

# Invention

Newsletter of Thomas A. Edison State College

Winter 1988

## Edison Celebrates Fifteenth Annual Commencement

Edison State College's Fifteenth Commencement ceremony was held October 18 at the War Memorial Building in Trenton. Family, friends, and College staff gathered to celebrate the achievements of 401 adult students who completed their degree requirements this past year.

Cary Edwards, Attorney General of the State of New Jersey, delivered the Commencement Address. "Real education is founded in experience and you are more prepared than any graduating class that I have ever addressed," Edwards told the group, referring to the nature of the Edison

program.

Edwards recalled the College's namesake, Thomas Edison, and what he was able to accomplish through hard work but pointed out that "In this day and age, college degrees matter; diplomas open doors."

Edwards expressed a special fondness for the first graduates of the Bachelor of Science in Nursing Program, a program he helped to establish while serving as Governor Thomas H. Kean's Chief Counsel a few years ago. During the ceremony the Attorney General was awarded an Honorary Degree of Doctor of Law.

Entertainer and humanitarian Pearl Bailey also participated in the Commencement ceremony. Heralded by Edison President George A. Pruitt as someone who sets a fine example for lifelong learning, Bailey was awarded with an Honorary Degree of Doctor of Humane Letters. Bailey has been a proponent of education for many years and returned to Georgetown University to earn her baccalaureate degree in 1985.

Sharing her fears of returning to college, Bailey said she was especially frightened of being the older student in a class with young people. "Don't be afraid to make mistakes," she told the group. "You grads have paid your

way. What you have done here today is a glorious thing," she told them. "Don't just take it and put it in your pocket, do something with it."

Eleanor Spiegel and Assemblyman John S. Watson were presented with Distinguished Service Awards during the ceremony.

Spiegel's association with Edison began when she was appointed by then Governor Cahill to a committee of 25 educators and citizens to plan for the creation of the College. Subsequently, she was appointed to serve on the College's first Board of Trustees and remained on the Board until recently, serving as Chairman from 1979 to 1983.

Assemblyman Watson provided the sponsorship and leadership for a joint resolution of the New Jersey State Legislature which provided the funding for the College's Bachelor of Science in Nursing degree program.

Graduates this year came from every county in the State of New Jersey, as well as traveling from as far away as California, Colorado, North Carolina, and the Virgin Islands to attend the ceremony. This year's graduates ranged in age from 20 to 72.



Meeting before the Commencement ceremony were, left to right, Patricia Danielson, member, Edison State College Board of Trustees; Cary Edwards, Attorney General of the State of New Jersey; Entertainer Pearl Bailey; Dr. George A. Pruitt, President of the College; and Assemblyman John S. Watson.

## Degree Opens Doors To New Opportunities

Although it is difficult to characterize the "typical" Edison State College student, many are working adults who recognize the need for a college education but, because of work and family responsibilities, need an alternative to the structured, classroom-based program. They select from a variety of methods of meeting degree requirements, including equivalency testing, individual assessment of learning acquired outside the classroom, telecourses, guided study, and correspondence courses.

Classwork from other colleges is also used to meet degree requirements at Edison. Most Edison State College graduates use a combination of these methods which best suits their individual learning preferences and lifestyles.

Carol A. Galbert received a Bachelor of Science degree in Human Services with a concentration in health services. An Occupational Health Nurse working for Mobil Oil Company, Galbert explained it was a ten-year process that was well worth

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Graduate William Brown's daughter Penny helps him get ready prior to the graduation ceremony as wife Sandra watches. The Brown family traveled from Pineville, North Carolina to attend the ceremony.



Graduate Glenn Tabasko celebrates the happy occasion with his family, left to right, Melissa; wife, Shirley; Glenn, Jr.; and Colleen. Tabasko was recently promoted to Detective in the Raritan Township Police Department.

## First B.S.N. Graduates Participate in Ceremony

Among the 401 graduates honored at this year's Commencement were the first eight graduates of Edison State College's Bachelor of Science in Nursing Degree. Graduates felt a sense of pride for being the pioneers in this rigorous program. Despite the hard work involved, they felt that attainment of the degree was well worth the effort and that it would help them in their careers.

Fern E. Papalia is the Clinical Coordinator of the Oncology Department at Community Memorial Hospital in Toms River. Papalia began her education in the early 70s, balancing her work and family responsibilities with trying to

complete her education. After five years of night school and commuting long distances to class, Papalia heard of Edison's program and found it to be more convenient because of its flexibility.

Two of the eight graduates are sisters: Willy L. Wallendal and Betsy W. Snopce, who formed their own informal support group to prepare for the examinations.

Wallendal became a Patient Educator at Hunterdon Medical Center in May and feels that her new credential played a role in helping her get the job. During the

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# B.S.N. Graduates

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Commencement ceremony, Wallendal was a recipient of an Arnold Fletcher Award, which recognizes exceptional achievement in independent learning.

"Having the Edison program available was good for me. Because of its flexibility I maintained a full-time job and was able to still finish my schooling."

Snope, who is currently working part-time as field supervisor of home health aids and nurses, felt that she needed to go back to school after being out of the nursing field for twenty years.

"I felt I needed more than just a refresher course, and besides, I had always wanted a college degree," Snope said. She feels that "in the future, all the interesting jobs in nursing are going to go to graduates of B.S.N. programs."

Snope is fascinated by the home health care area, a job that requires a great deal of independent thinking. She attributes the work needed to earn her degree, including the liberal arts component, with helping her

acquire skills necessary for the job.

The Nursing Program, instituted at Edison State College in October 1983, is open to Registered Nurses who live or work in New Jersey. Currently there are 215 students enrolled in the B.S.N. program, which is approved by the New Jersey Board of Nursing.

