Known as the “X” 88.9 FM, WMCX is the largest student-run organization on campus. This co-curricular program offers students the use of four Edit Rooms for assignments; a dedicated Radio Classroom, where announcing skills and how to operate equipment are taught; a Production Room and News Room; an Interview Room, which can also be used for live music; and the Main Studio, which is fully digital, and operates twenty-four hours per day. The “X” also covers all of the Hawk sporting events.

**Professor Everett “Rett” Rich** has been the advisor to WMCX Radio for the last twenty-one years and has been employed in the Monmouth University Communication Department for thirty-nine years! “I have taught thirty different courses, twenty-two of them I created. When I started in 1966, I was an instructor for Speech and Theatre.”

Rett is very passionate and proud of WMCX. The station was born in 1974 on 88.1 FM and had 10 watts of power. On March 29, 1984 a fire destroyed the radio station. At the time, it was a small student organization and the Communication Department was not associated with it. “I was teaching a course in announcing,” Rett explained, “and our President, Samuel Hays Magill, told me he would re-build the station if I would re-organize it. And that’s how my advising career began.” By December 1988, the station became 88.9 FM and grew to 1000 watts, transmitting over a 35-mile radius.

In 2002, the station re-located to the new Jules L. Plangere, Jr. Center for Communication and Instructional Technology and received all new state-of-the-art equipment. Rett keeps a history of the accomplishments and awards the station has received. “I want students to come back and see their names on that wall, and for new students to see how hard their predecessors have worked. I have alumni stop by to visit all of the time. To date, the “X” has earned 43 awards from National and Regional conventions.”

The plaques covering the walls date back to 1974 and consist of WMCX‘ General Managers who have led the station as well as Chapter Presidents recognized by the National Broadcasting Society. Another wall is dedicated to senior students who have been acknowledged in five major award categories. These include: the Radio Broadcasting Award, On-Air Award, Management Award, Staff Member of the Year Award, and the “X” Award, which recognizes a new person on board who has contributed to the station. There is still another space dedicated to the Executive Board. A plaque is mounted with the names and positions of all the student leaders who have managed WMCX since its inception.

Rett and his wife of forty-one years, Ellen, have two grown sons. “Our eldest, Adam, is married with three children and lives in California. He is a District Manager for the National Forest Service in the Sierra Nevada mountain range. Our younger son, David, was recently engaged. He owns two Jersey Mike’s in Shrewsbury and West Long Branch. David lives in Farmingdale.” To relax, Rett and Ellen own and breed Scottish Deerhounds. “They are beautiful show dogs, very fast and graceful. At full speed they can run 32 mph and can weigh up to 90 pounds!” At home, Rett and Ellen have owned four champion females: Callie, Lily, Daly and their original Deerhound, Maggie. They currently have a 1 year-old puppy, Weather. “We named her that because she was born during a nor’easter storm.”

Rett still teaches five courses per semester. He likes to instruct a variety of performance-oriented classes in the Radio Curriculum. “My favorite is Talk Radio in America.” Rett lives by the philosophy that he instills in his students, which is to be versatile and flexible in life. “Radio is very unpredictable; you never know what is going to happen, much like life.”

**Donna Mancini** is the Office Coordinator for WMCX Radio and Hawk TV. When she started at Monmouth seven years ago, the radio station was located on the third floor of the Student Center.

WMCX just celebrated its 30th birthday on May 2, 2004. “One of my fondest memories has been advising and watching this station grow over the years. It is part of my soul. I am surrounded by talented, wonderful people.”

Left to Right: Chris Cavallaro, Rett Rich, Donna Mancini, Eric Reisher & Aamn Furgason

Department continued on page 6
WELCOME ABOARD!
10/01/2004 - 12/31/2004

Rosa Armendariz Division of Accounting
Robert Babik Athletics
Cindi Cavlan Network Computing Services
Margaret Checton School of Science, Technology and Engineering
Michael Chrzaszcz Facilities Management
Flavio Figliola Facilities Management
Nicola Kelly Foreign Language Studies
William Kelinhofer University Police
Erin Kenney Disability Services for Students
Kamal Kornegay Undergraduate Admission
Christopher Kowalczuk Athletics
Rachel McKibben Graduate Admission
Daniel McMurtry Athletics
Mark Miranda Purchasing
Peter Murray Facilities Management
Eileen Reinhard Enrollment Publications and Communications
Andre Richburg Undergraduate Admission
Wendy Savoth Instructional Technology Services
Carl Schubauer Network Computing Services
Patricia Townsend Office of the Bursar
John Wehner Facilities Management
Calvin Williams Instructional Technology Services

