HUSSON LEDGER

A PUBLICATION FOR ALUMNI AND FRIENDS OF HUSSON COLLEGE

VOLUME II, NUMBER IV **SPRING 1977** **BANGOR, MAINE**

Master's Program Advances

The Education Committee of the 108th Legislature, chaired by Senator Bennett Katz of Augusta, recently gave Husson's pending graduate degree bill a unanimous "out to pass" designation. Although the full Legislature has yet to act on L.D. 69 at this writing, the College is hopeful of favorable action.

The legislation, which would enable Husson to offer a Master of Science in Business degree, was introduced by Representative Nancy Randall Clark (D—Freeport), a 1962 graduate of the College (see related story, page 8).

Though long considered, the process of getting ready to grant a master's degree began about a year ago. Business Teacher Education Department Head, Delores Renaud, chaired a committee to develop a draft proposal for the programs to be offered, a task completed by November, 1976. These findings were presented to a visiting committee from the Higher Education Council in December. The visiting committee provided suggestions for refining the program and the College moved from a tentative exploratory state to a specific goal—the Master of Science in Business degree.

The second stage of development began with the appointment of Dr. Mary Zink, Liberal Studies chairperson, as Director of the Graduate Studies Program. A committee, consisting of Dr. James Parker, Dr. David O'Gorman, and Mrs. Diana (Bee) Beaudoin, further clarified the goals and philosophy of the graduate program, designed the structural organization of the proposed graduate division, and prepared materials to be presented in defense of the request for degree granting privileges. With President Peters, this

• Continued on Page 3 •

College Forms Development Council

Husson College, as it develops plans to initiate an annual fund drive in April, is attempting to enlarge its base of support and improve communications with various constituencies through the formation of a Development Council. The Council, when complete, will include representatives of alumni, parents, business people and friends of the College.

A member of Husson's Board of Trustees, J. Warren Olmsted, has been appointed chairman of the Council. Olmsted, a resident of Deering, New Hampshire, retired in 1975 as executive vice president of the First National Bank of Boston. He has served as a trustee of the Harvard Fund Council, Philips Exeter Academy, and Concord Academy, and as a director of the National Foreign Trade Council, the Boston Overseas Financial Corporation, and the Massnat Corporation, to name but a few.

Chairing the Alumni Fund Committee is George J. Lambert '66, a partner in Peat, Marwick and Mitchell of Portland. A Certified Public Accountant, Lambert belongs to the Maine Society of Public Accountants, the American Institute of Public Accountants, and the National Association of Accountants. He resides in Cumberland Foreside, Maine.

Malcolm E. Jones, president of Bangor Savings Bank, will be heading the Resources Committee. Jones, just completing his term as president of the Penobscot Valley United Way Campaign, is a member of the Executive Committee of the Savings Bank Association of Maine and the Bangor Civil Service Commission. He is a director of Bass Park, as well as a director and Finance Committee member of the University of Maine Foundation.

Co-chairing the Business and Friends Committee are Barbara McKernan and George A. Katterman. McKernan, a Bangor City Councilor and former owner of the **Penobscot Times**, is an incorporator of the Eastern Maine Medical Center and Bangor Savings Bank. Katterman, president of Northeast Bank and Trust in Bangor and a relative newcomer to Maine, is a member of the Bangor Revitalization Committee and the Executive Committee of the Chamber of Commerce.

Husson is fortunate to have the leadership of the individuals serving on the Development Council. As additional committees are formed, the College anticipates increasing effectiveness in its overall efforts.

Nominations Sought

The Outstanding Husson Alumnus Award is given to an alumnus who has demonstrated his or her excellence in their chosen profession through an outstanding record in professional growth, business, and civic or other public service.

To qualify as a candidate for this award, the alumnus must be nominated by another alumnus. This is accomplished by submitting a letter to the Alumni Office stating that you would like to nominate the graduate to be a candidate for the Outstanding Husson Alumnus Award. This letter should be accompanied by accurate and complete information as related to the three areas mentioned above.

The nominations will be accepted through June 30, 1977. The Alumni Board will review all applications. The recipient must be able to attend the '77 Homecoming to receive the award.

In This Issue

College News 1- 7
Features 4, 7
Alumni News 8, 9
Sports 10

From the President



Franklin A. Peters

Looking out the window at the great mounds of snow this day in early March, I might be inclined to think that spring might never come; but the press of events and business to be done in the short time between now and the end of our fiscal year (June 30) tell me otherwise.

Among our very top priorities is financial planning. Without adequate funds to cover our needs, we cannot provide suitable educational services. Husson College is rapidly coming to the forefront in offering a broad range of academic services. All of these services do not take place in the classroom. To name some of them, they are Cooperative Education, Distributive Education, Supplemental Education Program (personal tutoring in areas where the student is weak), and Career Planning and Placement. We have made great advances this last year in these areas, but they all cost money.

Although most of this revenue need is provided by the students themselves, there is a continuing and growing need for money from other sources. To attract students, we have to furnish superior services and at the same time remain competitive with similar institutions. As you know, we are increasing our tuition by $300 per year, or 15%. There is no question that this is a large increase, but we are still competitive and have the lowest charges overall of any comparable non-profit college in Maine. For example, our charges are still significantly lower than those of Thomas College, Ricker or Nasson.

Like all other educational institutions in the United States, tuition and room and board charges do not cover the total costs. Our large student financial aid only helps the college indirectly in that it helps the student to defray his educational costs through grants, loans and work study. Direct outside financial aid comes to the College through federal, corporate, and private grants and individual donations. It is these extra funds which contribute so much to the quality of education at Husson and assure that the College will not only survive but also prosper.

The key to success in the area of donations is to have a large percentage of the alumni participate in the so-called annual fund. Last year was the first time we initiated an annual alumni fund-raising drive. Although the total received was modest, it was a start and the participation was encouraging. It is axiomatic that no private educational institution has ever progressed without the active support of its alumni, both morally and materially.

We do believe that Husson has now reached that institutional status where we can without apology ask you as alumni to give to the annual fund. It is not just a sales talk to say that what is important is not so much the individual amounts, but the number who give. Giving, like love, has a contagious quality.