Within the required 120 semester hours of credit for completion of the degree, there are Liberal Arts requirements, the Professional Nursing Component, and free electives. The Professional Nursing Component consists of written and performance examinations, which are designed to test knowledge and competencies comparable to those expected of graduates from traditional bachelor of science in nursing programs.

The examinations were developed by The University of the State of New York Regents College Degrees Nursing Program, which is fully accredited by the National League for Nursing. The Edison Nursing Program uses the Professional Nursing Component in its curriculum

through contractual agreement with the Regents. The written examinations, administered through the American College Testing Program, provide the theoretical base for the performance examinations and may be taken in any sequence at any test site in the country.

The performance examinations assess the student's ability to perform the technical portion of nursing practice, to do health assessment, and teaching. They also test competencies related to four major dimensions of professional nursing: management of client care, leadership, collaboration, and research.

To help students to prepare for the examinations, study guides and the opportunity to be assigned to a study group located in or near their county of residence or place of employment are provided. The group serves as an academic support network comprised of individuals with diverse experience and educational backgrounds to facilitate the sharing of suggestions for coping with the demands of the program.



Cary Edwards

## Degree Opens Doors

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the effort.

"I already had my RN and I wanted my degree; Edison offered the perfect program," said Galbert, who was an Edison student for six years. "The academic advisors facilitated everything so easily. With their computerized system, they would call my records up and in minutes I'd have the advice I needed to go on with my program. Now I'm studying toward a Master of Arts in Counseling degree at Trenton State College and without Edison I wouldn't have been able to go on to graduate school."

Walter L. Smith, who earned an Associate in Arts degree in Nursing from Mercer County Community College in 1974, has been pursuing a Bachelor of Arts degree for the past 13 years. An Edison State College student since 1978, Smith combined equivalency examinations and coursework at Trenton State and Rider College to receive his B.A. in Psychology.

"For me, earning a degree through Edison State College was easy," said Smith, who works in the recovery room at Helene Fuld Medical Center in Trenton. "The advisors were always there for me. Everyone was very cooperative."

For Joseph Weber, a principal engineer with the New Jersey Department of Transportation, earning a Bachelor of Science degree in Applied Science and Technology created new opportunities. He needed the bachelor's degree to be eligible to take the examination to secure a professional engineering license. Weber planned on taking the examination within weeks of Commencement.

Ken Hansen was attending the Commencement to receive his associate degree but explained that he has nearly completed the requirements for a Bachelor of Arts degree as well.

"I chose Edison because I was halfway through getting my degree when I left college and I didn't want to go back to a traditional four-year institution," explained Hansen. "I used almost every method of earning credit in the four-and-a-half years I was working towards a degree. Edison provides you with program planning handbooks that tell you everything you need to know. I think it's a real credit to Edison that I'll graduate on Sunday and start work with Mobil Research as a computer operator on Monday."

John P. Costello explained that he's been working 20 years for the Bachelor of Arts degree he received during the ceremony. An employee of the United States Postal Service, Costello has been an Edison student for the past five years. "I've been working for this degree since I got out of high school in 1967," said Costello. "Edison accepted credits I would have lost otherwise and put them into a coherent program."



Pictured during a reception honoring the first graduates of the Nursing Program are: seated, left to right, Gloria Boscman, Faculty Committee for Nursing, former Study Group Facilitator; and graduates, Beatrice Laufer, Joy Schurgot, and Willy Wallendal; standing, left to right, J. Marian Stone, Edison State College B.S.N. Advisor; Dr. Regina Sanchez-Porter, Faculty Committee for Nursing, HATPE Clinical Examiner; Marianne Hoy, Faculty Committee for Nursing, Study Group Facilitator; Mary Smith, Graduate; Wilma Govett, Graduate; Betsy Snope, Graduate; Hortense Anderson, Faculty Committee for Nursing; and Dr. Dolores Brown-Hall, Director, B.S.N. Program at Edison. Graduates not present for the photograph are: Fern Papalia and Linda Garbrecht.



Alumna Cecile Caruso (AA '83) presents an Edison State College mug to new graduate Debra Bradberry at a reception on Commencement Day.



Pearl Bailey displaying the honorary degree she received at Edison State College's recent Commencement ceremony.



# Holtz Touts Value of College Degree in Today's Job Market

By  
John Holtz  
Speaker, Class of 1987

Listen and see if this sounds familiar:

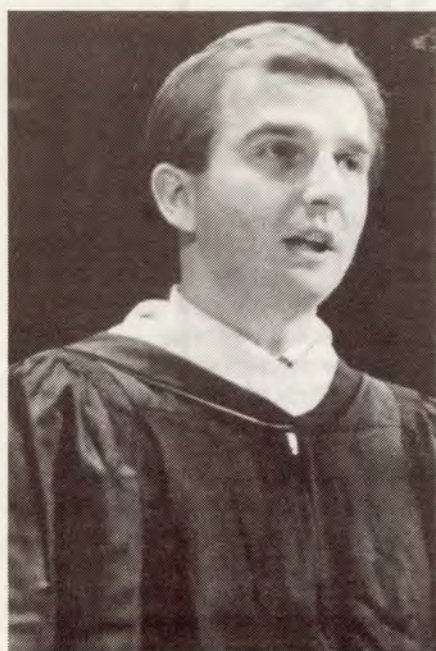
"Very impressive resume." "You have a first-rate portfolio." "Your references are superior." "It is obvious that you have excellent communications skills." "With your contacts and outstanding background you would surely be an asset to our organization."

"Unfortunately, you don't have a college degree."