PROMOTIONS
Congratulations!
10/01/2004 - 12/31/2004

Claire Alasio Associate Vice President for Enrollment Management
Lester Hauck Director of Facilities Management for Operations
Petra Ludwig Director of Public Affairs
Janet Mahoney Associate Dean of the School of Nursing and Health Studies
Timothy Orr Director of Facilities Management for Technical Services
Barbara Reagor Director of the Center for Rapid Response Database Systems

TRANSFERS
10/01/2004 - 12/31/2004

Marina Lavrov Secretary Psychological Counseling
Sharron Sparks Coordinator of Advisement Schlaffer Program
Jean Szumera Secretary Writing Center
Andrea Thompson Data Processing Specialist II Registration and Records

~ MONMOUTH LETS MUSIC RING ~

Michael Gillette and Laura DuBois, professors of Music in the Music, Theatre Arts and Philosophy department, played during the cocktail hour at the Annual Holiday Ball to benefit the Guggenheim Memorial Library on December 4, 2004.

The Monmouth University Orchestra and Chorus perform on the grand staircase in Wilson Hall during their Holiday Concert on December 9, 2004. A number of professors from the Department played in the Orchestra and sang in the Chorus along with our students. Also participating with the Chorus was the Senior Choir of the Colts Neck Reformed Church.
EMPLOYEE REFERRAL PROGRAM

You are eligible to participate in the Employee Referral Program if you are a full or part-time administrative, staff, facilities management or police employee below the level of Vice President. This program only applies to individuals hired from external sources. Monmouth University will continue to internally post appropriate positions for the purpose of internal promotion. The position vacancy announcements, job opportunity hot lines and web site, will alert you to positions that are available. Employees recommending individuals who have been referred to the University by an employment agency do not qualify for a bonus.

The Applicant you recommend must be hired for either a regular full-time or regular part-time position, i.e., not a temporary position (i.e., employees will not receive a monetary bonus for individuals hired for the summer, vacation/fill-in, or for a specific project of limited duration, temporary employees, grant assignments, etc.)

A University employee(s) who recruit(s) a regular full-time or part-time employee who is offered and accepts employment by the Office of Human Resources and who successfully completes his/her probationary period, will be awarded a monetary bonus as identified below.

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<th>POSITION FILLED</th>
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<td>Administrative Position Grades D and above</td>
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<td>Facilities Management Positions</td>
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<tr>
<td>Administrative Position Grades A through C</td>
<td>$ 500</td>
<td>All Forepersons, Mechanics</td>
<td>$ 250</td>
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<tr>
<td>All Staff Positions, including Police Officers</td>
<td>$ 250</td>
<td>All Groundskeepers, Custodians and all other Facilities Management Positions</td>
<td>$ 100</td>
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To be eligible for the award, an employee must submit the name of the individual he/she is referring on an Employee Referral form, which is available in the Office of Human Resources PRIOR to the date the individual's employment application is completed. Referrals will not be accepted or paid if it is completed after the employee is offered a position.

When two (2) or more employees recommend an applicant who is subsequently hired, the bonus will be divided equally. Questions regarding entitlement must be presented to the Manager of Human Resources, in writing, within fifteen (15) days from the date of hire.

Immediately following the probationary period the Office of Human Resources will process the employee’s referral award. Each employee will receive a referral check in the amount previously set forth (minus appropriate taxes). Contributions to our employee’s pension fund or other benefits will not be made on referral amounts. Advances or hand-cut checks for referrals will not be provided under any circumstances. Monmouth University reserves the right to modify, renew, or discontinue the program at any time.

Employee Activity Committee News

The Employee Activity Committee hosted a trip to Peddler’s Village in Lahaska, Pennsylvania on Saturday, November 13, 2004. The “Village” is 42 acres of landscaped gardens and 18th century style wood and stone structures. Everyone enjoyed a relaxing lunch in one of their eight restaurants and browsed their 70 specialty shops. The group received coupon books and maps for both Peddler’s Village and Penn’s Purchase. The weather was excellent and many on the trip returned home with several shopping bags full of great buys.