Last year, the total amount given by alumni in the initial annual fund drive was approximately $10,000. This year, we hope to increase that amount by 50%. To reach our objectives we obviously need your support. When we go to corporations, foundations and individuals other than Husson graduates, such as community leaders here in Bangor, these supporters often ask what our alumni are doing. So your support has a multiplier effect. It can well open many doors.

Thank you.

Trustee Donates Scholarship Trust

Dr. Fred R. Dingley, a trustee of the College, has donated a $1,000 scholarship trust fund to benefit qualified students from the Towns of Lee, Winn, Springfield, Webster Plantation, Prentiss Plantation, Carroll Plantation, Topsfield, Macwahoc, Reed Plantation, Drew Plantation, and the unorganized territories of Kingman and Brookton.

A resident of Lee and former principal of Lee Academy, Dingley received a B.A. and M.A. from Bates College in 1930 and 1933, respectively, and has done doctoral work at New York University, Columbia, Colby and the University of Maine. He was awarded an honorary Doctor of Pedagogy degree from Ricker College in 1963, and an honorary Doctor of Humane Letters degree from Bowdoin College in 1968.

Dingley has served as past president of the Maine Teachers Association, and as a member of the National Education Association, the Maine Congress of PTA, the State Board of Education, and the Commission for Independent Schools of the New England Association of Colleges and Secondary Schools, among his numerous professional and civic activities.

As is consistent with trust funds, Dingley's donation will be invested by Husson College, and the revenues produced by the principal shall be awarded to qualified students from the Lee area in the form of financial aid scholarships.

Husson to Raise Tuition

Husson will increase its tuition this fall in an attempt to meet rising educational costs, President Franklin A. Peters announced recently. Tuition at the College, now at $2,000 per academic year, will increase by $300 effective in September 1977.

In announcing the increase, President Peters noted that "since we were fully aware that any increase in tuition would be an added financial strain to many present and prospective students, we made this decision only after studying all possible alternatives and their consequences." He added that if the College is to maintain and improve its educational services in the face of rising costs, this increase is essential.

Despite the increase, Husson still remains the second lowest in tuition costs of the eleven private, non-profit institutions in Maine.

Husson Ledger

The Husson Ledger is published through the cooperative efforts of the Development Office: Sharon Floyd, Director; William Cook, Assistant; Barbara Beers, Public Relations Coordinator; and Loraine Green, Secretary; and the Alumni Association: Karl McGaw, Executive Secretary.

For information on the college, alumni activities, or the *Ledger*, please contact the Development or Alumni Offices, Husson College, Bangor, Maine 04401. Information and/or suggestions are welcome.

Inventory Policy and Control

Lower Costs Through Inventory Pooling

By

Management Professor & Consultant
Dr. Philip C. Grant

This is the second in a series of three short articles, on inventory policy and control in the public and private sectors, written especially for the Husson Ledger.

Inventory control practices in many organizations tend to be location and/or item bound. With location bound inventory control, separate control practices are exercised for each of a given item's storage locations. If inventory control is item bound, separate control practices are exercised for each different item in stock.

Location and item bound control practices can lead to excessive inventory costs for a variety of reasons. One reason, which is the theme of this article, is that such practices result in the setting of larger-than-necessary safety stocks.

Let's consider location bound inventory control. Suppose a given item is located at two different sites, A and B, and if a customer encounters a stock-out at the first storage site visited, he does not go to the second site for service. Suppose at each site the demand for the item fluctuates randomly but has a stable average value of 120 units per week. Suppose management wishes a stock-out to occur no more than 10% of the time at each location and that this stock-out frequency is achieved with a safety stock of 20 units per site. Additionally, suppose each unit of safety stock costs two dollars per year in carrying costs.

From the above, total demand for the item is 240 units per week. An aggregate safety stock of 40 units—a safety stock cost of $80.00 per year—is required to achieve a stock-out frequency of 10% of the time or less.

This safety stock cost of $80.00 per year is unnecessarily high. Simply by pooling the inventory from the two locations—i.e., sending customers to the second location for service if they encounter a stock-out at the first location visited—the total safety stock required to achieve a stock-out frequency of no more than 10% of the time is less than 40 units, perhaps of the order of 30 to 35 units. (Though no attempt is made here, this can be easily proven with basic statistics. The exact safety stock requirement after pooling is entirely dependent upon the specific nature of the item demand distributions at stock locations A and B.) Similarly, by having one inventory serve all customers instead of two inventories, each serving one-half the customer population, a lower safety stock is required to provide a given level of service.

Let us now focus on item bound control. The same phenomenon as described above applies when different items can serve as substitutes for one another. Suppose two different items can be used for the same purpose; but suppose that if a customer encounters a stock-out in one, he is not encouraged to and does not take the second as a substitute. Under these conditions a much higher total safety stock is required for these two items than is required if customers freely substitute one item for the other when a stock-out on all of the times is encountered. If management regards all items that can serve as substitutes for one another as constituting one inventory reservoir or pool, then safety stocks can be set considerably lower.

All about us numerous opportunities exist for cost savings through inventory pooling. For example, considerably less heating fuel and gasoline need be stored by individual dealers if they relax some of their competitive instincts, sacrifice some of their independence, and agree to share (pool) reserves. Indeed, in these times of energy shortage failure to pool resources will likely mean that some dealers will experience outages. Rigid adherence to location bound inventory control practices, which are in part a natural consequence of free enterprize activity, can result in unnecessary customer sacrifice.

As an example of item bound inventory control, consider the multiple kinds of meat available in the showcase at the local supermarket. Far lower total inventories are needed to secure purchases if store pricing and promotion are designed to encourage customers to select substitute cuts when their initially desired selections are out of stock. Keeping meat inventories down can mean significantly less in spoilage, refrigeration, and other carrying costs.

Finally, consider the decentralized control of supplies and materials adopted by many businesses. Individual office, departmental, or divisional stock control practices are location bound. Centralized control with supplies and materials being drawn from a single inventory will require a lower aggregate average inventory level and thus lower inventory costs to achieve a given level of customer service.