Most, if not all, of today's Thomas Edison State College graduates have endured similar humbling scenarios disqualifying them for jobs or promotions. I call it the missing-degree-stigma, so powerful it can dissolve the finest professional credentials. It is perhaps the single most driving force behind our enrollment in Edison State College.

Our society, and certainly the job market, demands conformity to a prescribed set of academic credentials upon which most career judgements are initially, some would argue hastily, based. Sadly, as a result many bright and talented people are overlooked, and unknowingly, some prospective employers may be shortchanging themselves.

I'm reminded of a very effective advertising campaign employed by Edison State College. You may have



seen it in the newspaper or noticed the reproductions displayed in the lobby of the Kelsey Building.

The three ads feature images of our alma mater's namesake, Thomas Edison, along with Benjamin Franklin, and Abraham Lincoln. Beneath the drawings of these great Americans are brief descriptions of their monumental accomplishments. You can name them by heart—Edison invented the light bulb, phonograph, telegraph, and motion pictures; Franklin discovered electricity, signed the Declaration of Independence, created the U.S.

Postal Service, he was a publisher and an ambassador; and Lincoln is regarded as one of our greatest presidents.

The ads close by noting that, despite their achievements, these men would not be qualified for most of the responsible jobs listed in the help wanted ads. They never attended or finished college.

Of course, if they were alive today they would have the opportunity to translate their acquired knowledge into college credits through Edison State College. Imagine how they could utilize the various options for earning credits from Edison State College. I'm sure Mr. Franklin, with his discovery of electricity and charting of the Gulf Stream, would have little trouble passing the CLEP Natural Sciences Exam for 6 credits. President Lincoln might take the guided study course entitled "Constitutional Issues." After all, his knowledge of the topic does not go beyond the Thirteenth Amendment which prohibited slavery in the United States. And Thomas Edison would be a prime candidate for portfolio assessment given the 3.5 million pages of notebooks and letters in his archives documenting his 1,093 patents.

The fact of the matter is, without a college degree you have to work harder and be that much better than the next person in order to compensate for the missing credential on your personnel file. It's like

running in the 100 yard dash with your opponents having a 50 yard headstart. No matter how good you are, you will always be racing to catch up.

It took me awhile to realize this. I have spent, perhaps wasted, a lot of time fighting the missing-degree-stigma. In my frustration, at times, I would wonder how a piece of paper—the so-called sheepskin—could automatically improve me as a person or employee. Would that document cause me to suddenly write better press releases or increase the number of media contacts I had cultivated in my dealings with news reporters?

One of the most trying times for me personally occurred a few years ago when I was competing for a position as a government affairs representative for one of New Jersey's largest companies. Through the course of numerous interviews, including lunch with the vice president and a meeting with the CEO, I was impressive enough to prevail over more than two hundred applicants. When I was offered the job it was one of the happiest moments in my life. I remember how proud my parents and friends were at the time. Two days later I was asked to report to the personnel office to complete the usual forms with the personnel director. During the course of filling out the paperwork he asked me, quite as a matter of course, what was my date of graduation from college. I explained that I had not yet finished college. Within 24 hours the lucrative job offer I held in my grasp was withdrawn.

I was devastated. I had impressed the highest ranking officers in the company with my ability to perform the job. Yet for the missing degree it was all meaningless. It is a bitter lesson I have never forgotten.

So, as the old adage goes, "if you can't beat 'em, join 'em." But you know, I have a far greater appreciation for this Bachelor of Arts degree than I probably would if I had gone the traditional route. And I will be especially proud to update my resume with the words: Graduate of Thomas A. Edison State College, Trenton, New Jersey.

I firmly believe that of the 3,623 colleges and universities in the United States, Edison State College has by far the most challenging degree program.

Think about it. A student is eligible for a degree from Princeton University after just 8 semesters. But to earn a degree from Edison State College requires many more years of experience, hard work, and training. Your degree combines experience and knowledge that no textbook or series of classroom lectures could ever simulate. Many more institutions of higher learning could themselves take a lesson from Edison State College. It truly is New Jersey's college for adults, as the slogan states.

In many respects, our lives and careers are analogous to great buildings which, even without a cornerstone, are certainly functional and operational. Today we lay the cornerstones to our achievements.

And along with the diploma you receive today comes a special obligation. You have come to recognize the true value of a college education. But never forget how you arrived at this achievement, and reflect on some of the thoughts I have raised this afternoon. Go out from here and encourage your friends, colleagues and family members who may not have completed college, to do so. And enlighten others who may harbor the skepticism of the missing-degree-stigma to look beyond it at the real potential in those individuals who, for whatever reason, never finished college.

## Membership Grows in Edison's STAC



Daniel Schaeffer, Director of the Eastern Regional Office of the American College Testing Program, was the guest speaker at a Statewide Testing and Assessment Center meeting.

To date, 33 colleges have joined Edison State College's Statewide Testing and Assessment Center. The purpose of the Center is for Edison to assist other colleges in directing students towards earning credits through testing and prior learning assessment. All of the colleges working with the Center believe that their students should receive college credit for what they know regardless of how, when, or where that knowledge was acquired. Each of the participating colleges has a policy for awarding credit and will accept credits from Edison State College transcripts and will apply the credits towards a degree program at the student's home institution. Center members meet regularly to share information on college equivalency testing and prior learning assessment



Regular meetings of the STAC members give liaisons from participating colleges a chance to meet and discuss common concerns. Sister Mary Catherine (left) of Georgian Court College speaks with Dr. Ruth McKeefery, Dean of Academic Programs, and Dr. Jerry Ice, Vice President of Academic Affairs, during the STAC meeting.



