

Basketball Association (NBA). This is his second nomination and first win for Best Sports Documentary. Browning is a senior producer with NBA Entertainment in Secaucus. **Stephen P. Colantoni '92**, of West Orange, and his wife, **Jennifer Mattielli-Colantoni '92**, announced the birth of their first child, Vincent, in February 2002. **Christopher J. Hoare, J.D. '92**, of Robbinsville, was named partner in the law firm of Taylor, Colicchio & Silverman in Trenton. Hoare is a trial lawyer specializing in construction defect, railroad defense, premises liability and school liability litigation. He had been counsel for Taylor, Colicchio & Silverman and before that was a partner with Marshall, Dennehey, Warner, Coleman & Goggin in Philadelphia. **Nicholas J. Pitarys Jr. '92**, of Phoenix, AZ, joined Advantage Wireless, Inc., a wireless phone distributor, as market manager. He manages the company's wireless dealer network; the dealers sell products and services from companies such as Verizon Wireless, AT&T Wireless Services and Cricket Communications. **Brenda Pillari-Soheily '92, Ph.D.**, of Bel Air, MD, was awarded a doctoral degree in environmental science and public policy from George Mason University in May 2002. Pillari-Soheily is a marketing manager at Becton, Dickinson and Company in Annapolis.

Adriana P. Komst '93, of Boca Raton, FL, and her husband, Christopher, announced the birth of their daughter, Giovanna Grace, in January 2002. She joins a brother, Christopher Robin, 2. **Michael J. Parlavecchio '93/J.D. '96**, of Chatham, and his wife, **Caryn Smith-Parlavecchio '93/M.A. '96**, announced the birth of their first child, Elizabeth Anne, in March 2002. **Eric J. Rudolph, J.D. '93**, of Portsmouth, RI, and his wife, Lynn, announced the birth of twins, Will Eric and Ava Lynn, in July 2002. They join a brother, Max, 7. **James B. Scalzo '93**, of Beckley, WV, earned a physicians assistant degree from Mountain State University in May 2002. Scalzo provides primary care to underserved rural areas in West Virginia.

Gary M. Albrecht, J.D. '94, of Ringwood, was named partner at the Hackensack law firm of Cole, Schotz, Meisel, Forman



University Day: Fall Fun Galore

The festivities on University Day 2002 attracted an estimated 3,000 visitors to the Seton Hall University campus, including nearly 700 alumni. Throughout the day on October 5, those who came out to share their Seton Hall spirit participated in many events and activities, including a Mass of Celebration. Guests scaled a climbing wall, ran the 18th annual Farinella 5K Run, and turned straw and old clothing into scarecrows. No wonder they were so hungry when it came time to feast at the second annual Alumni Homecoming Barbecue! All that and more made University Day a fun-filled event for families. (Above, from left) Carol Raeann Ruck '94 (wife of Thomas Ruck '93), Lee-Ann Guerin '92 (wife of James Guerin '92) and Jennifer Bopp '96 introduce their newest family members — Tommy, Justin and Trevor — to one another.

& Leonard, P.A. in January 2002. He focuses his practice on commercial real estate.

Jose R. Arteaga, J.D. '94, of Lawrenceville, was appointed as an assistant United States attorney for the Eastern District of Pennsylvania. Arteaga has been assigned to the criminal division.

Gretchen DiGennaro-Dorrego '95, of Bridgewater, and her husband, Joseph, announced the birth of their daughter, Sofia Lynn, in April 2002. DiGennaro-Dorrego is a senior executive for Lord & Taylor in Bridgewater.

Jennifer Keating Gessner '95, of Rockville Centre, NY, and her husband, Keith, announced the birth of their son, Ryan Keith, in February 2002.

Leslie Hardesty '96, of Mitchell, SD, was named track and field and junior varsity volleyball coach at Dakota Wesleyan University in Mitchell. She also serves as director of the Student Activities Board. Before her move to South Dakota, Hardesty was the assistant track and field coach at North Marion High School in Farmington, WV.

Kiesha L. Battles '97/M.A. '00, of Randolph, and her husband, **Toby R. Battles '99**, announced the birth of their first child, Toby

Robert Jr., in August 2002. **Beth Ann Giardina '97/M.A.E. '98**, of Long Valley, received the New Jersey Governor's Teacher of the Year Award in February 2002. Giardina has taught third grade at Mount Moreb Elementary School in Warren since 1999. **Jason S. Guber, M.A.E. '97, Psy.D.**, of Mineola, NY, was awarded a doctoral degree in clinical psychology in October 2001 from The Chicago School of Professional Psychology. Guber is a psychologist at Woodhull Hospital in Brooklyn.