The above reflections hint at the wisdom of pooling inventories to reduce safety stock requirements. The wisdom of inventory pooling does not stop here, though. Control practices developed for pooled inventories can also lead to lower aggregate purchase order costs and to lower control system operating costs.

Master's Program (Continued)

committee spoke before the members of the State Board of Education in Augusta, who recommended to the Joint Legislation Committee on Education that Husson be awarded degree granting authority.

A delegation from the College and interested friends presented Husson's case at a hearing in February before the Joint Legislative Committee on Education. Each of the potential major areas of concentration were represented by alumni, faculty, staff and friends. The president of the Student Senate, Jeffrey Vermette, spoke on behalf of Husson students.

Refining the program further, writing course descriptions and syllabi, and determining the best procedures for implementation still lie ahead. This phase is the most crucial, and will result in a well-ordered and financially viable plan to be presented to the Husson Board of Trustees. The Trustees will consider the impact of the proposed program on the entire college operation. A graduate program usually is more expensive to operate than an undergraduate program. The library must be expanded at a different level, although it will enhance the undergraduate division, and new faculty may be needed or undergraduate faculty replaced if any current faculty members are reassigned graduate courses. These are only a few of the factors which must be considered before a program can be formally offered.

The graduate committee continues to work, and hopes to have practical, high quality graduate courses and study options ready for the 1977-78 academic year if approved by the Legislature. The program will start small and built gradually. First courses will be those designed specifically for business educators and the core courses which can be applied to any major.

Ignored Assets

A Challenge to the Maine Business Community

By Ann J. Korschgen,
Director of Career Planning

Note: This article, somewhat condensed to meet space requirements here, was recently written for and printed in "Monday", Maine's only business newspaper.

Jim Millett is highly marketable. He is well-spoken, well-liked, and extremely bright. He completed his baccalaureate degree in business administration in only two and one-half years with a nearly straight "A" average. Upon graduation he was eager to begin his job search and was prepared to handle probes from the toughest interviewer. Yet after a year of grueling and extensive job searching, Jim is one of a very few of his classmates who has NOT received a job offer.

Charles Mulligan is a licensed Class 1 truck driver. He has never had an accident and is always willing to work as long as it takes to get the job done. Charles is earnest and friendly and has excellent recommendations from former employers. He eagerly volunteers his trucking skills at no cost, or any other work skills, for that matter, to demonstrate his competence, but no one takes him up on his offer. When truckers are hired, Charles is passed over.

Arthur Burnell has had experience working with youth and feels his strength lies therein. Intelligent and having good credentials, Arthur has applied with no results for numerous positions for which he was qualified. He remains unemployed.

These men are hardworking, dedicated, and competent. They have assets that normally would be coveted by businesses, even in the tight job market of today. What, then, is the problem? Why are they not hired? Maybe you have guessed it already. They are physically handicapped. Jim Millett is confined to a wheelchair, as is Arthur Burnell. Charles Mulligan had cerebral palsy which has affected his speech and some of his motor coordination. In other words, when they apply for a job in person, the employer can SEE their handicaps.

Because their handicaps are obvious, they, and all other physically handicapped people are seldom, if ever, given the opportunity to compete on an equitable basis for jobs. Consequently, their job searches have been incredible sagas of rejections, unfounded excuses, misunderstandings, and even outright contempt. Many Maine employers are doing the handicapped and themselves a grave injustice by automatically, and **illegally** in many cases, eliminating qualified handicapped individuals from their manpower resource pool. This "automatic elimination" has happened to Jim, Arthur, and Charles many times.

A stunning example of this discrimination occurred last summer when a well-known Bangor bank refused even to interview Jim for a position for which he was highly qualified. Their reason was this: "We already have one handicapped individual working in the bank, and we don't think two would look good." Another Bangor firm refused to consider Jim because



Ann J. Korschgen

they were afraid he would write too slowly and hamper daily routine. (Remember that Jim, obviously capable of rapid work, completed a four-year business administration program in a little over two years.) Another well-respected establishment cited rising insurance costs as an excuse not to consider Jim for employment.

Arthur has experienced similar defeats. Startled looks on the faces of the interviewers are followed closely by excuses of why they feel Arthur cannot be considered for the job—doors too narrow, steps too steep, offices too crowded. He has also had to contend with such queries as, "What would you do if you were knocked out of your chair by a kid you were counseling?" It is important to note that the interviewer failed to say what HE would do if HE were knocked down by a kid HE was counseling.

Charles has interviewed for positions which he knew were definitely open, but he was told there were no openings. Usually, however, Charles and all other handicapped individuals are given no reason for not being hired—they are just never hired.

I feel the time has come for Maine employers to examine themselves and their motives. Why do they refuse to give the handicapped a fair chance in hiring? As Thomas Fisher, a disabled veteran, was recently quoted, "The biggest problem I had with potential employers was their focus on some small problem my disability might present, making it a **major obstacle.** What a disabled person needs most is to be treated like a normal human being . . . "

Why are major obstacles created to prevent the handicapped from finding employment? I feel there are several reasons, and hopefully once understood they can be eliminated or at least dealt with more effectively.

- Employers feel uncomfortable with handicapped individuals and automatically associate their physical handicap with general incompetence.
- Employers think safety records will be jeopardized.
- Employers worry that other employees will not accept the handicapped.
- Employers feel that a considerable amount of expense will be required to make physical modifications to work areas.

E.I. duPont de Nemours and Company recently studied 1,452 employees with physical handicaps and found some revealing facts:

- There were no increases in compensation costs nor lost time injuries due to handicapped employees. In fact, Workmen's Compensation rates are not predicated on the disabilities of the employees. In addition, it is interesting to note that insurance companies are one of the leaders in hiring the handicapped (according to the National Alliance of Businessmen).
- In terms of safety, ninety-six percent (96%) of handicapped workers were rated average or better than the nonhandicapped, both on and off the job. They were also rated high in job performance and attendance. Turnover was lower for the handicapped employees.
- Architectural adjustments were not needed in most cases. Even if they were, most businesses would benefit since oftentimes the hidden cost to allow architectural barriers to remain exceeds the cost of removing them.