# People in the News

## Board of Trustees

Thomas V. Seessel of Hopewell, Executive Director of the National Council on Alcoholism, has been elected Chairman of the Board of Trustees of Thomas A. Edison State College. Seessel became a member of the College's Board of Trustees, an unpaid position appointed by the Governor, in 1979. The nine-member Board oversees the planning, development, and operation of the College.

Seessel has been the Executive Director of the National Council on Alcoholism (NCA) since 1985. NCA is a national nonprofit organization combating alcoholism, other drug addictions, and related problems. Founded in 1944, NCA's major programs include prevention and education, public information, public policy advocacy, conferences, and publications. NCA's network of 190 state and local nonprofit affiliates conduct similar activities in their areas and provide information and referral services to families and individuals seeking help with an alcohol or other drug problem.

Prior to his position at NCA, Seessel was in private practice, working as a consultant, researcher, and writer for nonprofit organizations, philanthropic foundations, government, and corporate contributions and community affairs programs. His clients included the Ford Foundation, Robert Wood Johnson Foundation, Fund for the City of New York, and the State of New Jersey Department of Human Services.

Seessel received a Master of Public Affairs degree from the Woodrow Wilson School of Public and International Affairs at Princeton University. A Phi Beta Kappa at Dartmouth College, he graduated "With Distinction" earning his A.B. in English.

Dr. Fred J. Abbate of Moorestown and John K. Blossom of Summit have joined the Board of Trustees of Edison State College recently.

Abbate is General Manager of Corporate Communications at Atlantic Electric in Pleasantville. As a Section Chief he is responsible for government affairs, public relations, consumer affairs, and the corporate library. At Atlantic Electric, Abbate serves on the Strategic Planning Committee and is the Past Chairman of the United Way Fund Drive. Other committee work has included Chairing the Liberty-Ellis Island Restoration Campaign and the Centennial Committee.

Abbate has been active in

formulating educational policy on a state and local level since the 1970s. Currently he is Vice Chairman of the Education Committee of the New Jersey Business and Industry Association (NJBIA), serves on the New Jersey Department of Higher Education's Transfer Advisory Board, and is Chairman of the Communications Analysis Committee of the Edison Electric Institute.

He has served on the Moorestown Board of Education and is Past Chairman of the Education Committee of the New Jersey Taxpayers Association. Abbate also served on the New Jersey Advisory Committee on Gifted and Talented Education, and on the Editorial Board for the *Journal for the Education of the Gifted*.

Abbate earned his Ph.D. at Columbia University, M.A. at Boston College, and A.B. at Fairfield University. He is also a graduate of the Cornell University Executive Development Program.

Blossom is the Vice President of Corporate Finance for PruCapital, Inc., a subsidiary of The Prudential Insurance Company of America. He has been with Prudential since 1961. Blossom received his M.B.A. in Finance from Boston University and his A.B. in Psychology from Harvard University.

Blossom has been a member of the Newark YMCA Investment Committee and President of the Centenary Fund and Preachers Aid Society, a Methodist Church Pension Fund.

## Foundation Board

The Thomas A. Edison State College Foundation recently announced the election of three new members to its Board of Directors. They are Carole A. Nerlino, Vice President, Shearson Lehman Brothers; S. John Quattrone, CLU, owner of S. John Quattrone Associates; and Richard B. Reading, President of Richard B. Reading Associates. A non-profit corporation affiliated with Edison State College, the Foundation raises funds to support special programs and initiatives of the College.

Nerlino is a Certified Financial Planner and a member of the International Association of Financial Planners. Her primary area of expertise is in developing a total plan for the financial well-being of the individual, including retirement security and IRA rollovers, financing a college education, gifts to minors and aging parents, and the implications of tax legislation on

investments. She has lectured extensively on financial planning to diverse groups, including corporations, professional organizations, and colleges.

Quattrone is a General Agent with a number of companies and represents 40 life insurance companies producing in excess of 10 million dollars of life insurance per year. The Company also designs, installs, and administers Employee Benefit Programs and administers investment vehicles for individual clients and pension and profit sharing clients.

Reading Associates provides economic, demographic, market research, regulatory, and advisory services to over 200 clients in both the private and public sectors. Among the clients served by the consulting firm are 80 financial institutions, 90 corporate clients and 40 governmental bodies, agencies, and boards.

Reading founded the consulting firm in 1975 after eight years as an economic analyst with domestic and international organizations. In recent years, the scope of Reading Associate's research organization has expanded from the financial and development sectors to include the economics of land use management, affordable housing, and rent control matters.

## Staff



Michael J. Scheiring

Michael J. Scheiring, Vice President for Administration and Finance at Edison State College, was elected President of the New Jersey Central Chapter of the American Society for Public Administration (ASPA) for the 1987-88 term.

ASPA is a non-profit organization with 16,000 members nationwide who are dedicated to the improvement of management in the public service sector. There are approximately 300 members in the New Jersey Central Chapter, representing state and local government agencies, industry, and non-profit organizations. The New Jersey Central Chapter holds regular dinner meetings on timely topics affecting government today.

Scheiring has been associated with ASPA since graduate school in 1970 and has held various leadership positions and been active in Chapters in Ohio and Pennsylvania, as well as New Jersey. Currently he is a member of the National Chapter Developmental Committee.

Dr. Sonja Eveslage, Director of the Center for Corporate Partnerships at Edison State College, has received the "Rod Rose Award" from the Society of Research Administrators for co-authoring the most significant article printed in the *SRA Journal* during the year.

The article, "Research Administration Organization, Practitioner Characteristics, and



Dr. Sonja Eveslage

Tasks," which appeared in the Winter 1987 issue, reported results of a survey of 400-plus research administrators working in colleges and universities.

