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NEWPORT NEWS, VA
MONDAY 95,000
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There's hope for many in job market

Here's some helpful, hopeful information about getting by in today's job market:

■ **Hope for executives:** Executive recruiters had a "disappointing" 2001, a RecruitSmart survey of 385 headhunters conducted by ExecuNet.com found. But now things reportedly are beginning to look up, and the top industries expected to drive the increased demand for executives are biotechnology/pharmaceuticals; health care; financial services/banking; high tech; and manufacturing.

Hopefully, one of those fields is yours.

■ **Help for health care:** St. Louis University reports that since Sept. 11, its school of nursing has had "a steady increase" in inquiries about its undergraduate nursing-degree program.

In fact, applications to its program for the fall class are up more than 80 percent. This is in contrast to declining enrollment nationwide in the past six years at nursing schools — though St. Louis' enrollment has held steady.

■ **Hope for unemotional job applicants:** You know all



CAROL KLEIMAN

ON THE JOB

that advice about being upbeat and enthusiastic during the job interview? Well, for those of you who find having a smile plastered on your face for at least one hour is no fun, here's another point of view:

"There's a misguided notion that appearing to be eager to please is a valued commodity," observes Roger Brown, vice president of human resources for Metalforming Technologies Inc. in Chicago. "Actually, it is — when considering which cocker spaniel to choose!"

My translation: Being adorable usually works for puppies but not always for job seekers.

■ **Help with office etiquette:** One thing that you

should try to avoid is walking into your manager's office to discuss something important — only to learn very quickly that your presence isn't welcome or that you've interrupted something important.

But much of the responsibility for making sure that you don't embarrass yourself in that manner is up to the boss. And Richard Raspen — associate professor of management in the business division of Wilkes University in Wilkes-Barre, Pa. — has some advice for managers when they don't want to be interrupted.

"Signals work well," said Raspen, who teaches undergraduate courses in management, organizational behavior and ethics. "An open door means 'Come on in, let's talk.' A closed door means 'I'm busy.' If your office doesn't have a door, perhaps an object such as a sign or a stuffed animal or a plant in a particular location might say the same thing."

And what the inanimate object is saying is: "I want to be alone. Respect it."

■ **Help and hope for the "overqualified":** A job seeker "usually was told she was overqualified ... and she finally

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"She revised her resume to de-emphasize her previous title and play up her abilities. In her next interview, when the question of salary came up, she said, 'I'm sure we will be able to figure something out because am the right person to tackle this job.'"

According to the authors, this "overqualified" person did indeed, get the job.

Kleiman writes for the Chicago Tribune, a Tribune Publishing newspaper. Write her at ckleiman@tribune.com

Work MATTERS

YOUR EMPLOYMENT GUIDE TO SUCCESS

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By Carol Kleiman
Special to Career Site

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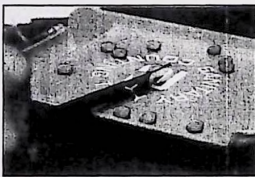
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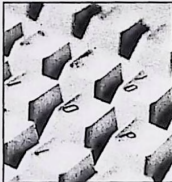
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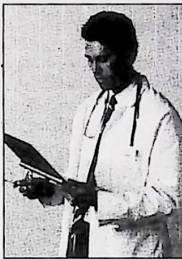
The pharmaceutical, health care and high-tech fields are among those with an increased need for executives.



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THINGS MAY LOOK UP AFTER BAD YEAR

The Chicago Tribune

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CAROL KLEIMAN
WORKPLACE ISSUES

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Carol Kleiman is a Knight Ridder columnist. Send e-mail to ckleiman@tribune.com.



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Color of your ink can be revealing, survey shows

Bored? Helpful? On the move? Your pen may hold the answers

Knight Ridder/Tribune

Just when you thought you'd heard of every possible survey, along comes one that says the color of pen ink American workers use is linked to job performance.

Purple-pen users - male or female - say they pitch in to help, even when not asked. Users of red ink are the most likely to have been recently promoted or given a raise. Men who use erasable pens are least likely to work extra hours with no pay.

All that is according to the Pilot Pen Corp. of America's recently commissioned survey of the ink preferences and the work habits of 645 women and men. The survey, conducted by Opinion Research Corp. International of Princeton, N.J., is an unintentionally comic look into the American workplace. To Pilot's credit, the survey it paid for reports negative personality traits associated with some of the products the company sells.

Why would red-ink users be more likely to get raises? That's the weak point of the survey. It tells us the likelihood of certain pen colors coinciding with certain performance attributes. But

it doesn't tell us why.

Anyway, here's the pen-based personality indicator, according to Pilot:

■ **Erasable pens:** Workers who preferred erasable pens were the most irascible. They were least likely to pitch in to help their bosses, and they were least likely to work extra hours with no pay. They were more likely than many others to say their jobs are boring. They were most likely to have poor job reviews.

■ **Purple ink:** Men who use purple ink don't fare as well in the workplace as do women who use purple ink, if survey results hold true. Male and female purple-ink users say they volunteer to help their bosses, even without being asked. Yet men who use purple pens are among the most likely to work extra hours with no pay, and are the most likely to report being criticized by their bosses.

Women who opt for purple ink report recent raises and promotions almost as frequently as people who use red ink. They are among the most likely to be looking for a new job. (We say that actively searching for a job indicates a certain amount of self-confidence, which is pretty much required to use purple ink.)

■ **Red ink:** Users, male and female, are the most likely to report that their boss is "nice." These folks also are the most likely to have received a recent

raise or promotion, which may well explain their attitude about their bosses. Women who use red ink are the most likely to work extra hours with no pay.

■ **Green ink:** Males who prefer green-ink pens are most likely to intentionally steal pens from co-workers. Female green-ink users may be more bored on the job than anyone else, which, we think, may explain why they have resorted to the entertainment value of green ink. Women who use green ink, as well as those who use red ink, are the most likely to be "the office pen hog," with a dozen or more pens at their desks.

■ **Black ink:** Black remains the power ink of the workplace, much more so than blue. Men who use black ink or expensive pens of any color ink are the least likely to find their jobs boring, which we figure means that they are actually doing something at work. Women who use black pens are the least likely to report being criticized by the boss.

■ **Blue ink:** Men who use blue ink are not likely to be helpful to their bosses.

