



2 Renowned artist to speak on campus



2 Adobe Award design winner



3 Online courses in bioterrorism



4 New campus leaders elected

Projects enhance RIT's "Lay of the Land"

It's sometimes said about Rochester that there are two seasons: winter and construction.

It could be said about RIT that its two seasons are the school year and construction, as each spring, hours after the last diploma has been conferred, construction projects blossom in more abundance than dandelions.

But unlike its flowering counterparts, the campus' many budding construction projects thrived under this summer's near-drought conditions.

■ Likely to be noticed most by those returning to campus this fall will be road and walkway improvements, including construction of a "roundabout" at the intersection of Lomb Memorial and Andrews Memorial drives.

The roundabout, as with many of the upgrades, is intended to increase pedestrian safety, move vehicle traffic efficiently and enhance the campus aesthetically, says Marty Becker, director of RIT's Facilities Management Services.

The center of the roundabout will fea-



One of six newly constructed Greek-organization residences.

ture flag poles, bearing RIT, New York state and United States flags, surrounded by plantings. New walkways made of brick pavers lead from the roundabout to the information booth south of the roundabout. The addition of berms around parking lots G and H prevent the lots from detracting attention away from the new visual enhancements.

■ A portion of Andrews Memorial Drive, west of the roundabout, has been reduced from four lanes to two lanes and divided by new medians that provide "safe harbor" for pedestrians crossing the street.

And, for the first time in the campus' 33-year history, Andrews Memorial Drive will form a complete loop of paved roadway encircling the main campus, by late September. Previously, it was unpaved from south

of parking lot U east to Wilsie Drive.

■ Across campus, walkway additions and road improvements, including repaving and additions of enhanced lighting, curbing, wider shoulders, crosswalk markings and, in some cases, reconfigured intersections, will contribute to ease and safety for all users.

Upgrades to existing parking lots resulted in the addition of 200 parking spaces.

Enhanced aesthetics was sought through all projects, but improved safety was the top priority, Becker says.

Becker and Chic Bruno, senior project manager, estimate that \$4.2 million was spent on road, walkway and parking lot projects this summer.

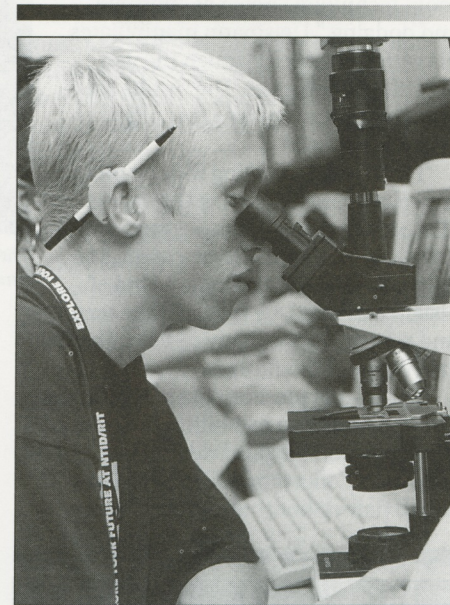
Crews were also busy renovating existing and constructing new buildings the past few months.

■ The final phase of a five-year, \$65 million residence hall renovation

project was completed with upgrades to the last two of RIT's 13 residence halls.

Construction of six new Greek-organization residences, adding accommodations for 96 students, and the final phase of University Commons apartment complex, housing 192 students, was completed.

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SCOPING OUT CAREERS... More than 220 deaf and hard-of-hearing students from 39 states attended the National Technical Institute for the Deaf's 18th annual Explore Your Future (EYF) this summer. The program allows high school juniors to investigate a variety of career areas and provides a taste of college life. For some, it was an opportunity to socialize with other deaf students for the first time.



A worker lays brick pavers making up part of the new "roundabout" at Lomb Memorial and Andrews Memorial drives.

Campus Safety unveils new patrol cars

Many of the roads you drive on aren't the only things on campus that are new and different. Some cars using the roads have changed, too.

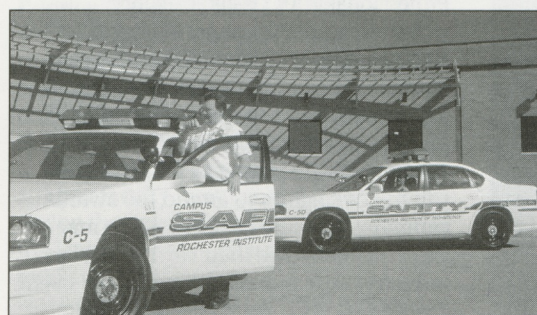
Campus Safety recently unveiled two new patrol cars that sport sleek, new designs. The new look, with reflective logos

that make the cars more visible after dark, is intended to increase officer and student safety, says Chris Denninger, associate director of campus safety.

The new cars, part of a fleet of four patrol cars, are 2001 police-package Chevrolet Impalas that also feature front and rear strobe lights, headlight flashers, dual spotlights, laptop computers, and heavy-duty alternators, suspension and other components making them suitable for rugged, continuous use.