According to several sources in the Maine Bureau of Vocational Rehabilitation, monies are available to make renovations or adjustments which will accommodate handicapped employees.

• Harmony with fellow employees and supervisors was no different for handicapped than for nonhandicapped employees.

Thus it has been found that handicapped individuals are for the most part safe, competent, willing and dependable workers. Many of the major obstacles employers use as excuses for not hiring the handicapped are capricious and must be re-examined with facts in hand.

Fortunately, nonhandicapped persons are beginning to ask why the physically disabled aren't hired. The Federal Government, for one, has taken action to assure that the handicapped are given a fair opportunity, and has established regulations regarding affirmative action for the hiring of the handicapped (Section 503 of the Rehabilitation Act of 1973). Maine has several hundred employers who are subject to this law which, in essence, states that every employer doing business with the federal government under a contract for more than $2,500 must take affirmative action to hire, promote, and train the handicapped. The law places no undue demands on employers and may in fact awaken them to an excellent source of employable people that have been previously ignored.

The handicapped face other serious problems which hinder their employment, however, physical barriers and transportation difficulties greatly restrict the opportunities of the handicapped. If more people became conscious of these barriers and made efforts to eradicate them, life would improve for all.

For example, even though the city of Bangor has a fleet of 36 Citibuses, none are accessible to the handicapped. Mr. William Hunt, manager of Citibus, said that a bus which would be accessible to the wheelchair-confined would be terribly expensive. It is ironic to note, however, that a bus with a capacity for seven wheelchairs purchased by the Independent Living Center in Bangor cost only $13,000 while the new inaccessible Bangor city buses cost $28,000 each. Cities such as Denver, Bridgeport, and Rochester are making efforts to provide public transportation for the handicapped. I feel it is time Maine cities do likewise. These buses would not only help the handicapped but also aid the elderly who have difficulty with steps on the present buses.

Sidewalk curbs and similar barriers in Maine cities also inflict considerable

• Continued on page 9 •

Job Placement Stats Released

Employment statistics on Husson's December 1975 and May 1976 graduates have recently been compiled by the Career Planning and Placement Office, and reflect an exceptionally high rate of success by Husson grads in securing jobs.

According to Ann J. Korschgen, director of Career Planning, 96 percent of those seniors who were in the job market found employment. Of that figure, at least 78 percent found employment directly related to their major.

Korschgen, who based the statistics on personal contact with the 227 graduates, found that more of the College's graduates are finding work in Maine than ever before. Seventy-eight percent (78%) of last year's graduates are working within the state, as compared to only 50 percent in the five years prior to 1975. She cites the College better preparing its students for careers within the state as one of the reasons for this increase. For example, Husson created a small business management major recently which draws upon Maine businesses as resources. Students work with these small businesses in conjunction with that program, and gain experience previously unavailable to them. Korschgen also notes that more Maine businesses are recruiting employees on campus than ever before, another factor in this increase.

Job turnover was substantially lower this year than last. Seventeen percent (17%) of the 1974-75 graduates changed jobs in that last year, as compared to only ten percent (10%) in the 1975-76 graduating class.

Out of the four academic disciplines at Husson, graduates who majored in Business Teacher Education and Secretarial Science fared the best, with an amazing 100 percent securing jobs. Business Administration and Accounting majors followed closely, with 94 percent and 95 percent, respectively, finding employment. Of the Business Teacher Education majors, 85 percent are employed in their field; Secretarial Science, 87 percent; Accounting, 70 percent; Business Administration, 76 percent. Seven percent of the total graduating class are employed in jobs totally unrelated to their majors.

This year's highest salary, $25,000, went to a business administration major who is employed as a financial manager for a European company. Another business administration major earned the second highest salary, $15,600 plus commission, working as a salesperson for an insurance company.

Spring Breakfast Speakers

The second semester of the Husson Business Breakfast series opened recently with Senator Edmund S. Muskie speaking on the Congressional budgeting process and his so-called "Sunset Bill" on February 16. Muskie drew a record crowd, approximately 350, and was greeted by a standing ovation.

Thomas Tureen, legal counsel for the Passamaquoddy Tribe, spoke on March 17 on pending litigation concerning the Indian's proposed retrieval of aboriginal lands.

Three notable speakers will address breakfast audiences in April and May. On April 5, Premier Richard Hatfield, Province of New Brunswick (premier is equivalent to governor) will speak on Maine and New Brunswick relations. Kenneth Olsen, president of the Digital Equipment Corporation, which will soon open a plant in Maine, is speaking on April 21. Attorney General Joseph Brennan will speak on May 5.

All breakfasts are open to the public, and begin at 8:00 a.m. in Dickerman Dining Commons.

Grants Awarded To Husson

Two national foundations have recently donated grants amounting to $2,500 to Husson.

The Shell Companies Foundation of Houston, Texas awarded the College $2,000 in the form of a "Shell Assist," which will be used for four purposes.

Five hundred dollars each will support: general institutional projects; professional development by any one of the faculties of the institution;professional development by individual members of specific faculties; and scholarship aid for students from a middle income bracket.

A second $500 grant was received from the Sears-Roebuck Foundation of Chicago.

Usually restricting its grants to library improvements, this year the foundation gave monies for unrestricted purposes. According to President Peters, the grant will be used to further the college's educational objectives.

This year's grant marks the sixteenth year in a row that Husson has received monies from the Sears Foundation.

Parent's Weekend Slated

Several students at Husson have recently been industriously planning the second annual Parent's Weekend, which has been set for April 15, 16 and 17.

Chairperson of the impending event, Gerald A. Coutu of Sanford, a senior majoring in Business Administration, and other members of the committee, have been working closely with College administrators in the organizing of the weekend.

Parent's Weekend was first established last year to offer parents a chance to visit their children, and attain a good understanding of the academic and social life at Husson.

This year's events will include: a faculty-student basketball game, a coffeehouse, a student talent show and a semi-formal dance.