Help with office etiquette

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Carol Kleiman
Jobs

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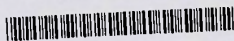
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Carol Kleiman's columns also appear in Tuesday's Business and Wednesday's Working sections. Watch her Career Coach segments on CLTV. Send e-mail to ckleiman@tribune.com.

SCRANTON TIMES

SCRANTON, PA
SATURDAY 43,076
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At work

Office rules

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Chicago
Tribune

There's hope in the job market

No matter what your qualifications or goals, there's room for advice on selling yourself to a potential employer.

BY CAROL KLEIMAN
CHICAGO TRIBUNE

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Send e-mail to
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Business Monday, May 27, 2002/Page 5

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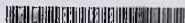
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CAROL KLEIMAN
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Send e-mail to ckleiman@tribune.com.

Camera Business Editor Michael Cote is on vacation. His column returns next week.



Burrelles

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Getting along in today's job market

By Carol Kleiman

Knight Ridder Newspapers

Here is some helpful — as well as hopeful — information about getting ahead and getting along in today's job market:

Hope for executives: Executive recruiters had a "disappointing" 2001, according to a RecruitSmart survey of 385 headhunters conducted by ExecuNet.com. But now things reportedly are beginning to look up, and the top industries expected to drive the increased demand for executives are: biotechnology/pharmaceuticals; health care; financial services/banking; high tech and manufacturing.

Hopefully, one of those fields is yours.

Help for health care: St. Louis University reports that since Sept. 11, its school of nursing has had "a steady increase" in inquiries about its undergraduate nursing degree program.

In fact, applications to its program for the fall class are up more than 30 percent. This is in contrast to declining enrollment nationwide in the past six years at nursing schools — though St. Louis' enrollment has held steady.

Hope for unemotional job applicants: You know all that advice about being upbeat and enthusiastic during the job interview? Well, for those of you who find having a smile plastered on your face

Personal finance

for at least one hour is no fun, here's another point of view:

"There's a misguided notion that appearing to be eager to please is a valued commodity," observes Roger D. Brown, vice president of human resources for Metalforming Technologies, Inc., in Chicago. "Actually, it is — when considering which cocker spaniel to choose!"

My translation: Being adorable usually works for puppies but not always for job seekers.

Help with office etiquette: One thing you should try to avoid is walking into your manager's office to discuss something important — only to learn very quickly that your presence isn't welcome or that you've interrupted something important or private.

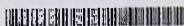
But much of the responsibility for making sure that you don't embarrass yourself in that manner is up to the boss. And Richard Raspen, associate professor of management in the business division of Wilkes University in Wilkes-Barre, Pa., has some advice for managers when

they don't want to be interrupted.

"Signals work well," said Raspen, who teaches undergraduate courses in management, organizational behavior and ethics. "An open door means, come on in, let's talk. A closed door means I'm busy. If your office doesn't have a door, perhaps an object such as a sign or a stuffed animal or a plant in a particular location might say the same thing."

And what the inanimate object is saying is I want to be alone. Respect it.

Carol Kleiman writes a regular column for the Chicago Tribune. |



Burrelles

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Help and hope for job seekers

By CAROL KLEIMAN
Tribune Media Services

WORKLIFE

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When you're smiling

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Qualified response

Help and hope for the "overqualified": A job seeker "usually was told she was overqualified ... and she finally figured out that the word meant she expected too high a title and salary," write Anne Baber and Lynne Waymon in "Making Your Contacts Count" (Ama-com, \$14.95).

"She revised her resume to de-emphasize her previous title and play up her abilities.

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And, according to the authors, this "overqualified" person did indeed get the job.

Carol Kleiman welcomes questions/comments about her columns. Send e-mail to: ckleiman@tribune.com.



Burrelles

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There's hope, help, for many in job market

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by Carol
Kleiman

New
Jobs

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Carol Kleiman writes about workplace issues for the Chicago Tribune. Send e-mail to her at ckleiman@tribune.com.

Stories offer hope for job seekers

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Carol Kleinman

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Burrells

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There's hope for job-seekers

By CAROL KLEIMAN
Chicago Tribune

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CANADIAN PRESS FILE PHOTO

Things are starting to look up for job-seekers, especially in sectors from biotechnology and health care to manufacturing and banking.

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Santa Fe New Mexican

Telegraph Herald (IA)

Savannah Morning News (GA)

London Free Press (On)

Sun (CA)

Journal-Standard (IL)

Billings Gazette (mt)

Press-Enterprise (CA)

Sunday Press-Telegram (CA)

Daily News (CA)

Chinese students get first-hand look at city government

Wilkes University
exchange students
visit W-B city hall

By DENISE ALLABAUGH

Citizen's Voice Staff Writer

Six Chinese students attending Wilkes University got a first-hand look Friday at how local government functions.

The six females learned that Wilkes-Barre is much different than their city in Northern China.

For one, Wilkes-Barre has a population of less than 50,000.

Their city, Harbin, has a population of more than five million people.

Jingming L. Zhang, one of the students, said they learned a great deal since they came to the Wyoming Valley.

"We like it very much," said Zhang. "It is very clean and very beautiful and the people are very friendly."

Each of the Chinese students completed a bachelor's degree in China and came to Wilkes University through an exchange program. They are enrolled in the Master of Business Administration Program at Wilkes.

As a way of exposing the Chinese students to the culture of the area and business climate of the Wyoming Valley, their business management teacher, Richard Raspen, took them to several institutions in Wilkes-Barre. One of the institutions they expressed interest in visiting was



City Engineer Jerry Ryan and Sally Healey, special projects coordinator, show Chinese students a few things about Wilkes-Barre

Citizen's Voice/Jack Kelley

city hall.

"Rather than reading books, we like to take them out to different organizations to see what's happening," Raspen said.

Sally Healey, city special projects coordinator; Larry Newman, city director of economic development; City Engineer Jerry Ryan and Wilkes-Barre Lt. Patrick Rushton gave the students some insight into the Wyoming Valley.

Newman took the students through the history of the Wyom-

ing Valley from its farming and coal mining days to its modern-day business projects, such as the reconstruction of the Stegmaier Brewery.

"This is a great place to live. It is a beautiful part of the state," Newman told students. "We think we have a lot of things to offer in Wilkes-Barre. We think we are a unique community."

Ryan displayed maps and old photographs of the Wyoming Valley. Rushton told students all about the important role of police

in the community. Healey enlightened students about the history of city hall. She also taught them about Wilkes-Barre's Neighborhood Impact Team.

