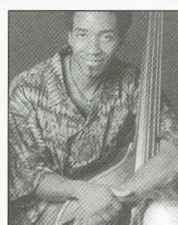




**2** RIT remembers the victims of 9/11



**2** Latin sounds from Los Hombres



**3** Exploring the Albanian civilization



**4** Fall sports in full swing

## RIT growth is topic of Sept. 26 event

A new level can soon be within reach for RIT, say President Albert Simone and Institute leaders.

The president will unveil to the RIT community plans and priorities for the Institute's growth in an unprecedented announcement at 11 a.m. on Thursday, Sept. 26, in Ingle Auditorium, Student Alumni Union. Accompanied by RIT



leaders, Simone will discuss capital goals for specific colleges and areas. Students, faculty and staff can discover how the momentous campaign will affect RIT and its community's future.

The event includes a question-and-answer session, followed by refreshments.

On Sept. 28, RIT reveals its plans to the external community with an event on campus. ■

## RIT ranks among top master's universities

RIT has again received high marks in the annual *U.S. News & World Report: America's Best Colleges*. Since the magazine began ranking colleges in 1983, RIT has consistently been listed among top regional universities.

Weighing in as a leader in the 2003 *U.S. News* survey, RIT ranked sixth overall in the Best Universities-Master's (by region) category, and second in academic reputation.

In a new category, "Programs that work," RIT ranked sixth for its cooperative education (or "co-op") program, placing above schools such as Cornell, Cal Poly, MIT, Babson and Michigan State. The new category, says *U.S. News*, "introduces a new ranking of schools with

outstanding examples of academic programs that lead to student success."

In addition, RIT tied for sixth in the nation among top engineering departments whose highest degree is

a bachelor's or a master's, ranking above Bucknell, Cal Poly, Union, Villanova, Kettering and other distinguished schools. RIT placed second in both computer engineering and electrical engineering; fourth in industrial engineering; and tied for fifth in mechanical engineering.

RIT's College of Business continued its successful ranking among the top 50 "Best Undergraduate Business Programs."

As a "best value," RIT ranked sixth in the Master's category for northern regional universities. The value rankings relate the cost of attending a college or university, including financial aid, to its academic quality.

Responding to the new internships/co-op ranking, Emanuel Contomanolis, assistant vice president and director of cooperative education and career

*continued on page 4*

## NTID awarded \$2.5 million in grants to fund education projects

The U.S. Department of Education has awarded RIT \$2.5 million to fund two NTID projects.

Gerry Bateman, director of NTID's Master of Science in Secondary Education of students who are deaf or hard of hearing program, is leading a five-year, \$1.5 million project to attract high-quality students to the program by providing tuition support. The ultimate goal of the project is to increase the number and quality of teachers who are dually certified to teach a secondary-level academic subject as well as students who are deaf or hard of hearing.

A small portion of the grant funds will be used to provide honoraria for teachers who supervise MSSE students during their student teaching experiences. Bateman plans to expand partnerships with teachers from the Rochester School for the Deaf as well as mainstream programs from the local public schools. These teachers also will serve as guest lecturers in several MSSE courses.

Paula Brown, chairperson of NTID's speech and language department, is heading a four-year, \$1,043,800 joint project with Catherine Quenin, associate professor of speech-language pathology at

Nazareth College. The project, Specialty Preparation for Speech-Language Pathologists to Work with Deaf and Hard-

*continued on page 4*

## Join the ruckus on the field Sept. 25

RIT breaks ground for the Fieldhouse and Activities Center, the second largest venue in the county, Wednesday, Sept. 25. The historic event, which begins at 3 p.m. adjacent to the Student Life Center, features the Rhinos' Steve Rossi and demonstrations of athletic skill and equipment.

Reflecting the significance of the multipurpose facility, RIT will name the center in honor of a well-known area family, to be announced at the event. Everyone is welcome to share in the festivities, entertainment and refreshments.