Other Husson students organizing the weekend are: Carol Belanger of Springvale, a senior majoring in Accounting; Vicki Boyd of Contoocook, New Hampshire, a senior majoring in Court Reporting; Francine L. Desrosier of St. Agatha, a junior majoring in Business Administration; Robert Doyle of Falmouth, Massachusetts, a sophomore majoring in Accounting; Tim McMahon of Huntington Station, New York, a junior majoring in Business Administration; Edwin G. Michaud of Millinocket, a freshman majoring in Business Administration; Lee J. Surridge of Hilton, New York, a senior majoring in Business Administration; Jeffrey Vermette of Springvale, a senior majoring in Business Administration; and David Vickery of Phoenix, New York, a senior majoring in Business Administration.

Summer Workshops Scheduled

Kenneth Johnson, assistant director of External Degree Programs, has announced the workshops to be held at the College this summer. The following is a list of the workshops being offered, full course descriptions will be published at a later date. If you are interested in the workshops and would like more information immediately, please direct inquiries to: External Degree Program, Husson College, Bangor, Maine 04401, or call 945-5641, ext. 220.

Workshop I—Week of June 27, 1977. *Metric Workshop—"What Teachers Need to Know to Teach Metrics"*, **5 days 3 credits. Tuition, $120. Professor Sally C. Webster.**

Workshop II—Week of June 27, 1977. *Athletic Administration*, **5 days, 3 credits. Tuition, $120. Professor Keith Mahaney.**

Workshop III— Week of July 5, 1977. *Athletic Training*, **3 credits. Tuition, $120. Professor D. Bruce MacGregor.**

Workshop IV—Week of July 11, 1977. *Philosophy and Principles of Coaching*, **5 days, 3 credits. Tuition, $120. Professor Keith Mahaney.**

Workshop V—Week of July 11, 1977. *Economics for Everyone*, **5 days, 3 credits. Tuition, $120. Dr. Charles M. Sullivan.**

Workshop VI—Week of July 18, 1977. *Health Education*, **5 days, 3 credits. Tuition, $120. Professor Pamela Hennessey.**

Workshop VII—Week of July 18, 1977. *Parliamentary Procedures*, **5 days, 3 credits. Tuition, $120. Professor Albert E. Weymouth.**

Workshop VIII—Week of July 25, 1977. *Nutrition—Its Relation to Diet, Weight Control, and Exercise*, **5 days, 3 credits. Tuition, $120. Professor Pamela Hennessey.**

Workshop IX—Week of August 1, 1977. *Outdoor Recreation Education and the Environment*, **5 days, 3 credits. Tuition, $120. Professor Pamela Hennessey.**

Workshop X—Week of August 8, 1977. *Basketball Coaching Workshop*, **5 days, 3 credits. Tuition, $120. Professor D. Bruce MacGregor.**

Workshop XI—Week of August 8, 1977. *Official's Basketball Camp Workshop*, **5 days, 3 credits. Tuition, $120. Professor Delmont N. Merrill.**

Workshop XII—Week of August 15, 1977. *Basketball Coaching Workshop*, **5 days, 3 credits. Tuition, $120. Professor D. Bruce MacGregor.**

Workshop XIII—Week of August 22, 1977. *Modern Office Equipment Maintenance and Repair (elementary)*, **5 days, 3 credits. Tuition, $120. Mr. Charles L. Guatney.**

Workshop XIV—Week of August 29, 1977. *Modern Office Equipment Maintenance and Repair (advanced)*, **5 days, 3 credits. Tuition, $120. Mr. Charles L. Guatney.**

State DECA Conference to be Held at Husson

Over 350 students from sixteen Maine high schools will be converging on the Husson campus on March 22 to participate in a state-wide Distributive Education Clubs of America (DECA) conference. Including a wide range of competitive and social events for high school juniors and seniors involved in retailing, marketing or merchandising courses, the DECA conference is partially funded by a $5,000 grant the College recently received from the State Department of Educational and Cultural Services.

Assistant Professor Bee Beaudoin, Husson's Distributive Education coordinator, and several of her students are organizing the one-day conference.

Students will participate throughout the day in competitive events such as: window display (in which the students will create an attractive retail display in a mock window), job interviewing, public speaking, radio script writing and reading, and advertising design and copy. Those schools participating in the conference are Cony (Augusta), Morse (Bath), Mt. Blue (Farmington), Brunswick, Fort Kent, Lewiston, Madawaska, Millinocket, Portland, Rockland, Skowhegan, South Portland, Van Buren and Westbrook High Schools.

Approximately 30 individuals from the Bangor business community, many of whom voluntarily serve as advisors to the College on Distributive Education, will be lending support and materials for the conference, as well as judging several of the competitive events. Husson faculty and students will also judge the events, and winners will be announced at an awards banquet which will conclude the day's activities.

The State Department of Education grant, which was awarded after Beaudoin submitted a proposal to the Department requesting monies for special projects, will also fund a one-week summer workshop for business educators, distributive and cooperative teacher-coordinators throughout the state.

According to Beaudoin, the workshops will address "common problems (of DE coordinators) and creative problem-solving, the development of positive values and work attitudes in high school students, and the creation of project materials for use in rural distributive education programs."

Financing College

State, Agency, Institutional and Private Sources

By Barbara M. Beers

This is the second in a series of three articles exploring alternatives in financing college. The first part, carried in the last issue of the **Ledger**, *addressed federal aid programs, this segment discusses a melange of sources. The third installment will feature Husson's workstudy program.*



Doris Crowe and Bob O'Donnell of the Husson Financial Aid Office discuss a student aid package.

State Sources

State financial aid programs, although substantially smaller in appropriation and less comprehensive than federal sources, are useful as supplemental funds for college students who are eligible.

Generally two major forms of aid are available through a state, however, only 28 states in the union have support programs at all. Roughly 50 percent of the states do not earmark portions of their educational budgets for direct student aid. For those who do, funds usually are designated either for scholarships, loans, or both.

Within New England, Maine, Massachusetts, Vermont, Connecticut and Rhode Island have state aid programs. Out of these five states, all offer both scholarships and loans, except Connecticut, which provides loans only.