Navy Ensign Adam A. Bourassa '99/M.A. '01, of Hampton, NH, was commissioned as a naval officer after completing the United States Naval Officer Candidate School at Naval Aviation Schools Command in Pensacola, FL. During the 13-week training, Bourassa received extensive instruction in navigation, ship handling, engineering, naval warfare and management. **Toya R. Geeston '99, M.A.**, of North Brunswick, was awarded a master's degree in public administration from Rutgers University in May 2002. Geeston is a program coordinator for an outpatient drug abuse treatment program for develop-

Memorial Tribute

Leona Kleinman, R.N., Ed.D. '90, C.S., a devoted College of Nursing faculty member for nearly three decades, died August 30, 2002 at the age of 66.

Kleinman leaves behind a legacy of service, evidenced by her dedicated teaching of future nurses and her commitment to the health-care industry. She is remembered by many as an outstanding teacher and friend. "Always one to clearly articulate what was on her mind, Lee was known and respected for her ability to deliver her analysis of the facts and her candid opinion," recalls Phyllis Shanley Hansell, Ed.D., R.N., F.A.A.N., dean of the College of Nursing. "She has been a friend, colleague and mentor to me for many years. I am profoundly saddened by her death and will miss her terribly."

Regarded by many as a visionary, Kleinman was passionate about nursing education and helped shape the role of the advanced practice nurse, especially in gerontological nursing. The associate professor was instrumental in establishing several programs at the College. She was a superb grant writer whose proposals resulted in nearly \$9 million for the College. At Commencement 2002, Kleinman served as Grand Marshall (see the Summer/Fall 2002 issue of the *Seton Hall University Magazine*).

A devoted wife for 32 years to her husband, Hyman, and mother to their son, Stephen, Kleinman felt especially blessed at last May's Law School Commencement: "One of the most thrilling moments of her life was when she awarded her son his Seton Hall Law degree," says Theresa Lord-Stout, R.N., M.S.N. "A beloved friend, colleague, mentor, educator, innovator, administrator, grant writer and revered leader, she will truly be missed."

In honor of Kleinman's lifetime achievements, the College of Nursing has established a graduate nursing scholarship in her name. Contributions may be sent to:

The Dr. Leona Kleinman Scholarship Fund
c/o Paula Stein
Director of Principal Gifts
Division of University Affairs
457 Centre Street
South Orange, NJ 07079

mentally disabled adults at UMDNJ. After graduation, she joined the Somerset County Board of Social Services as a human services specialist, and she also has been a senior employment specialist/case manager at the Mental Health Association of Essex County. She announced the birth of her son, Tyre Emanuel, in February 2002. **Gregory D. King '99/M.B.A. '01,**

of Totowa, was promoted to manager of special events and promotions for the New York Yankees in April 2002. He had been assistant manager of scoreboard and broadcast operations. **William T. LaFond, J.D. '99,** of West Chester, PA, joined U.S. Trust Company in Philadelphia as an assistant vice president in September 2002. LaFond had spent three years at



the company's headquarters in New York City. **Joette M. McGill '99/M.A. '02,** of Succasunna, joined the Alumni Relations office at Seton Hall University as assistant director in September 2002.

2000s

Rachelle A. Jones '00, M.A., of Woodbridge, earned a master's degree in journalism from the University of California Berkeley Graduate School of Journalism in May 2002. **Carla M. Lescano-Glauner '00,** of Jersey City, was promoted to e-commerce content developer at Elisabeth by Liz Claiborne. Previously, Lescano-Glauner served as e-commerce content coordinator.

Margot DeKorte, J.D. '01, of Franklin Lakes, is a trustee for Bray Family Academy, an independent, nonprofit middle school for children of underprivileged families in New Jersey. An associate with Norris, McLaughlin & Marcus, P.A. in Somerville, DeKorte practices in the corporate department.