For an interactive Field House presentation, log onto: [www.rit.edu/magazine/fall2002/field-house](http://www.rit.edu/magazine/fall2002/field-house).

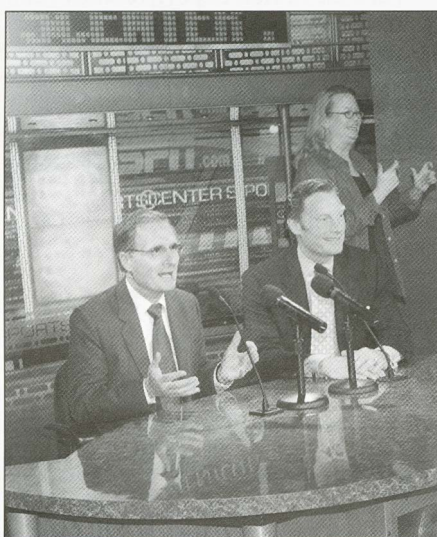
## Brick City festivities set for Oct. 11-13

This year commemorates the fifth anniversary of Brick City Festival, the annual RIT community celebration for parents, alumni, students, faculty and staff.

The festivities, Oct. 11-13, feature student performances, college tours, President Simone's State of the Institute Address, an alumni celebration dinner, and entertainment by Colin Mochrie and Brad Sherwood, the stars of *Whose Line Is It Anyway?*, and NBA legend Earvin "Magic" Johnson, who has focused his efforts on revitalizing neglected communities.

The weekend culminates with the Stonehurst Capital Invitational Regatta on Sunday with more than 30 men's and women's rowing teams from across the nation and Canada competing on the Genesee River.

For more information about this year's Brick City Festival, or to register to attend the events, log onto [www.rit.edu/brickcity](http://www.rit.edu/brickcity). ■



**TAKING ONE FOR THE TEAM...** RIT President Albert Simone, left, demonstrates the new ESPN SportsCenter desk with Sean Bratches, ESPN executive vice president of affiliate sales and marketing and a College of Business alumnus, during the ESPN Interactive Experience's grand opening, Sept. 13.

## Bausch and Lomb VP named RIT Minett Professor for 2002-2003

Clayton Osborne, vice president of human resources for Bausch and Lomb Inc., has been named RIT's Frederick H. Minett Professor for 2002-2003, a part-time appointment that runs until May.

At Bausch and Lomb, Osborne is responsible for organizational development and learning, staffing and recruiting, diversity initiatives, occupational health service, ethics and integrity programs, employee relations, worklife initiatives and EEO compliance.

Osborne previously was the global director of strategic staffing and diversity for the company, where he led the company's talent

review, succession management process, college relations and recruiting programs, corporate diversity initiatives, and worldwide employee survey and measurement process.

He has also worked for the Monroe County Executive's Office and as a district supervisor and regional director for the New York State Division for Youth, Western New York. He was also an assistant professor of social work at RIT in the mid-1970s.

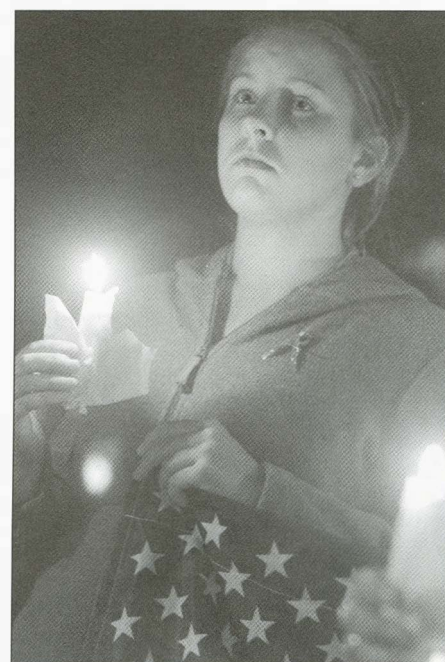
As Minett Professor, Osborne plans to actively participate in the Learn and Serve project, a collaboration between RIT and the Northeast Neighborhood Alliance. He plans to organize an alumni council of past Minett

Professors who will engage in forums and projects involving faculty and students. He plans to participate in initiatives such as the environmental task force, diversity climate study and other campus diversity initiatives.