The third annual trip to Rockefeller Center on Saturday, December 11th was very successful. Everyone enjoyed spending the day in the City during “the most wonderful time of the year.” Once again the weather cooperated, adding to the fun.

Please remember that the University participates in The Buyer’s Edge discount program. They offer “the guaranteed lowest prices” on major appliances, televisions, cars, furniture, jewelry and much more. It is free, convenient and you can actually talk to a “live” specialist. Please visit their website at: www.buyersedgeinc.com. To log in as a member, simply input our User Name as 1628 and our Password as member1.

The EAC is in the process of setting up its calendar of events for 2005. It will continue to offer coupons for shopping when they can be obtained. Also, the EAC always has discounted tickets to Loews movie theatres and will offer discounted tickets to Six Flags Great Adventure in the spring. Please call ahead for tickets at extension 3470.

Thank you for your continued support of EAC events and please feel free to offer any suggestions or comments by e-mailing eac@monmouth.edu.
Say Hello To . . .

Mark Miranda

Mark became Director of Purchasing on November 15, 2004. His most recent position was as Assistant Director of Purchasing and Auxiliary Services with Union County College in Cranford. Prior to that, he served as Senior Buyer for the New Jersey Sports and Exposition Authority at the Meadowlands Sports Complex in East Rutherford. Mark earned his B.S. in Business Administration from St. John’s University in Staten Island, New York. He also holds a New Jersey Real Estate Salesperson license, and is a member of several professional purchasing and realtor associations.

Wendy Savoth

Wendy was appointed Director of Instructional Technology on October 18, 2004. She returns to Monmouth University following her tenure as Senior Online Learning Architect/Developer for UBS and Consultant/Web Developer at Aventis Pharmaceuticals. Wendy previously worked for Monmouth from 1997 to 2000 in a similar capacity. She has earned an M.S. in Computer Science from Monmouth University as well as a B.S. in Education, Magna Cum Laude, from the University of Connecticut.

Robert McCourt

Robert joined Monmouth University on August 1, 2004 as Head Men’s Soccer Coach. He most recently was Assistant Coach at Virginia Commonwealth University’s NSCAA top-ten program. This follows his time as Head Coach of the professional New Jersey Stallions team, where he coached the team to its only National Championship and MLS round of Open Cup appearances in their history! Robert attended Adelphi University in Garden City, New York on a full soccer scholarship, where he earned a B.B.A. in Business Management, Finance. This fall he completed his M.S. in Sports Leadership from Virginia Commonwealth University.
Monmouth University has established an Emergency Information Telephone Line, 732-263-5900. During emergencies, including weather-related situations when the University may need to close or delay the start of the workday, this line will have a pre-recorded message with necessary information for students and staff.

If the University must close or cancel classes, a broadcast message will also be sent to all employees and resident students via the campus voicemail system. In addition, this information will be posted on the main page of the Monmouth University website (http://www.monmouth.edu). You may also find out about weather-related cancellations and closings by listening to one of the following local radio stations:

- FM 94.3 WJLK - Monmouth County
- 95.9 WRAT - Point Pleasant
- 98.3 WMGQ - New Brunswick
- 98.5 WJLK - Ocean County
- 88.9 WMCX - Monmouth University
  [Broadcasts 8 am - 3 am, Mon - Fri & 9 am - 3 am, Sat & Sun]
- 92.7 WOBM - Ocean County
- 95.5 WXXW - Trenton
- 101.5 WXXW - Trenton
- 107.1 The Breeze - Monmouth County
- AM 1310 WJLK - Ocean
- 1010 WINS - New York
- 1450 WCTC - New Brunswick
- TV News 12 New Jersey

If you are not sure if you must report to work or class, please check your own voicemail *, or call the Emergency Information Telephone Line at 732-263-5900 for the latest closing information. Please do not call Human Resources, University Police or any other office on campus for closing information. Thank you for your cooperation.

* To check your voice mail from off-campus, dial 732-263-6000, enter your 4-digit voice mailbox number and your password.
“I can honestly say I love my job. The students are very creative and respectful. The day goes by fast and I have fun. It is a pleasure to come to work.”