According to 1973 statistics, Maine ranked 27th in aid monies appropriated by the 28 states, dolling out only one half of one percent ($.2 million) of the $375.3 million awarded. This figure represents the lowest dollar expenditure per state population based on 1970 census figures. Thus, Maine spends less money per capita than any of the states offering programs.

Although smaller than most states, Maine's scholarship program, the State Tuition Equalization Program (STEP), grew from approximately $200,000 in 1973 to almost half a million in 1975, and provided 827 students with awards. However, since STEP was designed to equalize tuition descrepencies between public and private institutions, awards are available only to students attending private colleges. (State education offials are now considering a revamping of this program to include public institutions.)

Eligibility for a STEP grant, beyond attendance at a private institution, is determined by the student's financial need. Students must demonstrate a family income of less than $13,000 by submitting a Parent's Confidential Statement (forms available from guidance counselors or financial aid offices).

Awards range upwards to $900 per year for extremely needy students, with the average income of the recipient/family falling around $8,000. STEP awards are given on a non-discriminatory basis, for undergraduates only, and need not be repaid. They are available only to Maine students, and cannot be taken out of state. More specific information can be obtained from high school guidance counselors or financial aid officers.

Maine's student loan program, the United Student Aid Fund (USAF), provides moderately low cost loans (7%) for students from the state. Widely used to finance college, 218 Husson students from Maine alone received just over a quarter of a million in these loans during the 1976-77 academic year.

Loans of up to $2,500 per academic year are available, with a ceiling of up to $10,000 for four years. Repayment of USAF loans may begin anytime, however initial installment must commence no later than eleven months after graduation. This type of loan is secured by direct application to one's hometown bank or lending institution.

Agency Sources

Federal agencies such as the Veteran's Administration, the Social Security Commission, and the Department of Health, Education and Welfare, Bureau of Rehabilitation, contribute substantial funds to eligible individuals for education. Unlike previously mentioned aid programs, these agencies generally support a diversity of educational activities. In many cases students may receive monies while attending either private or public; technical, vocational or liberal arts-oriented; undergraduate or graduate institutions.

If you are a veteran, or the offspring of a deceased veteran; an unmarried child between the ages of 18-22 of a disabled, retired or deceased social security recipient; or are physically handicapped, then you are probably eligible for a wide range of educational benefits. More information on these benefits can be obtained from the nearest office of the appropriate agency.

Educational monies are also available from the military branches. Long-established programs such as the Army's Reserve Officers Training Corps (ROTC), offer men and women the chance to receive an excellent education at a reduced cost, as well as enter the service as a commissioned second lieutenant in the U.S. Army Reserve.

Although Husson does not have an ROTC program on campus, the College participates in a cooperative arrangement with the University of Maine at Orono. This arrangement allows the student to go through the program for no extra cost and in the same amount of time.

Institutional Sources

Almost every, if not every, college or university has funds of its own to give away to deserving students. These awards can range from academic, to athletic, to service or social orientation in nature.

Husson awards several academic scholarships each year to benefit students with "creative promise" and financial need.

Four one-year, full tuition scholarships are given each fall to graduates of Bangor, Brewer and John Bapst High Schools, as well as one high school outside the area. These grants, each for $2,000 presently, are awarded on the basis of scholastic achievement, character, citizenship and participation in school activities, as determined by the high school principal and guidance counselor.

Other academic grants at the College include: Business Administration scholship of $300 for upperclassmen majoring in insurance; a Walker Scholarship Fund covering tuition for Maine stu-

• Continued on page 9 •

Alumni Advancements



Nancy Randall Clark '62

NANCY RANDALL CLARK, a six year veteran of the Maine House of Represenatatives and the sponsor of over 100 pieces of legislation, is presently sponsoring LD 69, a bill of major importance to the College. Legislative Document No. 69 is an act which would authorize the College to offer a Master of Science in Business degree. (See related story, page 1.)

A member of the 106th, 107th and presently the 108th Legislatures, Clark has made many significant contributions to the Maine educational and business communities. Among the numerous outstanding and innovative legislative pieces that she has sponsored is the Maine Consumer Credit Code, one of the most far-reaching laws to come out of recent legislatures.

Presently Chairwoman of the Committee on Business Legislation for a second term, Clark is a member of the Democratic National Vice-Presidential Selection Commission, National Women's Political Caucus, Governor's Advisory Council on the Status of Women (106th, vice chairwoman), and the Educational Subsidy Commission (106th), among others.

A 1962 graduate of Husson with a B.S. in Business Teacher Education, she began her career as an office manager for the Portland-based Bearings Specialty Company. A year later she moved into her field of expertise as a business teacher in the Scarborough High School, where she taught until 1967. In 1968 she received an M.Ed. from the University of Maine in Orono.

Clark, a native of Freeport, is past president of the Maine Teachers Association; was a 1976 candidate for secretary treasurer of the National Education, and is currently a member of that



Ronald J. Willette '62

group's Finance Committee; is a member of the Business Educators Association of Maine; and also the New England and National Education Associations.

A member of Tau Epsilon Honorary Society while at Husson, the Legislator is also involved in many civic activities. She holds memberships in charitable groups fighting arthritis and muscular dystrophy, the Freeport Historical and Dollars for Scholars organizations, the Order of the Eastern Star, and the Daughters of the American Revolution (D.A.R.).

RONALD J. WILLETTE '62

The Marquis Who's Who Publications Board has announced that RONALD J. WILLETTE, Director of Guidance for School Administrative District #20, Fort Fairfield, Maine, has been listed in the **First Edition of Who's Who Biographical Record for Child Development Professionals.** Inclusion in this publication is limited to those individuals who have demonstrated professional competence in their own fields of endeavor and who have, thereby, contributed significantly to the betterment of contemporary society. Mr. Willette was sponsored by Dr. James J. Muro, Dean, College of Education, University of Maine at Orono.

Willette has degrees from Husson, the University of Buffalo, Buffalo, N.Y., the University of Maine at Orono. He has attended graduate institutes at the University of Maine at Portland-Gorham; Northeastern University, Boston, Massachusetts; and has completed an Institute for Educational Training Laboratory in Behavioral Science at Bethel, Maine.