"Everybody takes pride in these cars," says Dave Edborg, Campus Safety A-shift supervisor.

The new cars replaced two-year-old, high-mileage cars. Two other older patrol cars will be replaced by new cruisers within six months, Denninger says. ■



RIT Campus Safety officers Dave Edborg, with a new patrol car at left, and Scott Roegner, in car at right, in front of Grace Watson Hall.

Ghazle to deliver keynote address on opening day

RIT marks "back to school" with Sept. 5 opening-day talks preceded by a coffee social outside Clark Gymnasium. The social starts at 8:15 a.m., followed at 9 a.m. by the President's Community Address and remarks by Academic Senate Chair Joyce Hertzson, Staff Council Chair Dave Edborg and Commission for Promoting Pluralism Chair Alfreda Brown.

The Convocation for New Students, at 2 p.m. in Clark Gymnasium, features a keynote address by faculty member Hamad Ghazle, and remarks by President Albert Simone, Hertzson and Student Government President Erick Littleford, followed by an ice-cream reception. A perfect opportunity to welcome new students, the convocation presents faculty in full regalia.

The RIT community is invited to take part in both events.



Hamad Ghazle

City school students attend Gear Up program on campus

"Stay in school." Kids hear this message all the time, but for 320 at-risk students in Rochester, remaining in school, taking Regents courses and eventually enrolling in and graduating from college is an uphill battle.

To help address this problem, RIT has partnered with the Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) project, sponsored by the New York State Higher Education Services Corp. RIT was recently awarded nearly \$635,000 in federal funds over the next four years to create innovative programs to help at-risk youngsters stay in school and prepare for college.

One such program took place this summer. Twenty-two eighth-grade students from James Madison Middle School attended a college "summer camp" on campus that not only built reading, writing and computer skills, but focused on in-depth projects with counselors for topics such as career development, leadership training, problem solving, decision making, time management and effective communication.

RIT—the only Rochester-area partnership site—is working with the Hillside Work Scholarship Program to provide a

comprehensive support system for Rochester City School District students. The grant is structured to follow this group of students through their high school years, and help them to build on their academic skills as they prepare for college.

Dianne Spang, director of the Office of K-12 Partnerships at RIT and project coordinator, says, "The GEAR UP project will provide on-site assistance in the form of tutoring and mentoring, as well as career development and guidance. Students will begin, as early as eighth grade, to explore different career choices and examine college choices.

They will identify possible career options through assessments, college tours, and online research. I believe that this will make college a much more viable option for more students."

As the GEAR UP program strives to make college a reality

for all students, the program will also work with parents and school staff to provide information on college readiness skills, careers and college programs, and assistance with the college application process.

"This grant will provide a wonderful opportunity for RIT to work with the City School District and assist students with the skills needed to successfully enter and complete a college program," adds Spang. ■



Cortney Harris, left, a youth advocate with the Hillside Work Scholarship Connection, works with Christy Cage, a student from James Madison School of Excellence, who spent five weeks on campus with 21 of her classmates.

Image-maker returns to RIT

The first day of the new school season will feature a presentation by a world-renowned photographic artist. RIT alumnus Jerry Uelsmann ('57) returns to campus to discuss his work and meet with a new generation of image-makers.

His lecture at 7 p.m. on Thursday, Sept. 6, in Webb Auditorium in the James E. Booth Building, is free and open to the public. To accommodate an overflow crowd, the Chester F. Carlson Center for Imaging Science auditorium will be equipped with a live video feed. A book-signing session will follow his presentation.

Considered the master of a dark-room technique known as "burning and dodging," Uelsmann manipulates his various images through the use of multiple negatives. The results are photographic montages that offer startling illusions.

"I try to begin working with no pre-conceived ideas," explains Uelsmann. "Each click of the shutter suggests an emotional and visual involvement. My contact sheets then become a kind of visual diary of all the things I have seen and experienced with my camera. They contain the seeds from which my images grow."

Uelsmann's presentation will precede the opening of an exhibition of his work. *Transcendence* begins Friday, Sept. 7, at the Elizabeth Collection Gallery, 565 Blossom Road. Gallery hours are 10 a.m. to 6 p.m.,



Threshold, by Jerry Uelsmann, highlights the artist's unusual talent at creating photographic montages.

Monday through Saturday, and noon to 5 p.m., Sunday. The show continues through Wednesday, Oct. 31.

For more information on Uelsmann's visit to RIT, call the School of Photographic Arts and Sciences at 5-2716. ■

Keady assumes Health Center post

Timothy Keady has been named health education and wellness coordinator for RIT's Student Health Center, announced Cassandra Jordan, director of the center.

Keady, a certified health education specialist, comes to RIT from Utah State University with expertise in health promotion, disease prevention, governmental regulations, quality control, environmental health, safety and hazardous materials use.

As health education/wellness coordinator, Keady's responsibilities include providing direct educational and personal counseling services to students; training and supervising RIT's peer health educators; developing and coordinating the implementation of Student Health Center-sponsored health education programming and activities; and coordinating community-wide health promotion and awareness programs.