Donna has an artistic side too. “All of my daughters were very active in high school theatre and in Battle of the Bands competitions. I was the President of the Parent Advisory Council at Shore Regional High School. Since the school did not have a drama department, the director needed parents to help out in several aspects of production preparation.”

Now that high school is over for her daughters, Donna hopes to begin to relax and decorate her house that they renovated several years ago. “I really need to get curtains up on the windows! I now have the time to get back to sewing and other creative outlets.”

Donna and her husband, Fernando, a Safety Engineer at Fort Monmouth, have been married for twenty-seven years and have three daughters. “Fernando was born in Italy and moved here when he was 4 years old. He is one of six children. We have twenty nieces and nephews, with seventeen great-nephews and nieces. On the other hand, I come from a small family.” Donna loves to talk about her children. “Our eldest daughter Maria is 23 and working on her M.B.A. in Business. Teresa is 20 and a junior here at MU. Her major is English/Spanish. Nicole, our youngest, just turned 19 and completed her first semester at MU. Her interest is in Early Education.”

Another member of the family is “Tallie,” a Cairn terrier that they adopted three years ago. “It was funny how Tallie became part of our family. Our daughter was in a high school play, The Wizard of Oz, and there were two terriers playing “Toto”. We invited the dog handler back to our house for dinner and of course, the dogs came too. We fell in love with this breed of dog and decided to adopt one. We went all the way to Massachusetts to pick up Tallie once the time came.”

Donna’s most memorable vacation was last year when the Make-a-Wish Foundation flew the entire family to Los Angeles, California. “Our daughter’s wish to meet the cast of Friends was granted. An escort picked up our girls in a limousine from the hotel and brought them to the set. They watched an episode being shot and met Jennifer Aniston and Lisa Kudrow! They even saw David Arquette (Courteney Cox’s husband) from a distance, who smiled at them. The Make-a-Wish Foundation is really an unbelievable charity and we are truly indebted to them for all of their generosity.”

While in L.A., the family also went to see “The Producers” with Martin Short and Jason Alexander. “They gave us a personal tour backstage. It was incredible!” Donna said she and her husband are planning a family cruise next.

Family is extremely important to Donna. “We love to share Christmas Eve with our friends and neighbors. Being Italian, we serve traditional fish entrees. Fernando fries fresh calamari, one of my daughter’s favorites. He has his fryer all set up in the garage.”

When asked what she is most proud of, Donna replied, “my family has had so many amazing accomplishments, they are just too numerous to name.”

Eric Reisher, WMCX’s Broadcast Technical Assistant, is a Monmouth University Alumni who majored in Communication. Eric attended Monmouth for four years and graduated in 2001 with honors. “After graduating, I worked in the construction industry as a cost estimator. I never imagined I would have the opportunity to come back and work for my Alma Mater.”

Monmouth University was Eric’s first choice college to attend. “I came specifically because of the radio station. I knew it was a student-run organization offering a lot of opportunity. I worked in the radio station at my high school in Brick.” Eric also had live DJ experience as well, working summers at Jenkinson’s Boardwalk in Point Pleasant.

Eric worked hard at WMCX as a student. “During my freshman year I was a disc jockey. I then became the Assistant Music Director sophomore year, followed by Program Director my junior and senior years.” Eric also worked for Campus Planning and Construction while he was a student here. “I saw the vision of the Plangere Center on architectural drawings; witnessed the foundation being poured and the steel going up. Coming back to campus and seeing the Center complete was amazing!”

Last Spring, Eric began teaching Introduction to Television. “I was really excited about taking on this new endeavor. Teaching came naturally to me in a sense. While growing up, I used to help my sister, Chrystie, with her homework and even help tutor my friends in high school. Having a whole class of my own was a big thing for me.”

Teaching has opened a new door for Eric. “Just this fall, he started teaching another class, Introduction to Radio Production. Due to the technical nature of his classes, Eric tried to emphasize to his students not to be intimidated by the equipment. "Seeing all the equipment for the first time can be quite overwhelming. I try to break it down one piece at a time.""

Besides his career at Monmouth, Eric is also a disc jockey for Magic 98.3 FM in New Brunswick. “I work there part-time doing weekend overnights and fill-ins when needed.” When Eric has free time, he likes to work outdoors building ponds and gardens. He also enjoys working on cars and purchasing additions to his impressive model railroad collection. “My HO scale collection takes up half of our full-size basement at home!”