"The city was delighted to work with Wilkes University in enlightening these six varied and interesting women on the workings of city government," Healey said.

"It's interesting to see these young women pursuing future employment opportunities here in America," added City Controller Mercedes Leighton. "This demon-

strates a great thing — cooperation between countries."

In addition to Jingming L. Zhang, chemistry major, other students who visited city hall Friday included Jingming B. Zhang, Shiru Wang and Ying Zhang, English majors; Zhihua Miao, chemistry major, and Shijin Wang, journalism major.

The students intend to complete their educational programs here in Wilkes-Barre in about another year and a half and return to China.

In rapidly changing world of business, old lion Drucker still has biggest roar

■ A new volume examines challenges facing management in the emerging global information age.

By **RICHARD RASPEN**

Special to The Times Leader

Since the 1993 death of W. Edwards Deming, Peter Ferdinand Drucker has assumed sole residence as the guru of Western management thought atop the mountain of academicians, practitioners, scholars, and wanna-be philosophers, each of whom feels the need to share their particular management theories.

None of them have had the prolific career of Drucker, the Clarke Professor of Social Sciences at Claremont Graduate School in California, who has continued his thinking, writing, and publishing since his first best-seller in 1939.

As reported on the jacket notes of his latest volume, "Managing in a Time of Great Change," (Truman Talley Books/Dutton, 371 pages, \$24.95), Drucker has been "hailed worldwide as the seminal thinker, writer, and lecturer of our time."

"Managing" opens with a question-and-answer repartee between Drucker and T. George Harris of the Harvard Business Review, in which Drucker summarizes his views on current management trends, fads and developments and their implications for managing in the post-capitalistic society (not coincidentally the title of Drucker's 1993 best seller).

He then presents 25 chapters that address four major topics: management, the information-based organization, the economy and the society.

The book closes with another interview focusing on managing in a post-capitalistic society.

■ On management

Of paramount importance to today's managers is a firm grounding in what Drucker calls the organization's "theory of the business" — the assumptions on which the organization has been built and is being run.

Managers also must avoid five deadly business sins: the worship of high profit margins, mispricing a new product by charging what the market will bear, cost-driven pricing, slaughtering tomorrow's opportunity on the altar of yesterday and feeding problems and starving

■ See DRUCKER, Page 2E

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Drucker

(Continued from Page 1E)

opportunities.

And for family businesses, Drucker offers this advice: No matter how many family members are in the company's management, and how effective they are, one top job should always be filled by an outsider.

■ On the information-based organization

Several authors have noted the transformation of the American society through its stages of development, perhaps most notably John Naisbitt in "Megatrends." Drucker expands that thinking beyond our shores and notes the importance of social responsibility as inherent in the society of organizations.

"Economic performance is the first responsibility of a business. Unless power is balanced by responsibility, it becomes tyranny."

■ On the economy

Rejecting Ross Perot's description of NAFTA's great sucking sound of jobs leaving America,

Drucker suggests that "exporting jobs" will create — at least for the medium term — several jobs in the home country for every one it "exports."

Related to this is his point that the flow of information serves as today's economic structure rather than yesterday's flow of things (goods and services) and money.

The world economy, along with world politics, will become dominated by Asia's Pacific Rim. Asks our guru: Will "The Secrets of Chinese Management" be the title of the management best-seller in the year 2005?

■ On the society

Today's knowledge worker will become the largest single group in the population and the work force. Although not the ruling class, they already are its leading class.

All societal institutions like education, politics, government, religion, and the economic system will be challenged to respond to these knowledge workers and their needs.

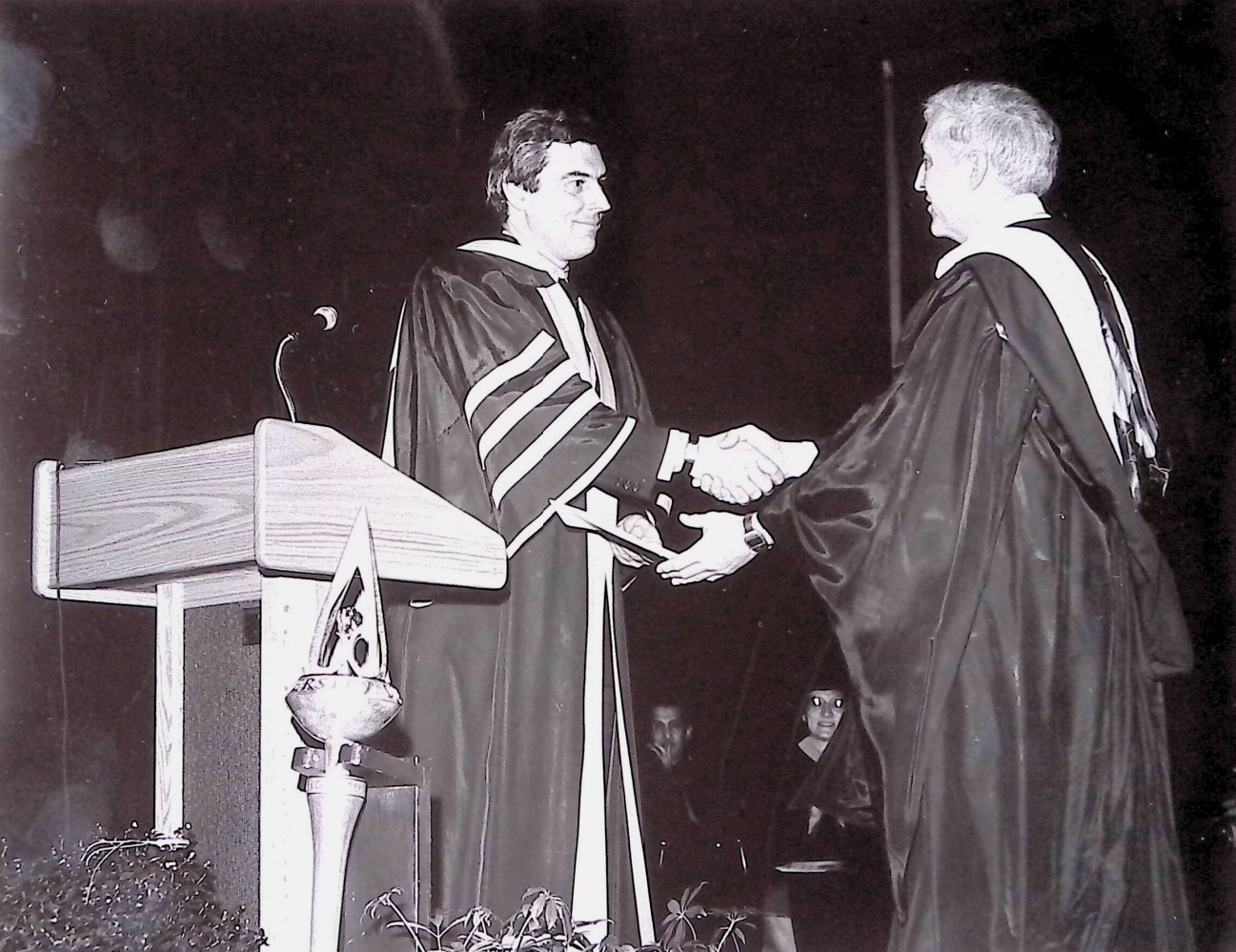
Neither government nor the large business enterprise has been particularly successful in dealing with the social challenges of traditional society, let alone the knowledge society.