Willette began teaching at Caribou High School in 1962, and was promoted to director of guidance at Fort Fairfield High School in 1965. He has worked as a consultant and special trainer for the Maine Department of Educational and Cultural Services, Drug Education Program, and as a Career Education consultant to the U.S. Office of Education, Department of Health, Education and Welfare. He is presently a member of the Maine State Advisory Committee on Career Education. Willette has also taught at the University of Maine at Portland-Gorham, and is an instructor in the "Schools Without Failure Program" at the University of Maine at Orono during summer sessions.

Alumni Promotions

EDWARD M. YOUNGBLOOD '62 has been promoted to Assistant Vice President in charge of bank operations at the Bangor Savings Bank in Bangor. Ed has been with the local bank since September 1975. He and his wife, Peggy Brewer '63, and their two children live in Brewer.

RICHARD M. STOLKNER, CLU, '72 is now District Manager for the Massachusetts Mutual Life Insurance Company in Bangor. Dick received his Chartered Life Underwriter designation from the American College, Bryn Mawr, Pennsylvania, in September 1976.

CECIL D. WILSON '56, Controller of the Bangor Publishing Company, was elected Assistant Treasurer during a recent meeting of the corporation at the **Bangor Daily News** office. Cecil joined the newspaper in 1956 and was promoted to Office Manager in 1958. He became assistant business manager in 1966 and was elected controller of the corporation in 1974. Recently he was appointed to a 3-year term on the Board of Arbitration and Reconciliation for the State of Maine. He was the first 4-year alumnus to have a son graduate with a 4-year degree from Husson. His son is C. Dexter Wilson, Jr., CPA, '72.

ROBERT COLLINS '64 has recently been promoted to Manager and Assistant Vice President of the Depositors Trust Company of Bangor. Bob started work for Depositors Trust Company in August of 1972 as Assistant Manager and was promoted to Manager in 1974. He previously worked for CIT in Brewer, Maine. Bob and his wife and two children live in Brewer.

• Continued on page 10 •

Alumni Notes

1937—JOHN H. FAHEY has returned to Brewer after spending a few years in Boston. His new address is Riverside Apts. #19, Penobscot Square, Brewer, ME 04412.

1948—BAXTER "JACK" BATES is the head of the department of business administration at Paine College in Augusta, Georgia.

1956—RALPH BICKFORD, who is the Business and Distributive Education Consultant in the State Department of Education in Augusta, is the newly-elected president of the New England Business Education Association.

1957—MADALYN JORDAN of Husson College is presently on sabbatical from the College and is working on her C.A.S. degree in Student Personnel Services at the University of Maine in Orono.

1963—PAUL DOLSON is teaching in the business education department at Roger Ludlow High School in Fairfield, Connecticut.

1965—DUANE RANCOURT, director of food service at Biddeford's Webber Hospital, was recently elected president of the Northern New England Society of Food Service Directors. For three years in a row, Duane has been listed in "Who's Who of American Young Men."

1967—WAYNE C. INGALLS, CPA, is a partner in the firm of Brooks and Carter, CPA's, Bangor, Maine. Wayne has a Master's degree in Business Administration, and serves on both the Husson College Alumni Board of Directors and the Husson College Board of Trustees.

1968—EDWARD R. HOPKINS, CPA, is an Audit Manager for Brooks and Carter, CPA's, Bangor, Maine.

DAVID N. FELCH, CPA, is an In-charge Auditor for Brooks and Carter, CPA's, Caribou, Maine.

1969—GERALDINE A. BLACK, CPA, is an In-charge Auditor for Brooks and Carter, CPA's, Bangor, Maine.

CHARLEYNE STUBBS GILBERT is teaching at Lewiston High School and is the new secretary to the Business Education Association of Maine.

1970—NEAL BARROWS has returned to Maine, is living in Glen Cove and working at the Samoset Inn.

JOHN D. McINNIS of Portland, Maine, has passed the Certified Public Accountant exam.

1971—DANA J. SMITH, CPA, is a Staff Auditor for Brooks and Carter, CPA's, Bangor, Maine.

1972—C. DEXTER WILSON, JR., CPA, is an In-charge Auditor for Brooks and Carter, CPA's, Bangor, Maine. Since graduating from Husson, Dexter has received his CPA and also a Master of Business Administration from the University of Maine at Orono.

ROGER A. DAIGLE has been promoted from Acting Director of Admissions to Director of Admissions at Husson College.

1974—VICTOR STERNE, of Miami Lakes, Florida, has recently joined the forces of the Insurance Company of North America in that city. He was previously with Liberty Mutual.

PAUL CRISTINI is an accountant for the Justice Department, Federal Prison Industries, Allenwood Prison Camp, Allenwood, Pennsylvania.

1974—ROBERT W. PEDLEY is an In-charge Auditor for Brooks and Carter, CPA's, Bangor, Maine.

1975—LESLIE M. SHAW is a Staff Auditor for Brooks and Carter, CPA's, Bangor, Maine.

1976—SHIRLEY LOCKE of Halifax, Nova Scotia, is the Assistant Manager for the St. Mary's University Bookstore in that city.

If you know of an alumnus who has not yet been listed in **"Alumni News,"** or who has recently been promoted, please send us the information.

Challenge (Continued)

frustration and hardship on the wheelchair confined. These physical barriers hurt **both** the handicapped and the store owners. It's rather obvious that by denying the handicapped access to their stores, retail businesses effectively exclude a sizeable clientele. When one considers that there are about 8,000 disabled individuals in Penobscot and Piscataquis Counties alone, it would seem that businesses would give more attention to accommodating them. Eight thousand people can buy a lot of goods and services.

There is no question that it is in the best interest of business and industry if the handicapped are heeded. Not only do they represent a population of people who would benefit business if they gained entry to shop in their stores, they also represent a virtually untapped pool of talent which could play an important role in the economic development of Maine.