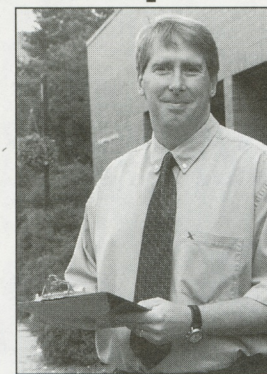
"One of my goals is to allow students to feel comfortable coming to the Student Health Center not only when they're sick, but when they're well," says Keady. "For many of our students, this is their first experience away from home and we want to do everything possible to create an environment that they can thrive in."

One of the ways to do this is to be visible on campus and clearly communicate health issues to our students.

"Tim's rich and inclusive experiences in so many aspects of health care augment significantly the ability of the center to expand its direct services to students and strengthen its collaboration and

cooperation with other campus units as a contributor and as a resource for enhanced community health and safety," says Jordan.

According to Keady, the Student Health Center is already planning a back-to-school welcoming event on Sept. 13, a health walk on Oct. 14, several awareness-raising activities for National Depression Screening Day Oct. 4 and a health fair scheduled for Oct. 31. ■



Timothy Keady

"Lay of the Land"

(from page 1)

■ Construction of the Joseph F. and Helen C. Dyer Arts Center in the Lyndon Baines Johnson Building at NTID, featuring a 10,000-square-foot atrium and art gallery, was completed.

■ Work continues on the link between the Louise M. Slaughter Building and Building 70 that will house RIT's new information technology lab. The 10,000-square-foot-facility, is slated to open during fall quarter. Foundation work will begin this fall on another addition to Building 70 that will be home to programs in the B. Thomas Golisano College of Computing and Information Sciences.

■ Work will be finished in September on a gathering area created by enclosing the front portion of the Gosnell Building.

■ Significant infrastructure upgrades were completed to the Eastman, Lowenthal and Ross buildings.

Together with other recent campus enhancements, such as the openings of Crossroads and Java Wally's, all of this summer's construction projects contribute to making RIT a better place for students, faculty, staff and visitors.

"There's a strong desire to make the RIT campus something special," Becker explains.

As students make their way back to campus and RIT readies for a new academic "season," many will wholeheartedly agree that the summer's enhancements contribute to that goal. ■

Athenaeum speaker series

The Athenaeum, a continued-learning organization for adults over 50 at RIT, presents its fall *Issues and Ideas* speaker series, 2-3:30 p.m., Sept. 11, 13 and 20:

• **Tuesday, Sept. 11**—*Previews: A Taste of Fall Offerings* with speakers Marty Adams, *Jazz Appreciation*; Marilyn Gillespie and Pat Janus, *Who Were The Women Behind The Words*; Bob Getz, *Presidential Power: Myth, Realities and G.W. Bush*; and Steve Lambert, *Socrates Café*;

• **Thursday, Sept. 13**—*Seneca Park Zoo—Past, Present, Future*, presented by Shaunta Collier Santos, public relations and marketing manager, Seneca Park Zoo Society; and

• **Monday, Sept. 20**—*The Dark Side of Classical Music*, presented by Julia Figueras, music director of classical 91.5 WXXI-FM.

All programs are held free of charge at the Athenaeum, 30 Fairwood Drive, Rochester, NY 14623. For more information and directions call the Athenaeum at 292-8989 or visit www.rit.edu/~athenwww/.

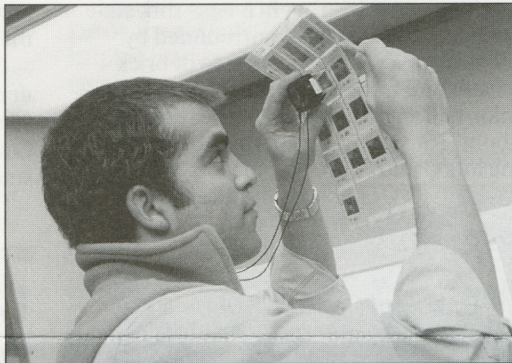
Olivari wins Adobe Award in design

Julian Olivari, who received a BFA in photo illustration in May, took first place for Most Creative Photography in the 2001 Adobe Design Achievement Awards.

Sponsored by software producer Adobe Systems Inc., this is the premiere year for the awards program, which recognizes promising student graphic designers, illustrators, digital filmmakers and computer artists from U.S. design schools. The awards were presented during a ceremony Aug. 15 at Paramount Studios in Hollywood.

Christopher Lee Donovan, a fourth-year photo illustration major, took third place in the Most Creative Photography category. Karrie Gurnow, a May graphic design graduate, won third place in the Most Professional Print Design category.

A seven-member panel of design professionals reviewed 688 entries in five categories—video, print design, photography, illustration, and experimental design. First-place award recipients each received 10 Adobe software products, a \$2,000 grant, a trip to Los Angeles to attend the awards ceremony, and the opportunity to meet with and showcase their work to design industry professionals attending the event.