Drucker proposes that a new and separate social sector — the nonprofit sector — can provide opportunities for individuals whose social and political contributions have been relegated to voting once every few years and paying taxes all the time.

From the micro level of knowledge workers through the macro level of reinventing government, Drucker issues the call for restructuring, continuous improvement, benchmarking, and rethinking — all current buzzwords in management education.

The call of the global money markets to eliminate chronic budget deficits and with them dependence on borrowing abroad will be heard again and again between now and November. "Financial and business people worldwide have gotten this message. Is it too much to expect that the politicians will get it too?" asks Drucker.

Richard G. Raspen is Associate Professor of Management and former chairman of the Business Administration and Economics Department at Wilkes University.





WILKES HOLDS SEMINAR — More than 200 students from 14 area high schools recently had a chance to learn about careers from area business people at Wilkes University's annual Careers in Business Seminar. Shown from left are Melissa Adomitis, Marlene Marriggi, Dr. J. Michael Lennon, Edward Orloski, Catherine Tigie and Theodore Engel.

TL6-20-93

Wilkes University News

Stephanie Simmons
Assistant Director of University Relations
Wilkes-Barre, Pennsylvania 18766
(717) 831-4772

WILKES BUSINESS STUDENTS WIN SECOND PLACE IN MARKETING COMPETITION

EDITOR: NOTE CONNECTION TO YOUR COVERAGE AREA

WILKES-BARRE--Five Wilkes University senior business students recently won a second place award at the annual Dean's Trophy Competition sponsored each spring by the County College of Morris, in Randolph, New Jersey.

Teams of one to five undergraduates compete against other teams representing schools from New Jersey, New York and Pennsylvania in accounting, human relations, management, marketing, and small business management.

The teams were evaluated by a panel of judges drawn from practicing marketing managers and academicians. They were graded on presentational skills, case analysis, practical applications, conclusions and recommendations, and answers to questions raised by the judging panel.

"Team Wilkes" finished just two percentage points behind the first-place winners in the marketing competition. The team consisted of Jason Gani, senior marketing major from Jessup; Doug Greaser, senior business administration major from Allentown; Joanne Policare, senior communications major from Pittston; Carmella Osborne, a communications and business administration senior from Hawley; and Maureen

MORE

1ST ADD WILKES TEAM WINS SECOND PLACE IN MARKETING COMPETITION

Ratchford, senior business administration major from Duryea.

The team was advised by Dr. Richard Raspen, associate professor of business administration and Dr. Merle Peper, associate professor of business administration. Charlene Frail of Wilkes University's Small Business Development Center coached the team and Craig Latshaw, assistant professor of accounting accompanied the team on their trip to New Jersey.

PHOTO: First row, from left: Dr. Merle Peper, associate professor of business administration; Carmella Osborne, Hawley; Joanne Policare, Pittston; Maudeen Ratchford, Duryea; Charlene Frail, SBDC; and Dean Theodore Engel, Wilkes School of Business, Society and Public Policy.

Second row, from left: Douglas Greaser, Allentown; Jason Gani, Jessup; Dr. Richard Raspen, associate professor of business administration; and Craig Latshaw, assistant professor of accounting.

MAY 26, 1993

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Wilkes seniors win marketing award

Five Wilkes University senior business students recently won a second-place award in marketing at the annual Dean's Trophy Competition sponsored by County College of Morris in Randolph, N.J.

The team competed against schools from the tri-state region in the areas of accounting, human relations, management, marketing and small business management. Teams were graded on presentation skills, case analysis, practical applications, conclusions and recommendations.

Team members were Joanne Policare, a communications major, Pittston; Jason Gani, marketing major, Jessup; Doug Greaser, business administration major, Allentown; Carmella Osborne, communications and business administration major, Hawley; and Maureen Ratchford, business administration major, Duryea.



BUSINESS STUDENTS — Five Wilkes University senior business students recently won a second place award at the annual Dean's Trophy Competition sponsored each spring by the County College of Morris, in Randolph, N.J.

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Shown above from left are, Dr. Merle Peper, associate professor of business administration; Carmella Osborne, Hawley; Joanne Policare, Pittston; Maureen Ratchford, Duryea; Charlene Frail, SBDC and Dean Theodore Engel, Wilkes School of Business, Society and Public Policy.

Second row, from left, Douglas Greaser, Allentown; Jason Gani, Jessup; Dr. Richard Raspen, associate professor of business administration and Craig Latshaw, assistant professor of accounting.

CLICK



WILKES STUDENTS PLACE IN COMPETITION — University senior business students placed second at the annual Dean's Trophy Competition sponsored by the County College of Morris, in Randolph, N.J. First row, from left: Dr. Merie Peper, Carmella Osborne, Joanne Policare, Maudeen Ratchford, Charlene Frail and Dean Theodore Engel. Second row: Douglas Greaser, Jason Gani, Dr. Richard Raspen, and Craig Latshaw.

Wilkes University

News

Office of Public Relations
Wilkes-Barre, Pennsylvania 18766
(717) 822-8413

PROFESSOR RICHARD RASPEN OF WILKES UNIVERSITY WINS TEACHING AWARD

WILKES-BARRE--Professor Richard Raspen of Wilkes University in Wilkes-Barre, Pennsylvania has been selected as winner of a 1989 Sears-Roebuck Foundation "Teaching Excellence and Campus Leadership Award."