When employers interview handicapped individuals for a job, they should keep the basic employment question foremost in their minds: Can this person do the job? Myths and excuses should not be a part of the interview. The credo for the handicapped at the Human Resources Center on Long Island summarized well the desire of most handicapped individuals wishing employment:

"I seek opportunity—not security. I do not wish to be a **kept** citizen, humbled and dulled by having the state look after me. I want to take the calculated risk, to dream, and to build, to fail and to succeed on my own."

Can Maine businesses afford to ignore the handicapped any longer? I think not.

Financing College (Continued)

dents enrolled in four-year programs; scholarships of $250 and $150 for students who have maintained 3.6 or 3.4 grade point averages, respectively; and Grants-In-Aid of $500 each for eligible students majoring in Business Administration, Accounting and Secretarial Science.

Many universities and colleges support their athletic teams by offering scholarships in varying amounts. Husson annually awards $250 grants to an upperclassman/woman who have made outstanding contributions to the College's freshmen athletic program, as well as general Grants-In-Aid for outstanding athletes who qualify, based on scholastic achievement and financial need.

A third category that institutional aid monies support are service and social activities. The Grace C. Stewart and Ethelyn E. Williams Memorial Scholarships of $100 each are awarded annually to junior and senior members of the Epsilon Tau Epsilon Sorority on the basis of need, academic promise, and sorority participation. Scholarships of differing amounts are also awarded to the editor, assistant editor, and business manager of the *Spectator*, Husson's student newspaper; to the station manager of WHSN-FM, the College's student-run radio station, and several other student officers.

Private Sources

A number of private community organizations and national associations supply funds for students with a variety of backgrounds and interests.

Local groups such as the Kiwanis, Elks, Rotary, Jaycees, Altrusa, and Knights of Columbus Clubs donate scholarships for financially-needy students sometimes with the prerequisite that he or she be the child of an active club member. Many communities hold "Dollars for Scholars" fund drives which result in substantial grants for successful applicants.

Innumerable national societies offer grants, scholarships, loans and fellowships for undergraduate, graduate, doctoral and research activities. Occupational specialties or areas of interest include clerical training, physical therapy, human relations, the classics, and art, to name but a few.

The best place to look for more information on private financial aid sources is at your local library. Most libraries will at least have the names and locations of all local service organizations, if not specific information on their scholarship programs. In addition, their reference room will have several volumes of directories/manuals on how, when and where to find educational support funds from national associations.

Much of a student's success in securing aid monies from many of the sources noted in this article will be determined by his or her initiative and aggressiveness in seeking them out. Although they are oftentimes more difficult to come by than federal aid monies, state, agency, institutional and private sources generally support a wider range of educational endeavors, and therefore, benefit more students.

Braves Close Season 23-3

Husson College
Bangor, Maine 04401

NON-PROFIT
ORG.
U. S. POSTAGE
PAID
PERMIT NO. 710
BANGOR,
MAINE 04401



Address Correction Requested

275190-56-49

How do you follow an act of 24-4 (74-75) and 26-0 (75-76)?

This was the predicament of Coach Bruce MacGregor of the Husson Braves at the beginning of the 1976-77 basketball season. His Braves responded to the task well and finished the season with an impressive 23-3 record.

This season has been one of many laurels for the Braves. They captured their third consecutive Paul Bunyan Tournament and their fourth in the past five years. They won the Northeast College Conference Championship for the third straight year, and finished in the runner-up spot in the N.A.I.A. District 5 Championships, a position which barely missed netting them their third consecutive trip to the N.A.I.A. national tournament in Kansas City.

Team-wise, Husson has ranked nationally in the N.A.I.A. in a number of departments throughout the season. They lead the nation with a 57.1% field goal percentage, team offense at 102.2 points per game. In the new England ratings Husson also led in rebounds with 35.2 rebounds per game, placed second in team foul shooting at 72.9% and placed fifth in team defense by holding their opponents to 79.2 points per game.

Individually Husson is led by Terry Weeks, Rich Macho, and Joe Mesi who placed in the top 10 nationally for field goal percentages. Mesi was also ranked 12th in the nation in rebounds at 13.2 rebounds per game.

Along with all their accomplishments, the Braves placed Tom Philbrick, Terry Weeks and Joe Mesi to the N.A.I.A. all District 5 basketball team.

The Braves can look forward to the next season, as the entire team returns in hopes of continuing their winning tradition.

Lady Braves Leading State In "A" Division

The "Lady Braves", under the direction of Coach Pam Hennessey, are having another fine year living up to the tradition of Husson and its winning ways.

The team is currently sporting a 13 win and 2 loss record, the leading win record in the State of Maine at this writing.

Husson has a lot of young talent which has worked out very well. The team is peaking at the close of the season which is excellent.

Husson plays in the "A" division of women's basketball, which is the top level of competition based on ability. There are five colleges in the division, with Husson the only non-university school and the smallest college in the state capable of playing at the "A" level.

Husson currently is led in the scoring department by Verna Eldridge of Brewer with 12 points per contest. Kris Hughes, a freshman from Cumberland, is averaging 10 points. Senior Captain Linda Deveau from Northeast Harbor is tossing in 9 counters per contest.

Defensively, the Lady Braves are playing very well. Kris Hughes is averaging 12 boards, Sherri Williams of Boothbay has 10 and Verna Eldridge is hauling down 6 boards per game.

As a team, Husson is scoring 62 points per contest against 40 as an average for its opponents. Husson is also out-rebounding opponents by an average of 12 boards per game.

This year for the first time, Husson is hosting the State of Maine "A" Division College Women's Tournament, which will take place on March 17, 18, and 19. Coach Hennessey has been named director for the three-day competition.

Husson has three games remaining on its regular season's schedule and the post-season tourney. The squad has come a long way over the course of the season and should do well in the tournament.

According to Coach Hennessey, "At the beginning, I was very conservative, at this point, however, I feel confident that we can give any opponent a tough game. We have surprised a lot of people, fans and coaches alike, but that's our way and we work hard to accomplish our goals."



Promotions (Continued)

PETER A. HOPKINSON '74 has been promoted to supervisor of production accounting in the Great Northern Paper Company mill in Millinocket, Maine. Peter is a native of Fort Fairfield and joined Great Northern in 1974.