Julian Olivari took top honors in a prestigious competition sponsored by Adobe Systems Inc.

(More information on the awards program and a complete list of winners is on the Web at www.adobe.com/education)

Olivari won for "Skinraft," a photo-illustration he completed as a student. ■

M&T honoree continues trail of excellence

Imagine holding down a job at Xerox, attending an international trade show overseas and participating in a panel discussion with the first lady of the United States. Now, imagine doing all of that while attending high school.

This highlights the remarkable accomplishments of Berta Rivera, this year's honoree of the M&T Urban Scholars Program. She enters RIT's College of Business (COB) this fall as a first-year management major and becomes the program's second recipient.

A Rochester resident, Rivera graduated from Benjamin Franklin High School in the top 10 percent of her class. For several years, she participated in the Xerox School-to-Work Partnership Program. Due to her excellent performance, Rivera was chosen to discuss her work experience with Hillary Clinton. The conversation was part of the former First Lady's Listening Tour, prior to her official run for U.S. Senate.

"I was the only student on the panel," recalls Rivera. "She asked me a lot of ques-



Berta Rivera

tions about what it's like working in a real workplace and how it benefited me personally. It was quite an experience."

Rivera also took part in Virtual Enterprise, a program that teaches students how to run a business, and was elected to represent Rochester at an international trade show in Salzburg, Austria.

"Berta is a bright, motivated and a personable young woman," says Marty Burris, COB director of marketing for undergraduate programs. "She is a great addition to our fall freshman class and her wide-ranging experience makes her a natural selection as this year's RIT/M&T Urban Scholar. I can't wait to see where she goes from here."

As part of the program, Rivera will receive a partial scholarship and is assured summer employment and co-op opportunities at M&T Bank throughout her four years at RIT. She will also receive mentoring from staff members at the bank. It's made possible by a \$50,000 gift from M&T.

Rivera is already looking forward to the day that she can serve as an example to other urban scholars. "I would like to go back to my old school and give talks. I want to show the kids there that they can also have a bright future." ■

Gallery r announces upcoming season

Gallery r, RIT's student-run metro showcase for contemporary art, has released its exhibition schedule for the upcoming season:

"Photography in Cuba," Sept. 21-Oct. 21; RIT students and faculty capture a glimpse of contemporary Cuba; opening reception, 7-9 p.m., Friday, Sept. 21

"A Juried RIT Student Competition," Oct. 19-Nov. 18; opening reception, 7-9 p.m., Friday, Oct. 26

"About Water," Oct. 26-Nov. 18; a regional competition for college students; opening reception, 7-9 p.m., Friday, Oct. 26

"CIAS Goes Solo," Nov. 30-Dec. 30; competitive one-person installations; opening reception, 7-9 p.m., Friday, Dec. 14

"Siggraph Art Gallery," Jan. 11-Feb. 10; digital art traveling exhibition; opening reception, 7-9 p.m., Friday, Jan. 11

"In the Kitchen," Jan. 11-Feb. 10; a film/animation competition; opening reception, 7-9 p.m., Friday, Jan. 11

"Gallery r Benefit 2002: Art Collaborators II," 7-9 p.m., Friday, March 15, tickets purchased through Gallery r

"Visible Woods," March 21-April 14; an art and poetry collaborative exhibition; opening reception, 7-9 p.m., Friday, March 22

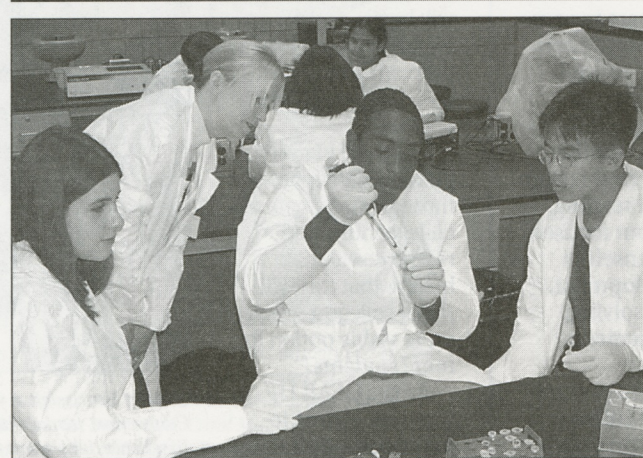
"Fine Arts Studio Senior Exhibition," April 18-May 12; opening reception, 7-9 p.m., Friday, April 19

"Senior Illustrators at RIT," May 17-June 2; opening reception, 7-9 p.m., Friday, May 17

"A Tribute to Eloise Wilkins," May 17-June 2; opening reception, 7-9 p.m., Friday, May 17

"Alumni Invitational 2002," June 21-Sept. 8; art by medical illustration graduates; opening reception, 7-9 p.m., Friday, June 21

Gallery r, located at 775 Park Ave. and handicapped-accessible, is open from 3 to 7 p.m., Thursday to Sunday. All exhibits are free. More information is available by calling 242-9470, or visit the Gallery r Web site at www.galleryr.org. ■



HANDS-ON LEARNING...