He is one of nearly 700 faculty members being recognized nationally by The Sears-Roebuck Foundation for resourcefulness and leadership as a private college educator. Each award winner receives \$1,000 and the institution receives a grant ranging from \$500 to \$1,500 based on student enrollment. Wilkes University received \$1,500. Winners are selected by independent committees on each campus.

The program is administered nationally by the Stamford, Connecticut-based Foundation for Independent Higher

--MORE--

1ST ADD RASPEN RECEIVES TEACHING AWARD

Education and locally by John Halliwell, President, Foundation for Independent Colleges of Pennsylvania.

"We salute Sears in recognizing one of society's most fundamental needs, excellence in teaching," said John P. Blessington, president of the Foundation for Independent Higher Education. "The college educators who receive these grants have a commitment to learning that inspires and motivates students to excel. They are one of our nation's most important and finest resources."

Professor Raspen received his award for innovative approaches to the improvement of the writing skills of business students. He has served as a model for other members of the business administration faculty and has greatly increased awareness of the value of effective writing in business.

Dr. Christopher Breiseth, Wilkes President, calls Professor Raspen, "an outstanding educator whose pioneering efforts in the 'writing across the curriculum' program have greatly benefited the educational programs as a whole. We appreciate Sears providing this opportunity to recognize his accomplishments."

--MORE--

2ND ADD RASPEN RECEIVES TEACHING AWARD

PHOTO: Dr. George Walder, (left) Wilkes University Vice President for Academic Affairs makes the award presentation to Richard Raspen, (right) Assistant Professor of Business Administration.

Wilkes Names Shipula To Alumni Position

Anthony J. Shipula II, Wilkes-Barre, has been appointed director of alumni relations at Wilkes College, according to an announcement by Wilkes President Christopher N. Breiseth.

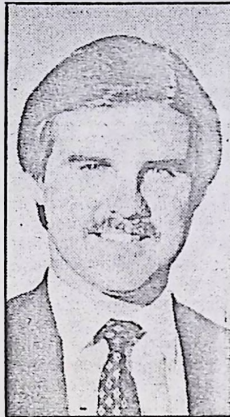
Shipula will coordinate activities supporting the college's Alumni Association, with some 14,000 members throughout the United States and in several foreign countries.

Shipula said his early priorities include development of activities for the regional associations of Wilkes Alumni throughout the country and planning for class reunions, homecomings, and alumni awards.

Shipula, who received his B.S. degree in Business Administration from Wilkes in 1978, was previously employed by Aetna Life and Casualty in Philadelphia and Hartford. He returned to the Wyoming Valley as a sales executive for Chamberlin Insurance, Inc., where he was responsible for developing commercial accounts.

Immediately prior to his Wilkes assignment, Shipula was corporate underwriting representative for WVIA-TV Channel 44.

In the next few months, Shipula will be supervising national elections for officers of the Alumni Association. Spring meetings are planned to introduce Shipula and Wilkes President Christopher N. Breiseth to alumni in several east coast cities including New York, Philadelphia, Baltimore, Washington, D.C., and Boston. The



Anthony J. Shipula

meetings are intended to be the first step in forming active alumni chapters, which Shipula said "are going to be absolutely vital in helping us to carry out the mission of Wilkes College in years to come."

Two alumni receptions are also planned for the Spring. On Feb. 26 at 7 p.m. the Wyoming Valley Chapter Alumni Association Executive Committee will meet at the Annette Evans Faculty-Alumni House on campus. In March a reception for alumni and friends will be hosted by Dr. and Mrs. Robert Mayock in Wynnewood, a suburb of Philadelphia.

Shipula succeeds Richard A. Raspen at the alumni post. Earlier this term, Raspen accepted a teaching assignment in the college's Commerce and Finance Department.

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effective ~~immediately~~ immediately

- i The most imp. job of the office is keeping admin active in current affairs of College
- ii Once you leave invol not only homecoming up-to-date "

Anniversary — more reason

- " 1967, July
Grad in June 67
Started in July, 67 — D.S. F.A.C.

Financial Aid Committee
Nasen's Council



WILKES COLLEGE OFFICE OF PUBLIC RELATIONS

FACULTY-STAFF INFORMATION SHEET

1980-81

NAME RICHARD G. RASSEN POSITION DIR OF Fin Aid
Date of Birth 12-13-1942 Place of Birth NANTICOKE, PA
Address 762 RIVER ROAD, HANOVER GREEN Home Phone 829-3801
Marital Status M To Whom ANN MARIE When 7-68
Children and Dates of Birth JANICE (4-69) JEFF (5-71) JILL (8-74)

Date Joined Wilkes 7-67 Other Positions Held at Wilkes (Include Dates)

STUDENT (63-67) INSTRUCTOR - C&F -(72-73) - ADJUT PROF (67-PRES)

Previous Employment (Institutions, Titles & Dates)

COLLEGE INFORMATION

Colleges Attended	Dates	Degree	Major
<u>WILKES</u>	<u>63-67</u>	<u>B.S. - BUS. ED</u>	
<u>BLOOMSBURG STATE</u>	<u>67-72</u>	<u>M. ED.</u>	<u>BUS. AD</u>
<u>WILKES</u>	<u>73-77</u>	<u>M. B. A.</u>	<u>LABOR / MKTG.</u>

High School Attended NANTICOKE

Location NANTICOKE PA Years 1957-60

FACULTY-STAFF INFORMATION SHEET
(Page 2)

Military Information (Optional)

Dates of Service 1960 - 63 Branch NAVY

Rank on Discharge PETTY OFFICER 3rd

List all Honors, Decorations, etc. _____

Please list extra-curricular activities; professional memberships; honors or awards received; varsity athletics; business and social fraternities; scholastic Honors; etc. (Use reverse side if necessary.) _____

Please list research and teaching interests. (Use reverse side if necessary.) _____

Hometown Newspaper or Professional Publications to which you would like releases sent: _____

Please add any additional information about yourself that would help us in keeping our files up-to-date. _____

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PUBLIC RELATIONS OFFICE
WECKESSER HALL

100 ATTEND FORUM AT JCC

Procedures For Entering College Scanned

Basic questions relating to entering and planning for college were discussed at a forum held at the Jewish Community Center Sunday evening. Over 100 teen-agers and parents were in attendance at the event sponsored by B'nai B'rith, JCC and Jewish Center Youth.