Research administration began to be recognized as a professional field after 1950 when the National Science Foundation was formed. Research administrators work with faculty to develop research programs, identify funding sources, develop grant proposals, and handle the administrative details of working with grant awards. As a new field, the professional activities and requirements associated with it are still being developed.

The survey, which was a revision of an earlier study conducted by Dr. Eveslage and colleagues, asked practitioners to describe their own educational and professional backgrounds, report their activities, and describe their organizations.

Wenrich H. Green has been appointed Director of Admissions at Edison State College. In his new position, Green is responsible for overall enrollment planning for the College. This includes assuring that potential students receive timely and accurate information on the College, identifying groups of adult students from specific professions, corporations, government agencies, and other associations that could be served by Edison, and managing the Office of Admissions.

Over the last four years, the College's enrollment has averaged a 10 percent growth per year. Currently there are 5,859 students enrolled at Edison State College and the College has awarded 6,091 degrees since its inception in 1972.

Green comes to Edison State College with extensive experience in college admissions which includes serving as Director of Admissions at Western New England College and West Virginia Wesleyan College. He has also been active in several national associations such as serving as the Regional Chairman of the Committee on Admissions Practices and Procedures for the National Association of College Admissions Counselors and a regional member of the Committee on Professional Development and Ethics of the American Association of Collegiate Registrars and Admissions Offices.

Green earned his M.Ed. in Biological Science and Higher Education Administration from the Pennsylvania State University and has done additional graduate work there. He earned his A.B. at Lycoming College.



Attending the reception prior to the Commencement ceremony were, left to right, George L. Fricke, a new member of the Board of Directors of the Edison State College Foundation; his wife, Carol; and Foundation Board members Dr. Richard S. Hansen, Edison's Vice President for Public Affairs and Carole Nerlino.



# State Employees Benefit From Edison Partnership

Ruth Williams and Mary Jean Guillote are among over 35 New Jersey Department of State employees who are benefitting from a pilot program called "NOTE"—an acronym for Non-Traditional Education. The program, developed in partnership with Edison State College, is designed to give a boost to employees who want to obtain a college degree but may be hampered by the costs and time commitment often required.

NOTE students Ruth Williams and Mary Jean Guillote have a few things in common. Both are employed full time with the Department of State. Both women have led busy lives: working, managing a household, and raising children who are now reaching adulthood. Both women realized that a college education would improve their effectiveness on the job and their opportunities for advancement in the workplace, and both had taken college courses before the NOTE program started.

Williams had completed an Associate's Degree in Management at Rider College, but hadn't taken the step of enrolling in a baccalaureate program. Guillote took a number of courses at Burlington County College and was enrolled in an occupational education program offered at McGuire Air Force Base. Still, she felt she was "only part way down a long and expensive road" to a college degree.

Now, with the help of NOTE, both Williams and Guillote are on the verge of getting their degrees, a dream realized far sooner than either had previously thought possible.

NOTE was created to meet the Department of State's need for a program to help employees improve their on-the-job skills through a college education. From the beginning, it has had the full support of the department's highest official: Secretary of State Jane Burgio. The program was started in the Spring of 1985 with 36 participants, recruited from the department's ranks. NOTE's authors believed that the flexible, degree earning options presented by Edison State College made the College an ideal partner for a pilot venture in supporting employee education.

## State Helps with Costs

To ease the financial burden of schooling, the Department of State pays the enrollment costs for NOTE students, providing they complete at

least 15 credits a year toward their degree. If NOTE participants wish to take courses at other institutions of higher learning, they are reimbursed—if the schools are located in the Garden State. In addition, the department's Division of Administration cooperates with three area colleges—Trenton State, Burlington County College, and Mercer County Community College to provide state reimbursement of tuition costs directly to the schools once students complete courses.

"This is a perfect example of a program that benefits everyone involved," according to Ed Durham, Administrative Director for the Department of State's Division of Administration. Durham, who oversees the NOTE program, comments "Employees are pleased with the benefits that come from education; the State gains employees better equipped to handle the demands of modern technology and administration, and participating schools of higher education are gaining the high calibre students they are seeking."

The NOTE experience illustrates the adaptations colleges and universities can make to develop partnerships with major employers, according to Dr. Sonja A. Eveslage, Director of the Center for Corporate Partnerships at Edison. "In this case, the Department of State defined its objectives, community colleges altered payment procedures, and Edison tailored its already flexible programs to meet both the state's and the students' needs."

## A Prep for CLEP

Through Edison, NOTE participants learned that they could make a major stride toward completing their degrees by passing College Level Examination Program (CLEP) tests and, as a result, interest in taking the test grew. Responding to this interest, the department held a nine-week preparation course to help students prepare for the five exams: English composition, humanities, mathematics, natural sciences, and social sciences/history. A college instructor was hired to work with the fifteen NOTE students who wanted to take one or more CLEP tests.

Guillote was among those who benefitted from the CLEP tests. She passed three of them, which earned her a total of 18 credits. Another student who took the prep course managed to pass all five tests and thus gained 30 credits.



Mary Jean Guillote

## Guided Study on CALL

Williams, along with several other NOTE students, is taking one of the newest guided study courses being offered through Edison called "The Adult Years: Continuity and Change," which includes video presentations, interaction with a faculty mentor, and "electronic conferencing." NOTE students are part of the test group for Edison's Computer Assisted Lifelong Learning (CALL) Network. CALL will allow students to "talk" with a faculty mentor and fellow students via an electronic information network, thus gaining valuable feedback to support their learning.

The NOTE program is one way the Department of State is meeting a major objective of Governor Thomas Kean's administration: a better educated state employee workforce. This objective also resulted in the Department of Personnel's Certified Public Manager (CPM) program, a program that has been evaluated by The American Council on Education's Program on Noncollegiate Sponsored Instruction (PONSI) and recommended for college credit. Williams took the CPM course to improve her management skills and as a result of completing it she will use the 12 PONSI credits toward her degree.