Seventy-one high school students from the Academy for the Advancement of Science and Technology in Bergen County, N.J., studied at RIT, Aug. 12-17. Participants in this college experience worked with RIT faculty and students on hands-on projects in astronomy, robotics, microelectronic engineering, industrial and systems engineering, biotechnology, mechanical engineering and environmental management and technology. Pictured are three students preparing samples in the biotechnology workshop with lab assistant Mary Daily.

RIT helps pilot online training courses in bioterrorism

A number of upstate New York emergency workers will know what to do in the event of a bioterrorist attack, thanks to a federal grant to develop a model-response system designed to teach ambulance, firefighter, police and hospital workers how to deal with bioterrorism.

Monroe County—one of only three counties in the nation piloting bioterrorism training, funded by Centers for Disease Control and Prevention—is developing a four-course online program with the expertise of online learning at RIT.

Each course, lasting about four weeks, will be led by a facilitator and will incorporate interactivity among the students. About 30 students will pilot the first course and are eligible to receive continuing medical education credits. The courses are offered free through the Monroe County Department of Public Health.

The first course, Bioterrorism: The Traditional Incident Command System for the Non-traditional Responder, began Aug. 13 for non-traditional emergency responders, such as nurses and physicians working in emergency departments.

The remaining three courses are

COURSE NUMBER	COURSE TITLE	PROFESSOR
001_101a_01	Bioterrorism: Traditional Incident Command System for the Non-Traditional Responder	Laura Enders

A screenshot of the Prometheus-based bioterrorism preparedness course.

Bioterrorism 101, How Public Health Emergencies Differ from Traditional Emergencies, and Management of Public Health Emergencies. They will begin to be deployed later this year and will all be available in 2002.

The target audience for the courses ranges from public health officials and workers in emergency departments to traditional first responders, such as police, fire and emergency medical technicians.

Monroe County was chosen to receive

the grant funding to develop a model bioterrorist-response system as it already has in place an excellent network between police, fire stations and hospitals.

"The reason we chose to partner with RIT for this project is because of its substantial experience and success in online learning," says Jack Doyle, Monroe County executive.

"Our public health workforce that responds

to this type of emergency is widely dispersed in the community. The online learning method of bringing people together to train them, anytime, anywhere, fits our needs perfectly."

Monroe County also chose RIT because of online learning's ability to incorporate interactivity into the learning experience.

"Interactivity between students and faculty is what distinguishes our online learning program and is what will distinguish these

courses from the other two counties participating in the pilot program," says Joeann Humbert, interim director of online learning.

RIT's online learning will provide the technical expertise and infrastructure for the course modules. The course content will come from Monroe County.

Included in the scope of the project is research to evaluate the courses' effectiveness. The project's purpose is to find a teaching model that can be used throughout the nation for bioterrorism-preparedness training. ■

FileFlow access

FileFlow Inc., has donated a server, software, and internet subscriptions to the National Technical Institute for the Deaf, enabling students and professors to have near-instantaneous access to their images, no matter the size of the files or the location of the user.

FileFlow's FastStore server and software, and FastSend Internet software subscriptions, valued at \$141,000, will help speed access to large image files through the World Wide Web, despite bandwidth limitations.

"Downloading a 25-megabyte TIF file over a 56K modem usually takes two to three hours," said Ken Freedman, FileFlow's executive vice president. "With FastStore, the file can be downloaded in less than three minutes."

Adds Michael Kleper, professor in the RIT school of Printing Management and Sciences: "FastSend and FastStore will be of tremendous benefit in both our on-site classes and especially in our extensive distance-learning program." ■

Reid strategizes China's impact on the open market

Western businesses are right at home in the People's Republic of China. The emergence of that nation's open market allowed many of these dominant companies to expand their horizons even further. But at what price?

Professor David Reid, the Benjamin Forman chair in international business at RIT's College of Business, says it will ultimately mean a decline in their competitive advantage. For 16 years, he has researched



David Reid visited Shanghai, Beijing and Guangzhou during his month-long tour of China.

the strategies of international companies the Asia Pacific region. This summer, he met with leaders from 15 western-based firms and other informed sources during an extensive tour of China. Reid was

particularly curious to learn about the impact of emerging Chinese companies, especially in the consumer-products industry.

"It struck me a few years back that foreign companies had attracted an infrastructure of services to China such as packaging, advertising and market research," he states. "What that meant for local players was access to that same infrastructure. Combined with their market insight, these resources are helping Chinese companies become significant competitors."

For western firms, that will mean a sharp erosion in market share, and Reid says company leaders realize there is little that can be done to prevent it. Chinese companies have developed world-class manufacturing facilities, while maintaining relatively low labor costs. They also benefit from the contributions of an increasingly sophisticated work force that is hardworking and well educated.