Marriages

Daniel A. Malanka '78 to Susan Sheey
Marianne Potito '85 to Mark DiGidio
Ralph A. Terminello '85 to Jamie L. Lus
Aniello D. Cerreto '88, J.D. to Karen Schulte
Nancy L. Drescher '89 to Gregory Lopez
Bernadette Kuduk '89 to John V. Racioppi
Ted D. Conley '90 to Noushin Dehnadi, J.D.
Jeffrey H. Goldsmith '91/J.D. '94 to Jennifer L. Smiles
Alicia Camlibel, M.A. '93/Ph.D. '99 to Jeremy Carey '94
Annette Infante '93 to Heberto Peno, M.D.
Kelly Atwell '95/M.B.A. '01 to Robert Weber
Marc Colasanto '96 to Janine Pagliughi '97
Craig Kimble '96 to Mary Jo Hayes
Carrie A. Mortara '96 to Chad C. Bock
Jason Barra '97 to Donnamarie Carter
Kristen Downing '97 to Mark Liteplo
Beth Ann Giardina '97/M.A.E. '98 to Carlos Figueira
Matthew Stevenson '97 to Nicole Romano '00

Jaime D. Blasi '98 to Domenic Vitulli
Heather Foerch '98 to Louis DeVenuto '93
Isabel Huang '98 to Marc T. Malafronte '98
Kara Lennon '98 to Chris Wolowitz
Anthony Rigatti '98 to Jessica Essex '00
Whitney Melia '99 to Jamie Margoupis
Carla M. Lescano '00 to Christian Glauner
Margaret M. Horsfield, M.A. '02 to Joseph Gerard Burt

In Memoriam

Edward Anthony Mooney '31
Herbert G. Draesel '34
Francis E. Plowman '34
Rose B. Pecora '36
Reverend James J. Driscoll '39/M.Div. '43
Gilbert E. Ronca '39
Reverend Michael S. Simko '40/M.Div. '44
Joseph A. MacMahon '41
John J. Mahon '41
James J. McKittrick '42
Reverend Eugene E. Geiger '43/M.Div. '47
Gerald Maurillo '43
John H. Reddy '43
Martin Swiss Jr. '43
Julia A. Derousie '44
Sister Helen Edward Dillon, M.A.E. '45
Monsignor William Devine '46
Rella M. Champi '47
Reverend Eugene Joseph Gillice '47
John F. Looney '47
Robert Sovetts '47
Anson J. Glacy '48
Paul T. Murphy '48
James P. Vail Sr. '48
Arax Cherekjian '49
Paul George Chieff '49
Joseph DeSomma '49
William Krywos '49
John A. McGuire '49
Robert J. Moran '49
John B. Purcell II '49
Matthew P. Foley '50
William Robert Gerristead '50/J.D. '61
Arthur F. Leyden Jr. '50
George D. Munn '50
Reverend Vincent J. Quinn '50/M.Div. '54
Norman Silbernagel '50
Thomas J. Weiner '50
Sister Mary I. Zubel '50
John G. Anker '51
Joseph R. Casey '51
Clifford J. Davey '51
John Kenny '51
Michael N. Marotta '51
Michael P. Mullen '51
Robert F. Ryan '51
Reverend William Smalley

'51/M.Div. '55
 Joseph H. Wade '51
 Gerald J. Comiskey '52
 Carmine S. Feltz '52
 Joseph Germain '52
 William L. Gilroy Jr. '52
 Elmer Joseph Magaster '52
 John F. McGovern '52
 Charles E. O'Donnell '52
 James G. Spada '52
 Walter C. Suenderhaft '52
 Anthony Alercio '53
 John R. Blood '53
 Morris J. Curotta '53
 Monsignor Thomas W. Heck '53
 Frank G. Masini '53
 Thomas A. McCabe '53
 Thomas F. Murtha '53
 Reverend Russell Perkins '53
 Marjorie D. Schmidt '53
 Frank J. Taglienti '53
 Salvatore Trombetta, M.A.E. '53
 Nicholas S. Garigliano '54
 Robert J. Gillick '54
 Celeste A. Krowicki '54
 Frank A. Leonhardt '54
 Antoinette A. Rosenfelder, M.A.E. '54
 Dorothy Binder '55
 Martha Chanda '55
 Frank Heine, J.D. '55
 Sister Grace Roberta McBreen '56
 Elmer Modla, M.A.E. '56
 Thomas P. Nealon '56
 Anne K. Gibson '57
 Anthony M. Graceffo '57
 John W. Jeske, M.B.A. '57
 Anne C. Ronan '57
 Reverend Raymond Jasaitis '58/M.Div. '76
 Michael J. Jay '58
 Joseph Melillo '58
 John Miller '58
 Richard L. Pittner '58
 Roseanne E. Somers '58
 Jerome J. Stahl '58
 Robert A. Frech '59
 John V. Boyle, M.B.A. '60
 Timothy DeVescovo '60
 Thomas F. Pyrzynski '60
 Leonard E. Dembow '61
 Anna Horvath '61
 Edward H. Kooi '62
 Elena T. Lasko, M.A.E. '62
 Helen Richardson '62
 Joseph R. DiNardo '63
 Albert Donohue '63
 Eugene McLaughlin '63
 Madeline E. Mog '63
 Nicholas Salerno '63
 Melford F. Tietze, J.D. '63
 Sister Mary M. Barszczewski '64
 Barbara L. Ryan, M.A.E. '64
 Mary C. Siri '64
 Charles Yablonsky '64
 Joseph E. Damms, M.A.E. '65
 Donald J. Dunleavy, M.A.E. '65
 Cornelius Koppencle Jr., M.A.E. '65
 Daniel Edgar Nester, J.D. '65
 Michael A. Shimko '65
 Peter J. Alonzo, M.A.E. '66
 F. Bailey Anderson '66
 Joseph F. Coleman, M.A.E. '66
 David R. Ferguson '66