Thomas W. Elliott, director of admissions, Temple University, who served on the panel, stressed that young people must read a wide variety of subject materials and also be able to express themselves orally as well as in written word. He said the student must be able to think clearly in order to do well in college.

Another panel member, Richard Raspin, director of financial aid at Wilkes College, described the procedures that an applicant must follow in gaining a college loan or scholarship, while Robert Capin, who is director of Wilkes College evening session, spoke on college grading systems. The Wilkes Evening session director also talked about the aid given by schools in securing positions after graduation.

Marvin Weisberger, chairman of testing and guidance for the B'nai B'rith Lodge, outlined the function of the group's testing and guidance program in Philadelphia in helping teen-agers and their parents plan well for college.

Planning committee for the forum included Sy Hefter, education director at the JCC, Robert Capin and Jerome Rosenberg. Harry Flervwerker served as moderator.

College Forum Scheduled Sunday

Parents and their high school sons and daughters are to attend a college forum at the Jewish Community Center Sunday night at 8. John J. Chwalek, director of placement, Wilkes College; Thomas W. Elliot, director of admissions, Temple University; Richard Raspin, director of financial aid, Wilkes College and Marvin Weisberger, chairman, testing and guidance, B'nai B'rith Lodge will discuss college life.

The planning committee included Sy Hefter, Robert Capin and Jerome Rosenberg. Harry Flervwerker will act as moderator. The Forum is co-sponsored by the Jewish Community Center, Jewish Center Youth and the Seligman J. Strauss Lodge, B'nai B'rith. Refreshments will be served.

College Forum At JCC Sunday

Four college personnel and businessmen will headline a college forum for high school members of the Jewish Community Center Sunday night at 8. They include John J. Chwalek, director of placement, Wilkes College; Thomas W. Elliot, director of admissions, Temple University; Richard Raspin, director of financial aid, Wilkes College and Marvin Weisberger, chairman testing and guidance, B'nai Brith Lodge.

The forum is co-sponsored by the Seligman J. Strauss Lodge of B'nai Brith, the Jewish Community Center and the Jewish Center Youth. The planning committee included Sy Hefter, Robert Capin and Jerome Rosenberg. Harry Flervorke will serve as moderator. Parents are invited to attend with their high school children. Refreshments will follow.

Raspen Will Supervise Wilkes Alumni Relations

Wilkes College President to our overall program. Robert S. Capin has announced the appointment of Richard G. Raspen to the position of Director of Alumni Relations for Wilkes College. The announcement followed the resignation of Gordon Roberts who left the administrative post to pursue career opportunities in teaching. Raspen, who has served as Director of Financial Aid since 1967, will assume his new position immediately. "We are very pleased that Dick has agreed to direct our alumni operation," said President Capin. In making the announcement, "His close contact with students over the past 23 years and his proven dedication to Wilkes College will make him a great asset."

A graduate of Wilkes, Raspen received his M.Ed. from Bloomsburg State in 1972 and his MBA from Wilkes in 1977. During the 1972-73 academic year he served as Nanticoke native. He has been a member of the Wilkes Commerce and Finance Department. He has been an adjunct faculty since 1967. In accepting the new position Raspen said, "I look forward to my continued association with Wilkes and accept, with enthusiasm, the challenge of working with fellow alumni in the years ahead."

Raspen and his wife, Ann Marie, have three children, Janice, Jean and Jill.

S.I. '73



RICHARD RASPEN

Wilkes College

News

OFFICE OF PUBLIC RELATIONS • WILKES-BARRE, PENNSYLVANIA 18766
TELEPHONE: (717) 822-8413



*File:
Did
Raspen*

Jane Mangarella
Assistant Director

WILKES COLLEGE OFFERS FACULTY AND ADMINISTRATION COMPUTER COURSE ON
APPLE IIe

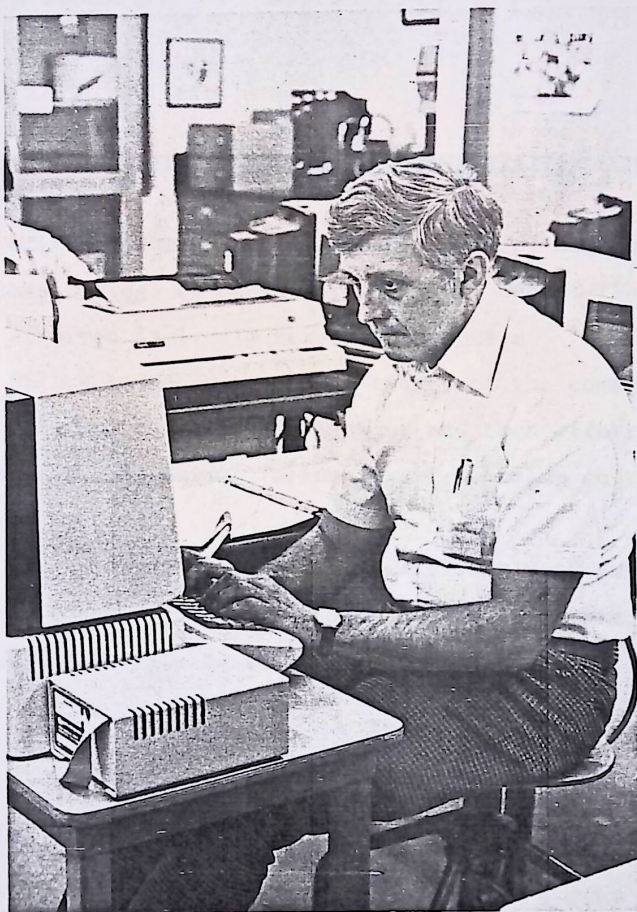
WILKES-BARRE--Richard Raspen, director of alumni relations at Wilkes College is shown working with one of the College's newly acquired Apple IIe Personal Computers.

Wilkes recently purchased twenty of the computers through funds provided by a Title III grant and then offered members of the faculty and administration a self-learning course on the machines.

The computers will be used extensively throughout the academic year, to teach students to program and use the prepared soft-ware programs applicable to the Apple IIe

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Personal File

Wilkes University

News

Mark Davis
Office of Public Relations
Wilkes-Barre, Pennsylvania 18766
(717) 822-8413

SIX WILKES UNIVERSITY PROFESSORS PART OF STATEWIDE TEACHERS CONFERENCE

WILKES-BARRE-- Six Wilkes University Professors had papers presented at the recent "Creating a Climate for Learning II," a statewide conference on teaching at the postsecondary level organized by the Pennsylvania Department of Education Office of Higher Education.