A conversation with Eric wouldn’t be complete without a story about his dog Kitrina, a 5 year-old Samoyed. “She is very smart; she always knows what’s happening at the house and shares a real close bond with my mom. For generations, Samoyeds were used for herding reindeer and played an integral role in the lives of the people who kept them.”

One of Eric’s proudest moments was graduating from Monmouth University, Cum Laude, with two Honor Society affiliations. He was also featured in Who's Who Among American Students in 2001. “I would have to say that one of my most important accomplishments has been to come back to Monmouth and have the opportunity to work alongside my mentors and respected professors.”

Aaron Furgason began working for WMCX in 2000, teaching Introduction to Radio Production. After being an Adjunct Professor and then an Instructor, Aaron was promoted to Assistant Professor this past August. He specializes in radio curriculum.

Prior to working for MU, Aaron was a student here. “As a Communication major, I was very involved with WMCX. I was also co-editor/reporter for the entertainment section of the Outlook.” Aaron is proud to be part of WMCX’s history. His name appears several times on the wall of plaques. His awards
include Staff Member of the Year '91 – '92 and Music Director of the Year '91 – '92. Aaron graduated with a B.A. and went on to Emerson College to obtain his M.A. “In 1995, I took a semester of statistics and philosophy, the two hardest courses I could find. I wanted to test myself to see if I could handle graduate school.” Aaron passed his test. He is currently writing his dissertation towards his Ph.D. from Rutgers University.

Before beginning his career at Monmouth, Aaron did many different things. “I worked for commercial radio stations, Atlantic Records and music marketing firms. As a Pisces, I like to explore and do different things. I have done stand-up comedy, made two independent films and was a member of a comedy troupe in Boston while in graduate school.” Aaron even went to film school in Prague.

In addition, Aaron’s extensive travels also include ventures to China, Hong Kong, Singapore and Russia. “I always wanted to be a pirate. My mom was always taking us on some adventure. I have sailed since I was 5 years old and visited nearly every continent but Africa. My present for graduating college was a trip to Australia, New Zealand and Fiji.” New Zealand was Aaron’s favorite because of the scenic, beautiful sailing. “It would be fun to visit Ireland and Scotland next.”

When Aaron, a passionate Red Sox fan, is not working or going to school, he likes to spend time with his wife Kelly, and 3 year-old daughter, Emerson. “Kelly and I met at Emerson College, and married in 2001. My daughter is a lot like me. She doesn’t take ‘no’ for an answer and is very independent.” Originally from Edison, they now reside in Point Pleasant with their two cats, Bonnie and Calio. “Kelly rescued an abandoned Calio off the streets in Missouri, and Bonnie came from the Eatontown SPCA.”

Aaron and his family have a movie tradition they have carried on for years. On any given holiday they watch: Monty Python and the Holy Grail, This Is Spinal Tap and Waiting for Guffman. “It all stems from an Easter Sunday we spent years ago with a neighbor who did not celebrate the holiday and we watched Monty Python. Since then, the list has grown.”

All in all, Aaron finds his job very rewarding and fulfilling. “I feel very lucky to be part of WMCX and Monmouth University. I love coming to work, and the best part is that I learn something new everyday. I’m never bored, which is very important to me.”

Chris Cavallaro is the Chief Engineer and Technical Supervisor of WMCX Radio and Hawk TV. He also is an Adjunct Professor in Radio Production. Chris’ history with Monmouth began in 1990 when he was a contracted employee for the radio station. In 1992, Chris was first hired as a part-time employee for WMCX and then became involved with the television station in 1995, which is also the year he began teaching here. Chris officially became full-time in 1997.

Chris’ career in audio and radio began in the 1970’s. He worked as a Recording Engineer and owned his own studio in Monmouth County for ten years. Chris has album credits with Bon Jovi, The Village People and Skid Row! “From 1985-1991, I was the Production Director for Y107 radio in Long Branch. I also worked for a jazz station out of Newark, WBGJO, handling production and engineering for ten years. They have the largest jazz and blues audience in public radio.”