## NOTE and Affirmative Action

NOTE has also helped the Department of State's affirmative action efforts, a profile of 36 NOTE participants revealed. Over 80 percent of the participants are female and about half are minorities. So far, NOTE participants have had a good track record for advancement: 11 have received promotions.

Williams, who is an Administrative Analyst with the department's Division of Commercial Recording, said she had very definite objectives for participating in the NOTE program. "I wanted to gain knowledge in some very specific areas," she said. "Knowledge that will have measurable results on the job and make me a more valuable employee and a more effective manager."

According to Guillote, who is a

Technician I for the Division of Commercial Recording, NOTE offered her a great opportunity to build upon her technical knowledge accumulated from four years of service with the Department of State. "Because we know the technical work of this agency—as well as its goals and objectives—NOTE participants are in an excellent position to apply the new concepts we learn in school," Guillote said. "That will help state government and it will help NOTE participants interested in career growth."

Currently, 42 State Department employees are in the NOTE program, including a group of seven who recently came on board. So far, four employees have already completed associate's degrees through the program and it is expected that the first baccalaureate degrees gained through NOTE will be awarded this year.

The NOTE experience shows that in this kind of partnership success can take place on all sides, according to Durham. And, he says, because of this, the NOTE program is expected to have continued success.

What does a college degree mean to someone who's had to postpone education to meet other commitments? "I think of Maslow's hierarchy of needs," Williams says. "Now that I've met all my basic needs, and provided for a family, I've reached the need for what Maslow called 'self-actualization.' Now, I'll be working on new goals I set for myself and my career."

Next year Guillote's daughter will graduate from Glassboro State College, and Williams' son will graduate from Annapolis Naval Academy. Within a few years, Williams' daughter will graduate from Stanford. Next year their mothers will also be getting bachelor's degrees from Edison State College. Like their children, Williams and Guillote will be better prepared to meet new challenges—thanks to a program called NOTE.

The development of this program was partially supported by a grant from the Department of Higher Education's Fund for the Improvement of Collegiate Education.



Ruth Williams





Alumnus Doug Batson and Jules S. Kahn, Director of Financial Aid and Military Affairs at Edison State College, participated in the "Reaching for Excellence Workshop" in Germany this summer.

## Edison Invited To Participate In European Military Conference

At the request of the Army Continuing Education System (ACES), Thomas A. Edison State College attended the "Reaching for Excellence" workshop in Willigen, West Germany this summer. The emphasis of the workshop was on ways to improve educational services to soldiers, family members, and other eligible personnel.

One of the largest of its kind, the workshop had over 350 participants including Guidance Counselors and Education Service Officers from Army installations throughout Europe. Personnel from the Department of Defense, Army, Navy, and Marine Corps participated as well.

Jules S. Kahn, Director of Financial Aid and Military Affairs, made a presentation on Edison's program and met with members of the European military education community. Kahn discovered that military personnel overseas find it difficult to complete their education because they generally are not in one place long enough to complete a program. Some of them are located at remote sites and do not have educational opportunities available.

Edison State College can be of assistance because it has no residency requirement, places no limit on the total number of credits that students may transfer from accredited, four-year colleges or universities, and accepts up to 80 semester hours of community college level work toward

its associate and baccalaureate degrees. Students may also transfer credits from testing programs, approved training programs, correspondence courses, and American Council on Education sources.

Additionally, Edison's Guided Study Program, a distance learning program which utilizes text books, study guides, weekly assignments, and audio/videotapes and provides faculty mentors via telephone or written correspondence throughout the course to aid students, is an ideal way for service people in remote areas to earn college credit.

Also present at the ACES Conference was Doug Batson, an Army education counselor and Edison State College alumnus, who was the moderator at the external degree training session and discussed the advantages of earning a degree through Edison.

"We were well received by the European counselors," Kahn said. "The majority of them had heard about Edison State College and had our literature."

Kahn stressed that Edison State College serves all military personnel here and abroad, offering New Jersey residents and their dependents in-state fees even though they are overseas.

For more information about Edison State College or its military program contact Kahn at (609) 354-0090.

## Military Notes

Air Force Tech. Sgt. **John R. Rosario** (BSAST '87) Browns Mills, has been decorated with the Meritorious Service Medal in Greenland. The Meritorious Service Medal is awarded specifically for outstanding non-combat meritorious achievement or service to the United States. Rosario is chief of air traffic control training with the 2004th Information Systems Squadron.

**David A. Nagy** (BSAST '84) Hasbrouck Heights, has been promoted in the U.S. Air Force to the rank of first lieutenant. Nagy is a fighter pilot at Langley Air Force Base, VA, with the 48th Fighter Interceptor Squadron.

**William J. Bennett, Jr.** (BSAST '82) has been promoted in the U.S. Air Force to the rank of captain. Bennett is an airborne air weapons controller at Tinker Air Force Base, OK, with the 963rd Airborne Warning and Control Squadron.

Army Staff Sgt. **Joseph F. Earles** (BA '82) Temple, TX, an administrative specialist, has arrived for duty with the 18th Airborne Corps, Fort Bragg, NC.

Navy Ensign **Matthew R. Beck** (BSAST '87) Yardville, was commissioned in his present rank

upon completion of Aviation Officer Candidate School. During the 13-week course at the Naval Air Station Pensacola, FL, Beck was prepared for future duties and responsibilities as a commissioned officer and to enter primary flight training. He received general military, academic, physical fitness, and leadership training which included navigation, military justice, mathematics, and physics. He also received pre-flight training which centered around aerodynamics, sea and land survival, aviation physiology, and basic aircraft engineering.