The participants from Wilkes University, who each had a paper presented were: Dr. Vijay Arora of Mountaintop, Professor, Engineering; Dr. Sid Halsor of Wilkes-Barre, Assistant Professor, Earth and Environmental Science; Dr. Vasundhra Choudhry of Wilkes-Barre, Associate Professor, Engineering; Dr. Kenneth Klemow of Forty Fort, Associate Professor, Biology; Dr. Patricia Heaman of White Haven, Associate Dean of the School of Liberal Arts and Human Sciences; and Richard Raspen of Wilkes-Barre, Assistant Professor, Business Administration.

Dr. Arora and Dr. Choudhry had their paper "Actively Engaging Engineering Students in Intergrated Learning" presented, while Dr. Halsor presented "Enhanced Student Learning Through Writing in a Physical Geology Class." Mr. Raspen presented "Using Writing to Learn in Business." and

--MORE--

Dr. Heaman and Dr. Klemow presented "Using Writing to Involve Students in Learning in Content Areas."

Photo: Shown after their recent trip to "Creating a Climate for Learning II" in Harrisburg are from left, Richard Raspen, Assistant Professor, Business Administration; Dr. Patricia Heaman, Associate Dean of the School of Liberal Arts and Human Sciences; and Dr. Kenneth Klemow, Associate Professor, Biology.

Unavailable for the photo were Dr. Vijay Arora, Professor, Engineering; Dr. Sid Halsor, Assistant Professor, Earth and Environmental Science; Dr. Vasundhra Choudhry, Associate Professor, Engineering.



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Concern For Future Expressed Dry Wells Indication Of Depleting Water Supply Here

by Bonnie Komski

Has your well just gone dry? Chances are if it has you're blaming it on the drought during the Summer of '83. But you're wrong! There was no drought. According to the National Weather Bureau at Avoca, the average rainfall for June, July, and August of 1983 was 9 3/4 inches, the normal for that time of year is only 10 1/4 inches. Not much of a difference! In fact, for the year Mountaintop has already had almost three inches more rainfall than normal.

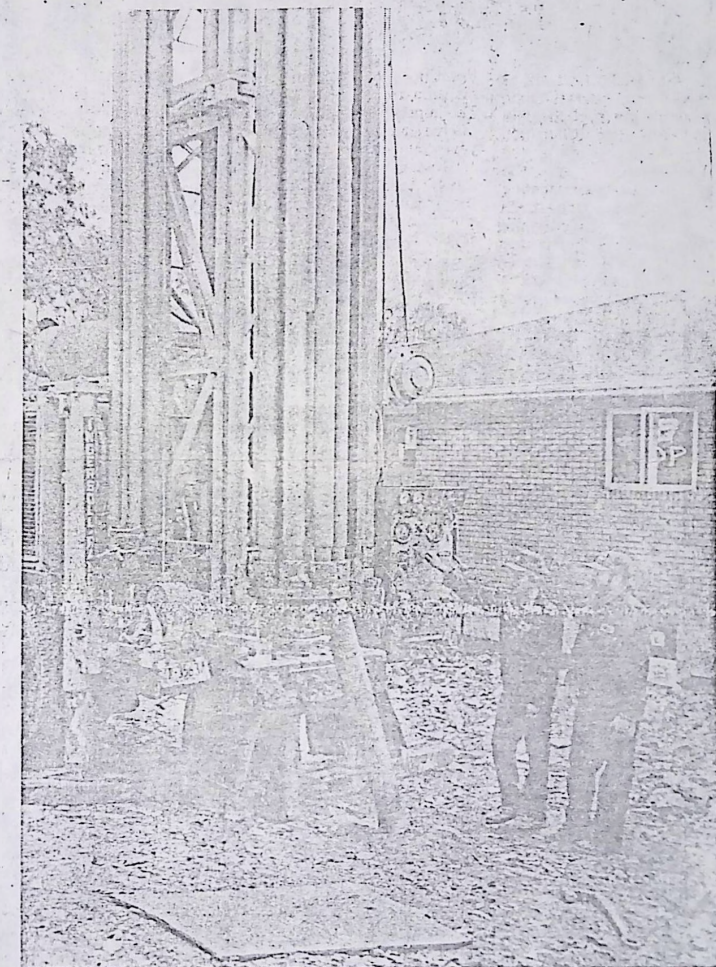
Yet there are still many wells going dry in Mountaintop. Though Fairview Township has very few wells and approximately 1/4 of the homes in Wright Township use wells; Rice, Dorrance, Slocum, and Nuangola Townships depend almost entirely on wells for their water supply.

"Each year," according to Ron Myers, a well-driller living in Mountaintop, "the wells are drilled a little deeper." Ron has been in the business for almost 21 years and he definitely has noticed a change in the water supply. The average depth of a well 20 years ago he guessed to be about 125 feet; 10 years ago the average depth was approximately 175 feet, and he says the depth today is around 225 to 230 feet.

Ron is now being called to homes where the family's old well has never gone dry before. Instead of drilling a new well, Myers will first try reaching water by drilling in the existing well.

Dr. Brian Redmond, a Professor of Earth and Environmental Science at Wilkes College, gives an explanation for these wells going dry. "People are overpumping the amount of the water available. If you take out water faster than it comes in; you're in trouble." As this process known as "mining the water" continues, the water table will gradually lower as more and more people draw on it.

Professor Redmond feels certain that sometime in the near future people will be



WELL DRILLING - Ron Myers, owner of Ronald W. Myers Well Drilling, and Lou Rinehlmer begin drilling for water at a new home being built in Mountaintop. —Jackie Simpson photo

required to register their wells. As it stands now, the government has no idea of how many people have wells. Redmond also believes there will eventually be regulations set on how much well water is used. "People cannot continue carelessly depleting this valuable resource forever."

Another problem Professor Redmond feels the people in Mountaintop will soon face is the contamination of drinking water. He described their choice as being "sewage vs. water". As the amount of septic systems increase, so does the possibility of contaminating the water supply. "Either the water supply or

the sewage will have to be heavily treated to remain safe," he warned.

The Wilkes College Environmental Scientist summed up the problem simply and accurately. "Water is a limited precious resource and you certainly don't want to risk losing or contaminating it."