Kathleen Maas Basaman '67
 Reverend Joel Leikhim, M.A.E. '68
 Joseph Pagnillo '68
 Chlorice Parsons, M.A.E. '68
 Anthony A. Peeples, M.A.E. '68
 Alexander Asselta '69
 William Demcher '69
 Carole M. Gibbons '69
 George H. Piegaro '69
 John Vickers '69
 Marlene J. Kobetz, M.A.E. '70
 Richard K. Sacks, J.D. '70
 Ramon Lopez '71
 MaryJane Meehan '71/M.S.N. '83
 Francis R. Perkins '71
 Vincent DeBenedett, M.A.E. '72
 John Gilmore '72
 Stanley P. Kopec '72
 Daniel Rosano, M.B.A. '72
 Mary E. Wentworth '72
 Mary A. Borgia '73
 Richard S. Schanen, J.D. '73
 Richard R. Gipson, J.D. '74
 Bernard H. Althoff '75
 Francis J. Flemming, M.Div. '76
 Joan Scrivener '76
 Dianne D. Halloran '77
 Fred J. Howlett '77
 Michael J. O'Connor '77
 Carol J. Papp '77
 Christine A. Pigott '77
 Joseph L. Cella Sr. '78
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 Antoinette Frankoski '80
 Ronald Heide, M.B.A. '81
 Margaret McNamara Hewitt, M.A.E. '83
 Charles J. Foley, J.D. '85
 Jeannette Sobolewski, M.A. '85
 Cheryl Rutmayer, M.B.A. '86
 Peter C. Kyriakides, J.D. '87
 Richard P. Shapiro, J.D. '87
 Gary Handerhan Sr., M.A.E. '88
 Leona Kleinman, R.N., Ed.D. '90, C.S.
 Edna M. Durand, Ed.D. '91
 Reverend Gregory G. White '91
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Grateful to Seton Hall, a Couple Shapes a Plan for Giving

With fond memories of his days on the South Orange campus in the late 1940s and early 1950s, **Robert Webber '52**, along with his wife, Regina, plan to leave their entire estate to Seton Hall University. "This was a decision that really was easy to make, and my wife agrees wholeheartedly," Bob Webber says.



Robert Webber '52 and his wife, Regina, want to make a difference in the lives of future Seton Hall University students.

Upon graduation from Bayonne High School, he served five years in the U.S. Navy before going to college. He was first drawn to Seton Hall because of its welcoming atmosphere — a quality he attributes to its Catholic heritage. "I felt at home right away," he recalls.

Attending Seton Hall was a joy, Webber states. "The professors and priests were really wonderful. So many of the lessons I learned in sociology, science and mathematics I use in countless areas of my professional and personal life," he notes. After earning a Bachelor of Science in 1952, he went on to work for the Standard Oil Company of New Jersey, the Continental Oil Company and Mobil Oil Company, eventually becoming sales manager of Mobil's division of marketing and management for several years before his retirement in 1987.

"I am very much indebted to the University because the degree I earned afforded me dozens of opportunities in the business world throughout my career in the oil industry," Webber says. "Seton Hall gave me the background knowledge that was so critical for success in a demanding industry."

Now residing at Black Diamond Ranch in Lecanto, Florida, the Webbers golf regularly, fish whenever they can and enjoy taking cruises. Having had time to wind down and reflect in retirement, Webber has concluded, "Now it's my turn to give something back to the University." The couple, never having had children of their own, decided that through the gift of their estate they could make a difference to future Seton Hall students. "We both realize the importance of earning a college education and a degree's bearing on your life," he observes. "Seton Hall is a wonderful university and we sincerely believe in its ability to educate the young people of our world."