While at Y107, Chris explained, he had the fortuitous opportunity to meet Rett Rich. “We had some interns working at the station who told me Rett was looking for help over at WMCX and I really should go and meet him. I got to know Aaron Furgason and the other students and really enjoyed working with them. They were so enthusiastic and creative.” Rett encouraged Chris to return to college and complete his degree so he could be qualified to teach. “I had attended Notre Dame for three years but never finished. I completed my B.A. at Monmouth University and then attended Montclair State University, where I obtained my M.A. Meeting Rett was the turning point in my life, it was a tremendous experience!”

At home, Chris likes to play guitar, enjoys photography and works on video and music projects. “I also collect movies and music and have quite an extensive assortment.” His wife, Peggy, is an administrator at JSAS Healthcare in Asbury Park, an addiction treatment center, and is an undergraduate student at Monmouth, majoring in English. They have been married for thirty-three years and have two grown daughters who live in Portland, Maine. “Michaela, our eldest, is married. She attended Alfred University in New York and obtained her M.A. in Writing and Publishing from Emerson College. Michaela is the Editor and Chief of Mainebiz, Maine’s premier business news publication.” Their younger daughter, Erin, is a high school teacher. She attended Rutgers University and received her M.A. from Teachers College at Columbia University. The other two members of their family are Sam, their 3 ½ year-old Miniature Poodle and Gabby, an 8 month-old Cavalier King Charles Spaniel.

A special family tradition that Chris has carried on for years is to read Twas the Night Before Christmas to his family every Christmas Eve. “Once the girls were old enough to know the story, I would start changing the words around and they would

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Do Your Part To Help Conserve Energy

Turn Off Equipment When Not In Use
Do you have a question about benefits?

Just Ask Angela.

I have heard that Horizon Direct Access offers wellness and discount programs. Can you tell me something about them?

Following are some of the discounts offered to Horizon members under this program:

- Collette Vacations – 10% discount on vacation packages
- HEARx – receive a 10% discount on hearing aid purchased
- Horizon Alternative Therapies – includes discounts for acupuncture, massage therapy, nutrition counseling and a special vitamin discount program
- SafeTech – discounts up to 50% on bicycle and in-line skating helmets
- TruVision – save on mail-order contact lenses and LASIK vision correction services
- WellQuest – offers a variety of full-service health and fitness facilities, such as Gold’s Gym and World Gym.

You must present your Horizon Direct Access ID card at the time of your visit and you will receive the discount.

Products and services offered as Horizon Wellness and Discount Programs are not covered health benefits. Programs may be terminated and pricing, discount rates and other program features may be modified at any time. Suppliers that participate in these programs are solely responsible for the quality of the goods and services they provide.

Please sign on to www.horizonblue.com and click on Health and Wellness for more detailed information.

Spring Musical

The Music, Theatre Arts and Philosophy department’s spring musical will be Cabaret. This popular show by John Kander and Fred Ebb is described on Broadway.com as “the story of a young American writer who comes to Berlin, the capital of Germany, just before the rise of Hitler and the Nazi Party. As he struggles to write, the young man finds himself more and more tempted by life at the decadent Kit Kat Klub, and by the club’s star attraction, Sally Bowles. From the authentic 1930’s Berlin club setting to its haunting, unforgettable music, Cabaret is divinely decadent entertainment at its best!”

Previews will be held on February 11 and 12, while performances are scheduled for February 18 to 20 and February 23 to 26, 2004 in the Lauren K. Woods Theatre. For more information, call Linda Delaney at extension 3634.

Monmouth Review Call for Submissions

The Monmouth Review is the University community’s literary and art magazine, published twice a year. All employees are invited to submit for consideration poems, short stories, essays, fiction, drama, interviews, photography, drawings, computer-generated art, and other forms of two-dimensional art.

To submit literary works, please send each work as an e-mail attachment to Professor Stanley Blair in the Department of English, at sblair@monmouth.edu. To submit artwork, please contact Professor Karen Bright in the Department of Art and Design at x3523. Please include information about how you may be contacted, as well as a brief biographical note of up to fifty words.

If you have any questions about the Monmouth Review, please contact Dr. Blair at his office, Wilson Annex Room 505, or phone x3619.

CAMPUS CONNECTION
PUBLISHED FOR MONMOUTH UNIVERSITY EMPLOYEES
BY THE OFFICE OF HUMAN RESOURCES
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Contributors: Stanley Blair, Angela Crawford, Linda Delaney, Janet Fell, Marie Ramos, Jim Reme and Sharon Smith.

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