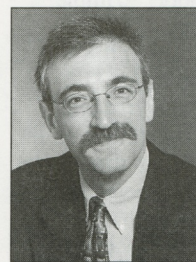
So how long will it be before Chinese companies begin making inroads into the American market? Reid predicts that will happen within three to five years.

"Before long, these companies will be over here providing the same goods and

services at very competitive prices. My fear is that corporate America isn't taking that into consideration for the future."

Reid is currently analyzing the data in advance of publishing his findings. ■

New McGhee chair



William Fischer

William Fischer, an 11-year veteran of RIT's photography faculty, has accepted an appointment to become the fourth James E. McGhee chair in imaging systems management in the College of Imaging Arts and Sciences.

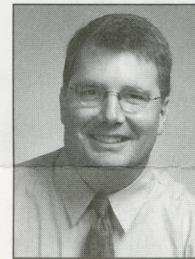
As the McGhee chair, Fischer will focus on the changing requirements related to imaging in both industry and society. His emphasis will be on strengthening the collaborative process at RIT between the School of Photographic Arts and Sciences (SPAS) and the School of Printing Management and Sciences.

"Photography was once considered a separate discipline from printing and publishing," Fischer says. "Computers are now dissolving those walls and forcing many of these applications to blend."

Since 1996, Fischer has served as an adjunct faculty member at RIT while overseeing the ophthalmic imaging program at the University of Rochester's School of Medicine and Dentistry. Prior to that, he was assistant professor at SPAS in the biomedical photography program.

The McGhee professorship was established in 1968 through an endowment by the Master Photo Dealers' and Finishers' Association. It honors the memory of James McGhee, late vice president of U.S. sales and advertising at Eastman Kodak Co. McGhee was known for being an innovating force in the field of photography during his 45-year association with Kodak. ■

Borden joins NTID



Robert Borden

The National Technical Institute for the Deaf has named Robert Borden director of enrollment management. He will provide overall leadership and direction for recruitment and admissions of NTID students in coordination with RIT Enrollment Management.

Borden served as the director of financial aid and assistant director of admissions/enrollment analyst at the Eastman School of Music of the University of Rochester since 1994. He also served as director of career planning and placement and assistant dean of students there from 1989-1993.

He holds a master's of science degree from Miami University in Oxford, Ohio, with an academic concentration in college student personnel services. His bachelor of music degree is from DePauw University in Greencastle, Indiana.

Borden is a member of the National Association for School Financial Aid Administrators and the National Association for College Admission Counseling.

"We are delighted that Bob has joined our team," said NTID Dean Alan Hurwitz. "His wealth of experience with all aspects of enrollment management will benefit countless students today and into the future." ■

RIT and Cisco offer networking curriculum

The National Technology Training Center at RIT has been designated a regional Cisco Networking Academy by Cisco Systems Inc. The collaboration will involve training teachers on the instruction of wide-area computer networking, beginning at RIT in 2002.

Soon, faculty from RIT's telecommunications engineering technology program in the College of Applied Science and Technology will train at Alfred University to become certified Cisco networking instructors. Once trained, they will teach Cisco networking curriculum to high school teachers in summer workshops at RIT. Courses will be available to RIT students beginning in fall 2002.

About 20 high school teachers from the Rochester area are expected to attend inaugural workshops, says Guy Johnson, RIT professor of manufacturing and mechanical engineering technology, and director of the National Technology Training Center. After completing workshops, they will be trained to instruct students on principles, design, construction and maintenance of computer networks.

Johnson says workshops will be similar in function to Project Lead the Way teacher-training workshops hosted by the center each summer.

To facilitate training, RIT was awarded \$9,000 in laboratory equipment from Cisco.

"Cisco Networking Academies go beyond traditional computer-based education, helping students develop practical computer-networking knowledge and skills in a hands-on environment," says Carol Richardson chair of electrical, computer and telecommunications engineering technology.

"There's a large demand for graduates with these skills and RIT hopes to increase the number of students in the pipeline."

Cisco estimates that 850,000 information technology-related jobs will go unfilled this year due to a shortage of qualified workers.

"We look forward to working with local school districts and community organizations to help build the technical expertise needed for a thriving local economy," Johnson says.

Introduced in 1997, Cisco Networking Academy studies have been taught locally in the East Rochester and Greece school districts, at the Edison Technical and Occupational Education Center and Monroe Community College. More than 135,000 students are enrolled in all 50 states and 128 countries. ■

CPD offers reduced-cost training services for staff and faculty

RIT's Center for Professional Development (CPD) embodies the power of partnerships.

Entering its third year, the center was born of a partnership between Human Resources in the division of Finance and Administration and Corporate Education and Training, in CIMS.

To achieve its objectives, CPD has built a network of partnerships with RIT divisions and colleges as well as with training companies such as Element K Learning Center and Eagle International. Internal partnerships are key to delivering university training priorities at no cost to departments, such as diversity-and-deaf awareness programs, Oracle skill building, and increasing skills in RIT accounting practices and procedures.