For more information about planned giving opportunities at Seton Hall, contact Michael McGarry, director of planned giving, at (973) 378-9850 or e-mail mcgarrmi@shu.edu

— Margaret M. Horsfield Burt, M.A. '02



Endpaper

Everybody's Nursing Shortage

BY ROBERT G. HESS JR., M.S.N., '88, R.N., Ph.D.

Most people don't know that they're missing — yet. There are no photos on milk cartons, no posters hanging in post offices and not one hysterical consumer. But by 2020, more than 800,000 registered nurses (R.N.s) will be missing from American hospitals, clinics and homes. Then everyone will know.

The strange thing about the nursing shortage is its stealth. Not surprisingly, no one makes an announcement when healthcare facilities are forced to substitute less-educated personnel for those with the skills and expertise of professional nurses — simply because there aren't enough R.N.s.

Patients need the care of professional nurses. Recent research shows that when R.N. staffing is inadequate, patient deaths rise. R.N.s are the ones who oversee all of the patients' care, treatment and teaching; what they do often saves lives.

We've had shortages before, but this one is both critical and different. Not enough new nurses are entering the workforce. The largest demographic group of nurses — Baby Boomers with an average age of 45 — are eyeing retirement, when they'll flood the healthcare system as consumers themselves. An even older nursing faculty is retiring without replacements to teach new students.

This time the shortage is global, so we can't count on importing nurses from other countries as a solution. The immediate funding of more educational programs and raising the salaries of nurses, especially faculty, would help. This shortage demands a more innovative solution, like good press.

I've been a nurse for 30 years and can't imagine doing anything else. I've worked as a clinician, manager and teacher, slipping between roles as my life changed. No other profession could have afforded me the opportunities I've had, and yet I could have missed them all. When I was a boy, nursing wasn't a career choice for young men. There were no male nurses in novels, newspapers or on television to emulate. I "stumbled" on the notion of becoming a nurse while working as a psychiatric aide in college (I studied comparative religion at Temple University). But nursing doesn't have to be a profession you stumble upon.



Nurses need grassroots community support to publicize the rewards of nursing. For the brightest and best students, high school counselors need to present nursing as a viable career option, along with other traditionally valued professions.

Fortunately, several healthcare and business organizations have stepped forward to give nurses some much-needed visibility in the media. One example is the Nurse Heroes Program, co-sponsored by Nursing Spectrum and the American Red Cross. The heroes we honored were 15 exceptional nurses who saved or attempted to save lives under extraordinary conditions, such as at the World Trade Center and the Pentagon on September 11, 2001. Johnson & Johnson is getting the word out about nursing, using television spots highlighting us at our best. Other groups, such as the National Student Nurses Association and the Health Occupations Students of America, make concerted efforts to tout nursing as a career option to young people.

We also need programs that allow people to easily enter nursing from other careers. Innovators, such as Seton Hall University's College of Nursing, have broken down barriers to enable college graduates with non-nursing majors to become R.N.s in an accelerated 14-month program.

Career opportunities for nurses are unlimited. With fewer than 60 percent employed in hospitals, nurses now work in clinics, offices, homes and nontraditional settings — the infrastructure of American health care. Nurses also provide a great deal of primary care; I have used a nurse practitioner as my primary provider for more than 10 years.

This shortage deserves everyone's attention. Let's be sure that nursing as a career is promoted in the schools. Take the time to find out who the nurses are in your community and commend them for what they do. Let's be certain that they're around when we need them. If the shortage grows as predicted, you might have to bring along your own nurse when you're sick. Let's not wait until everyone has a story about how a friend or family member was harmed for want of a nurse.



Robert G. Hess Jr., M.S.N. '88, R.N., Ph.D. is the corporate director of continuing education at Nursing Spectrum and a member of Seton Hall University's College of Nursing Advisory Board.

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Each print is signed and numbered by noted sports artist Dick Perez. His paintings are housed in collections throughout North America, including the National Baseball Hall of Fame and Museum.

Quantities are limited. To order, contact Michael W. Oakes '97/M.B.A. '01, associate director of the Pirate Blue Athletic Fund, at (973) 378-9838, e-mail pirateblue@shu.edu or visit pirateblue.shu.edu/print.html on the Web.



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Nechama Tec, Ph.D.
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David Bossman, Ph.D.
*Professor, Graduate Department of Jewish-Christian Studies,
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