From left are Wilkes University's ECBSP conference coordinators: Dr. Anthony L. Liuzzo, Director of the Business Division and MBA Program at Wilkes University; Dr. Jeffrey R. Alves, President of the ECBSP and Director of the Allan P. Kirby Center for Free Enterprise and Entrepreneurship at Wilkes; Dr. Richard G. Raspen, Associate Professor of Business at Wilkes.

Wilkes hosts annual meeting

(11/2-14-01)

Wilkes University's Business Division recently hosted the 10th annual meeting of the Eastern Council of Business Schools and Programs (ECBSP). ECBSP is the Region II affiliate of the Association of Collegiate Business Schools and Programs (ACBSP), the only business program accrediting body accredited by the Council of

Higher Education Accreditation. Approximately 45 business leaders and educators met to discuss the future requirements of management education and assessing educational outcomes.

Faculty Resume Information Sheet

Full Name Raspen Richard G.
Last First M.I.

School or College and Department SOBE (BUS.AD.)

Age as of September 1, 1988, Date of Birth 45; 12/13/42

Academic Rank Assistant

Full-Time ☒ Part-Time ☐

Non-Wilkes College Teaching, If Part-Time _____

Earned Degrees	Name of Institution	Location	Area, Field or Major	Degree Received	Date Conferred
	Wilkes College	Wilkes-Barre	Bus. Ed.	B.S.	06,1967
	Bloomsburg State	Bloomsburg	Bus. Ed.	M.Ed.	06,1972
	Wilkes College	Wilkes-Barre	Bus. Ad.	MBA	06,1977
	Univ. of Pennsylvania	Philadelphia	Org. Leadership	Ph.D. (ABD)	--

Teaching Experience Incl. Wilkes	Name of Institution	Location	Subjects/ Fields Taught	Full or Part-Time Rank	Dates of Service From-To
	Wilkes College		Bus. Ad.	Asst.(F-T)	1984-Pres
	Inst. For Fin. Educat.	Chicago	Business	(P-T)	1967-1978
	Wilkes College		Bus. Ed.	Inst.(F-T)	1972-1973

Non-Teaching Experience

Full-Time	Firm or Organization or Self-Employed	Duties	Title	Dates of Service From - To
	Wilkes College	Dir. of Alumni Relations		1980-Pres.
	Wilkes College	Dir. of Financial Aid		1973-1980
	Wilkes College	Dir. of Financial Aid		1967-1972
Part-Time				

List Major Consulting Activities

Bibliographic Citation of Principal Publications - Last Five Years

Memberships in Professional and Scientific Societies

Scope:

Local, State,

Offices

Regional, National

Held

Organization Name	Local	
Ethics Inst. of N.E. PA.		

Teaching at Wilkes 1988-89 (including teaching overloads)

teaching at Wilkes 1988-89 (including teaching overloads)						# of
		Hrs. of	Hrs. of	Contact	# of Day	Evening or
	Course Title	Lecture	Recitation	Hrs. of	Sections;	Weekend
		per Week	per Week	Laboratory	Enrollment	Sections/
				per Week		Enrollment
Fall '88	Intro to Business	3		1 - 11		
Total of	Prin of Management	3		2 - 69		
Students	Business and Society	3				1 - 12
Taught	Organization Theory	3				1 - 11
103						
Spring '89						
Anticipated						
Total of	Bus. Corres&Reports			1 - 35		1 - 35
Students	Org. Design&Behavior			1 - 25		
Projected	Bus. Pol&Corp. Res.			1 - 20		
145	Bus&Soc					1 - 30

Other Duties Performed for Base Salary, 1988-89 (Full-Time Faculty)

Duty/Activity	Hours per Week	
Advising	3	# of Advisees: 77
Research/Scholarship	15	
Committee Work	2	
Department Chairperson		

Other Duties for Extra Compensation, 1988-89 (Full-Time Faculty)

Duty/Activity	Hours per Week

esc

9-26-88



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There's hope for many in job market

By Carol Kleiman

Chicago Tribune

P203 NW

Here is some helpful — as well as hopeful — information about getting ahead and getting along in today's job market:

Hope for executives: Executive recruiters had a "disappointing" 2001, according to a RecruitSmart survey of 385 headhunters conducted by ExecuNet.com. But now things reportedly are beginning to look up, and the top industries expected to drive the increased demand for executives are: biotechnology/pharmaceuticals; health care; financial services/banking; high tech and manufacturing.

Hopefully, one of those fields is yours.

Help for health care: St. Louis University reports that since Sept. 11, its school of nursing has had "a steady increase" in inquiries about its undergraduate nursing degree program.

In fact, applications to its program for the fall class are up more than 30 percent. This is in contrast to declining enrollment nationwide in the past six years at nursing schools — though St. Louis' enrollment has held steady.

Hope for unemotional job applicants: You know all that advice about being upbeat and enthusiastic during the job interview? Well, for those of you who find having a smile plastered on your face for at least one hour is no fun, here's another point of view:

"There's a misguided notion that appearing to be eager to please is a valued commodity," observes Roger D. Brown, vice president of human resources for Metalforming Technologies, Inc., in Chicago. "Actually, it is — when considering which cocker spaniel to choose!"

My translation: Being adorable

usually works for puppies but not always for job seekers.

Help with office etiquette: One thing you should try to avoid is walking into your manager's office to discuss something important — only to learn very quickly that your presence isn't welcome or that you've interrupted something important or private.

But much of the responsibility for making sure that you don't embarrass yourself in that manner is up to the boss. And Richard Raspen, associate professor of management in the business division of Wilkes University in Wilkes-Barre, Pa., has some advice for managers when they don't want to be interrupted.

"Signals work well," said Raspen, who teaches undergraduate courses in management, organizational behavior and ethics. "An open door means, come on in, let's talk. A closed door means I'm busy. If your office doesn't have a door, perhaps an object such as a sign or a stuffed animal or a plant in a particular location might say the same thing."

And what the inanimate object is saying is I want to be alone. Respect it.

Help and hope for the "overqualified": A job seeker "usually was told she was overqualified ... and she finally figured out that the word meant she expected too high a title and salary," write Anne Baber and Lynne Waymon in "Making Your Contacts Count" (Amacom, \$14.95).

"She revised her resume to de-emphasize her previous title and play up her abilities. In her next interview, when the question of salary came up, she said, 'I'm sure we will be able to figure something out, because I am the right person to tackle this job.'"

And, according to the authors, this "overqualified" person did indeed get the job.