CPD's external partnerships enable RIT to offer additional high-quality training at reduced cost to employees. Last year, the partnership with Element K Learning Center saved RIT departments a total of

\$43,000 in technology training costs. One of CPD's new initiatives in the past year has been to provide time management and Palm technology training through Eagle International, also at a reduced cost.

"What really gives us the leverage to provide these training services to RIT faculty and staff is the establishment of CPD as a central point to develop and negotiate mutually beneficial relationships with these internal resources and external vendors," says Kathleen Martin, CPD manager.

CPD will continue to expand its offerings to RIT faculty and staff in response to training needs identified throughout the university community. Coming this fall is an orientation program for new faculty and staff. A management-training program is planned for the spring in partnership with WorkSmart Learning Systems Inc. It will provide a comprehensive approach to human resources manage-

ment, covering policies and procedures including recruiting, interviewing and hiring, managing performance for results, termination and retirement.

In the past year, CPD doubled its enrollment numbers from 739 participants in 2000 to 1,492 in 2001, offering 83 open enrollment courses. CPD also provided 43 customized training programs within colleges and divisions, serving 1,142 employees, up from 602 the prior year.

"CPD has really hit the mark in terms of providing knowledge and skills that our people need in order to be more effective," says Patty Spinelli, director of Human Resources. "We look forward to continued growth in providing programs and services to support faculty and staff in their professional and career development."

For more information about CPD's offerings, go to finweb.rit.edu/cpd or contact Martin at 5-6461 or kmmcet@rit.edu. ■

NCR³ makes news in industry

The National Center for Remanufacturing and Resource Recovery (NCR³) at RIT's Center for Integrated Manufacturing Studies has been voted one of the top three companies in the country for "improving the perception of the remanufacturing industry."

Recharger magazine, a trade journal covering the office-products remanufacturing industry, recently sent out a survey to 1,200 subscribers on the companies and individuals that are most influential to the remanufacturing industry.

Following is an excerpt from an interview with Nabil Nasr, NCR³'s director.

Why do you think NCR³ was nominated?

I think NCR³ was nominated because, for over a decade, we have been a true partner to the remanufacturing industry with a clear mission of helping the industry flourish and advance. We believe in the value of this industry from environmental conservation to energy savings to its great economic and social impact. I consider it a real honor to receive this vote of confidence.

What does your testing facility do for the remanufacturing industry?

NCR³ works with the remanufacturing industry providing remanufacturers with the latest and best technologies and tools. By doing that, we help remanufacturers meet some of their main challenges—public acceptance, quality assurance, and environmental performance. Our testing facility, one of many services we offer, is a very proactive measure to achieve that by providing the remanufacturing community with an unbiased, dependable, and independent evaluation mechanism for their products. We also do component testing, life-cycle analysis, system evaluation, and many R&D activities focused on imaging products and others.

What are the main challenges of the remanufacturing industry?

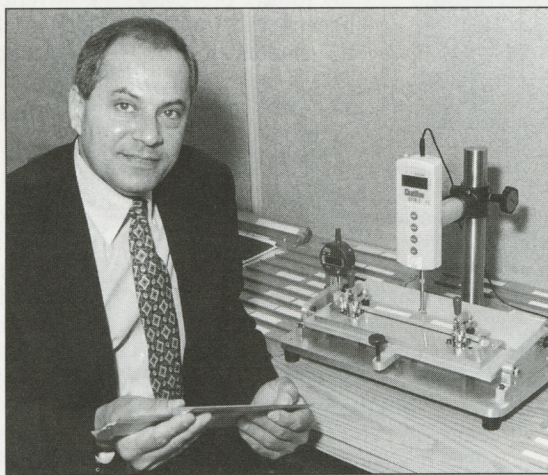
The main challenges of the remanufacturing industry are twofold. First, there is an internal challenge to grow and continue to provide the market with reliable, economical and robust products and to work together and believe in the value of proper and strong representation for the industry.

The second challenge is external in dealing with the technical and legal challenges of today and in the future.

How does your organization help remanufacturers overcome these challenges?

We are focused on developing technologies that can help advance the industry as well as transferring these technologies to the industry. We are also working on integrating these technologies into the RIT

curriculum through related programs. We conduct research projects that lead to discoveries of better technologies in testing, restoring, and remanufacturing components and products. We also work with many companies to solve their everyday problems such as quality or yield problems, developing better processes, and designing new facilities. ■



The remanufacturing industry has flourished with the technological advancements of NCR³, says director, Nabil Nasr.

RIT to assist The Gleason Works in training employees

Addressing the needs of workers in a global economy, \$15 million in state grants are being awarded to 83 manufacturers and organizations in New York state. Of them, The Gleason Works in Rochester is a major recipient, receiving \$479,550, and will work with RIT's Center for Integrated Manufacturing Studies (CIMS), and other local vendors, to implement manufacturing training.

Two units of CIMS, the Center for Excellence and Lean Enterprise (CELE) and Corporate Education and Training (CET), will be involved in the development and rollout of training in two of three parts of the one-year grant.