**Paul J. Marino** (BSAST '84) Maplewood, has been commissioned a second lieutenant in the U.S. Air Force upon graduation from Officer Training School at Lackland Air Force Base, TX. The 12-week course trained selected college graduates to apply communicative skills, professional knowledge, leadership, and management in positions of responsibility.

Navy Master Chief Petty Officer **James D. Horvath** (AA '82) Mahwah, has been promoted to his present rank while serving with Carrier Airborne Early Warning-121, Naval Air Station Norfolk, VA.



While vacationing in Scandinavia, Annette Singer, Director of Alumni Affairs (right) met Alumna Beverly Post-Martinsen (left) who now lives in Oslo, Norway with her husband. Bev works in the admissions office of the University of Norway in Oslo.



Alumna Ida Hammond receives a Service Award from Dr. Richard S. Hansen, Edison's Vice President for Public Affairs. Hammond is Chairperson of the P.H.T. Program, (Putting Him/Her Through), which will be making certificates available to alumni who want to give special thanks to family and friends whose support and encouragement helped them complete their Edison degrees. Complete details on the program are being mailed to all alumni shortly.



Alumni enjoy a break at a regional Board meeting in the Cherry Hill office of the College.





Alumni honored for their service to Edison State College gathered for a group photograph in front of the Kelsey Building. They are, front row, left to right, Harold Frankel, Ruth Olinsky, Ida Hammond, Frank Hawrylo; second row, Cecile Caruso, Barbara Wallace, Walter Keller, Alyce Kambis, Mildred Koslow, Norma Horton, Richard Reigle; back row, Dr. Richard S. Hansen, Vice President for Public Affairs; Annette Singer, Director of Alumni Affairs; and Al Quinton.

## Alumni Notes

**Sally Clark Seibert** (BA '77) Asbury Park, has been promoted to Vice President Marketing Communications of Old Hand, Inc., an advertising and consulting firm in Asbury Park. Ms. Seibert has a M.A. from Monmouth College, where she taught history before pursuing a lifetime dream of becoming a professional writer.

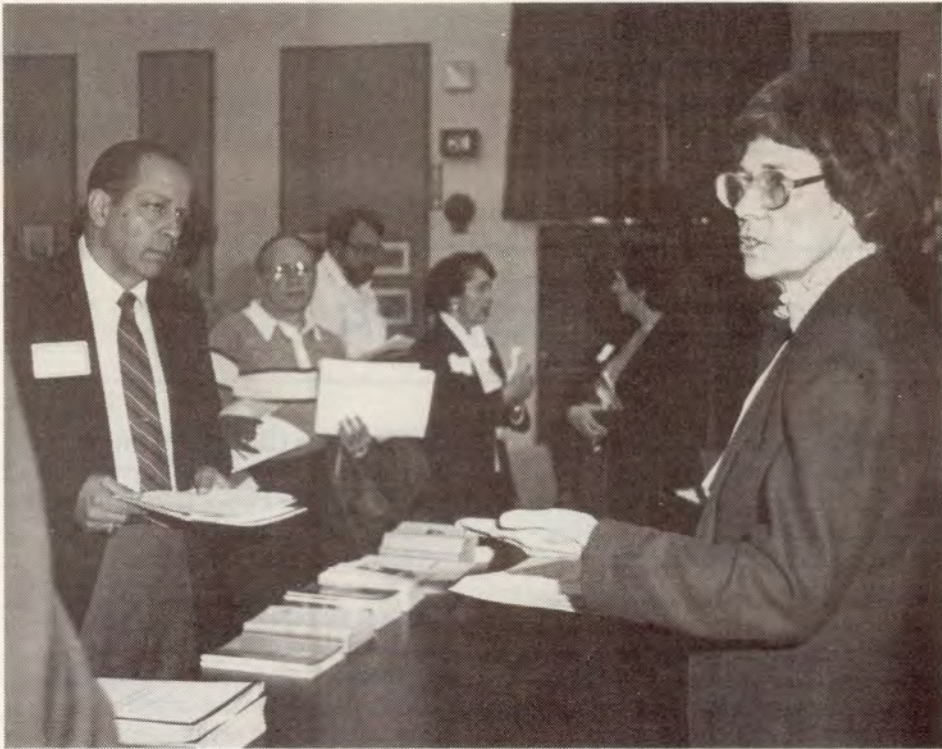
**Maurice Waters** (ASM '87) Philadelphia, PA, has been appointed to the Board of the Interfaith Coalition on Energy. Maurice works with the Philadelphia Electric Co. and is completing a BSBA at Edison.

**Douglas E. Batson** (BA '83) Germany, recently earned The Personnel Accreditation Institute's accreditation as a Professional in Human Resources. This accomplishment signifies that Batson passed a rigorous examination showing a grasp of the considerable body of knowledge in the field of Human Resource Management. Theoretical knowledge and practical experience combined are requirements for accreditation. The Personnel Accreditation Institute (PAI) is the research and credentialing subsidiary of the American Society for Personnel Administration (ASPA), the largest organization in the world representing human resource professionals.

(continues on back page)



Norma L. Horton (BSBA '83), newly elected President of the Alumni Association, greeting alumni on Alumni Day.



Dr. Ruth McKeefery, Dean of Academic Programs, discussing external graduate degree programs with Hal Frankel '85 and other alumni during Alumni Day activities.



Frank Z. Hawrylo '79 received the first Award for Outstanding Service to the Alumni Association. Left to right: Barbara Wallace '83, member, Awards Committee; Frank; Mildred Koslow '82, Awards Committee Chairperson; Annette Singer, Director of Alumni Affairs.

## Alumni Notes

If you would like news of your accomplishments included in the Alumni Notes section of *Invention*, please return the form below to: Office of Alumni Affairs, Edison State College, 20 Evergreen Place, West Orange, NJ 07018.

Name \_\_\_\_\_

Address \_\_\_\_\_  
\_\_\_\_\_

Daytime Telephone Number \_\_\_\_\_

Degree Earned \_\_\_\_\_

Year of Graduation \_\_\_\_\_

Information \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



# Alumni Notes

**Loretta Sherman** (BA '81) Mercerville, has received her New Jersey State Teacher's Certification. Loretta completed the certification requirements at Trenton State College.

**Virginia Taylor** (BSBA '83) Jackson, has passed the CPA exam. Virginia has also been installed in the Delta Mu Delta National Honor Society at Monmouth College, where she is completing her M.B.A.

**Thomas Schwartz** (BA '80) East Brunswick, has earned a Doctor of Philosophy in Microbiology degree at Rutgers University.

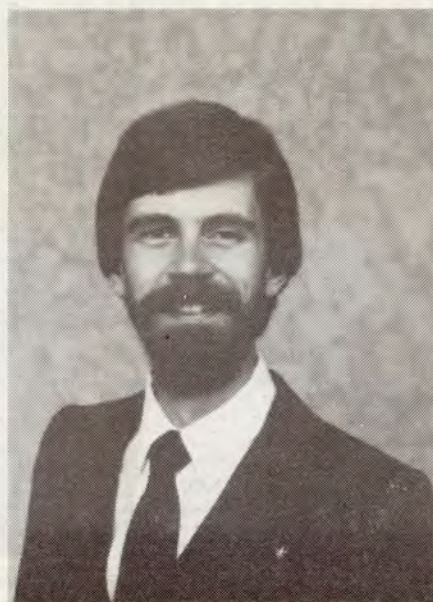
**Urban A. LeJeune** (BSBA '77) Holmdel, is currently enrolled in the Ed. D. program at Temple University.

**Judith Lasch** (BA '86) Matawan, is the producer and moderator of *Focus on New York*, a weekly cable TV show in New York City. She is also the author of several books, including most recently *The Teen Model Book*, published by Simon and Schuster. Lasch is also collaborating with Katherine Wei on *The China-American Exchange*, a series of 15-minute shows on different subjects to be aired in China and on *Focus on New York*.

**Paul Rusnak** (BA '87) Piscataway, is a partner with Achieving Success, a human resource development company. Paul will be developing training programs to improve productivity and communication among employees.

**Jeff Robbins** (BS '87) Matawan, was promoted to Detective Sergeant with the Old Bridge Police Department in Middlesex County. He is a 20-year veteran with the Old Bridge Police and has attended college at night for the past 10 years. Robbins received an associate degree in 1981 from Middlesex Community College for Criminal Justice (honor roll). Robbins feels the attainment of his degree from Edison played a big role in his promotion.

**Doug Myers** (AA '84) Anchorage, AK, has accepted a position as Director of Training-Fixed Wing for ERA Helicopters of Anchorage where he also teaches the DeHavilland Dash 7 and Hazardous Materials Transport subjects. Doug is working toward his BSAST at Edison.



Doug Myers (AA '84)

**Roger E. Besst** (BA '86) Coshocton, OH received an M. Ed. in Guidance and Counseling from Ohio University. Roger has joined the teaching staff of evening studies in Muskingum Area Technical College, Zanesville, OH.

**Joanna Cashman** (BA '85) Tuscon, AZ has been accepted into the Master of Fine Arts program at Arizona State University. She was awarded a Regents Academic Scholarship.

**Jo-Ann C. Dixon** (BA '78) West Caldwell, has enrolled in a masters program at Vermont College of Norwich University, VT. Jo-Ann will major in Sociology. Ms. Dixon is president of Q, Inc., a human resource development consulting corporation. She has also been named a Dame of Malta in the Military and Hospitalier Order of Saint John of Jerusalem Knights of Malta, based in the Hague. The Order is known for its philanthropic and caring support wherever needed in the world.

**Suzanne H. Duckworth** (BA '80) Charleston, SC is Executive Vice President of Executive Suites, Inc. in Charleston. The corporation restructures old buildings then leases them. Sue also spends time working with a shelter for the local YWCA. In her "spare" time, she teaches a course in "Parenting Through the Stress Times" for the church.

**Reverend Father Charles Homer Riley** (BA '76) Philadelphia, PA, was ordained into the Greek Orthodox Patriarchate of Alexandria, Egypt, and Africa. He is the first Afro-American to be ordained into what is referred to as the most traditional Christian Church of Africa and all Africans.



Ida B. Hammond (BA '78)

**Ida B. Hammond** (BA '78) Trenton, has the distinction of being listed in the 15th edition, 1987-88 of *Who's Who of American Women*. Ms. Hammond is a tutor for the Volunteers of American Literacy Program. She is also on the Board of Directors of the Edison State College Alumni Association and is chairperson of the Alumni Scholarship Committee and the newly created Putting Him/Her Through Certificate Program Committee.

**Nancyanne Kopp** (BA '76) Stirling, has accepted a position as Director of Adult/Continuing Education and Principal of the Summer School for the Union County Regional High School District #1, Springfield, NJ. Nancyanne is on the Board of Directors of the Edison State College Alumni Association. She is chairperson of the Nominating and Peer Counselling Committees.

**Dennis J. Shank** (BA '84) Lawrence, MA was elected Vice President of the Massachusetts Justice of the Peace Association, Inc. Dennis is currently a Justice of the Peace in Massachusetts.





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*Invention* is a newsletter of Thomas A. Edison State College. It is distributed to students, alumni, and friends of the College.

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