The Gleason Works is creating a 38-class certificate program in value engineering, training about 200 Gleason employees. The grant will fund the development of 17 of these classes over the coming year. CET will assist with instructional design, developing content and providing a consistent look and feel for the program.

In addition, the grant provides for lean manufacturing training for The Gleason Works' employees—project managers and team leaders. The purpose of the training is to teach "lean" concepts, tools and techniques.

"Training in 'lean' concepts teaches people to think and work more efficiently by focusing on the elimination of activities that do not add value for the customer," says

• **Andrew Davidhazy**, professor, College of Imaging Arts and Sciences, was represented during an international group exhibition of photographs by members of Fotored held during the summer in Almeria, Spain.

• **David Farnsworth**, professor, Department of Mathematics and Statistics, wrote the article "Teaching Variation Using the Web," which appeared in the winter 2001 issue of the journal, *Mathematics and Computer Education*.

• **Lynn Fuller**, professor of microelectronic engineering, College of Engineering, **Massoud Miri**, professor of chemistry, College of Science, **K.S.V. Santhanam**, professor of chemistry, and **Gerald Takacs**, professor of chemistry, and **Brian Culberson**, **Justin Langston** and **Khanh Nguyen**, undergraduate chemistry majors, co-authored the paper "Effects of Carbon Nanotubes on Polymerization of a Conducting Polymer," published in the abstracts of the 199th meeting of the Electrochemical Society in Washington, D.C., in March. Santhanam presented the paper at the meeting.

• **Joseph Hornak**, professor of chemistry and imaging science in the College of Science, is on sabbatical at the Centro CNR per la Medicina Nucleare, at the University Federico

II in Naples, Italy, where he and his colleagues are conducting research involving magnetic resonance imaging. Hornak is developing a technique to monitor the concentration of Gadolinium contrast agent in the body, which is used to identify tumors. His research points to a better method of detecting pathological states.

• **John Violanti**, associate professor of criminal justice in the College of Liberal Arts, recently conducted a three-day seminar in Tampa, Fla., on the psychological health of police officers. More than 200 law enforcement officers attended the event, sponsored by Law Enforcement Coordinating Committee of the U.S. attorney's office. The seminar included topics on police suicide, post traumatic stress disorder, stress and police health, and wellness.

• **Marjorie Zack**, director of grants, contracts and intellectual property, was elected to the board of the High Tech Business Council of Rochester this June. The objective of HTBC, formed by High Technology of Rochester in partnership with the Greater Rochester Chamber of Commerce, is to create an environment in which High Tech companies survive and thrive.

Marc Haugen, CELE's director. "Increased efficiency in the workplace not only reduces a company's cost but also increases New York state's market share, thereby adding to the state's economic value."

Administered by the State Department of Labor, the manufacturing grants focus on helping manufacturing businesses give their employees the opportunity to keep up with the latest developments in information

technologies, processes and innovations.

"Receiving this grant reaffirms our commitment to be a learning organization," says Bill Cherry, human resource director at The Gleason Works. "These significant training initiatives are consistent with our goals of continuously developing our employees and attracting and retaining a high-quality work force in Rochester in order to remain globally competitive." ■



ACADEMIC SENATE LEADERS... Senators were elected in May to serve on the Executive Committee for the 2001-2002 academic year. They are, in front, Elizabeth Lawley, communications officer; back row, from left to right, Carl Lundgren, operations officer; Joyce Hertzson, chair; P.R. Mukund, vice chair; and Jo Cone, treasurer.

News & Events is produced biweekly by University News Services/University Publications. Please send comments to *News & Events*, University News Services, Eastman Building, or call 475-5064 or fax 475-5097. **Co-editors:** Vienna Carvalho-McGrain, Marcia Morphy **Layout:** Denise Johnson **Copy Editor:** Susan Murphy **Contributing writers:** Silandara Bartlett, Pam Carmichael, Vienna Carvalho-McGrain, Jamie Joss, Laurie Maynard, Marcia Morphy, Susan Murphy, Michael Saffran, Paul Stella **Print Coordinator:** Angela Holland

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STAFF COUNCIL...

Representatives were elected in May to serve on the Executive Committee for the 2001-2002 academic year. They are, from left, Liz Powers, at large; David Edborg, chair; Chris Felo, treasurer; Tina Nelson, vice chair; Becky Kiely, communications officer; and Eileen Makepeace, at large. Absent were Jeannette Tydings, at large; and Sarah Whiffen, at large.



WOMEN'S COUNCIL EXECUTIVE BOARD... RIT's Women's Council spreads its talents and support across campus, from scholarships to library books to Margaret's House, RIT's daycare center. Executive board members for 2001-2002 shown here are, left to right: front row, Brunhilde Knapp, Anne Marie Sevier-Buckingham, Nancy Burke, Cici Beutel and Barbara Elliott; back row, Barbara Riethmeier, Betty Altier, Carol Mulford, Louise Carrese, Mary Kay Matteson, Shirley Reed, Peg Gowen, Carolie Simone, Bev Gburski, Marisa Psaila and Norma Snyder.

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