In December, he will speak at the Liberty Hill Breakfast Series, and in the future, will explore a collaboration between RIT and the Morehouse College Leadership Center.

The Minett professorship brings distinguished Rochester-area minority professionals to the RIT campus to share knowledge and experience with students and faculty.

Past Minett professors include Essie Calhoun, vice president and director of community relations and contributions for Eastman Kodak Co.; William Johnson, mayor of Rochester; and Reuben Davis, retired Supreme Court associate justice. ■



RIT faculty, staff and students remembered the victims of the Sept. 11 terrorist attacks. Turn to page 2 for the full story.

## Study to measure diversity climate

Do you feel that RIT offers an inclusive environment for all people?

This is one of many questions that will be explored by the Center For Governmental Research, which will work with RIT to conduct a baseline assessment of the current climate for racial, ethnic and cultural diversity on campus.

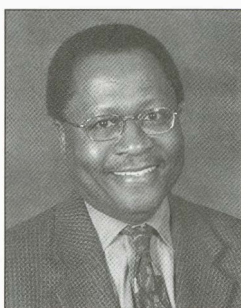
The study is an initiative of RIT's Commission for Promoting Pluralism. The Commission hopes to get accurate information about the general sentiment of working, living and learning at RIT. The study will explore barriers that may prohibit the success of students, faculty and staff, and what hampers the growth and retention of RIT's underrepresented populations.

"This study will bring to the surface important insights about issues related to diversity and inclusiveness at RIT," says Alfreda Brown, chair of the Commission for Promoting Pluralism. "We are hoping to find answers to many questions."

CGR, a non-profit research group, will use surveys, interviews and focus groups as part of its study. More than 2,250 surveys will be completed across campus.

Samples of students, faculty and staff will participate in the study. Focus group sessions will be held prior to the written

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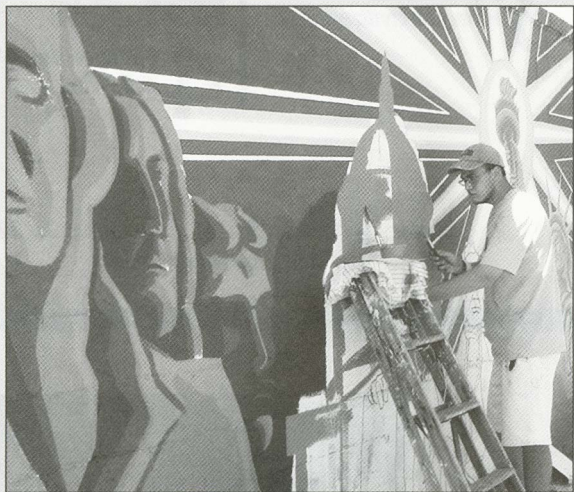


Clayton Osborne



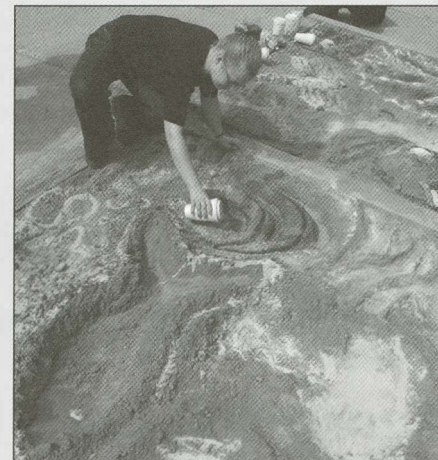
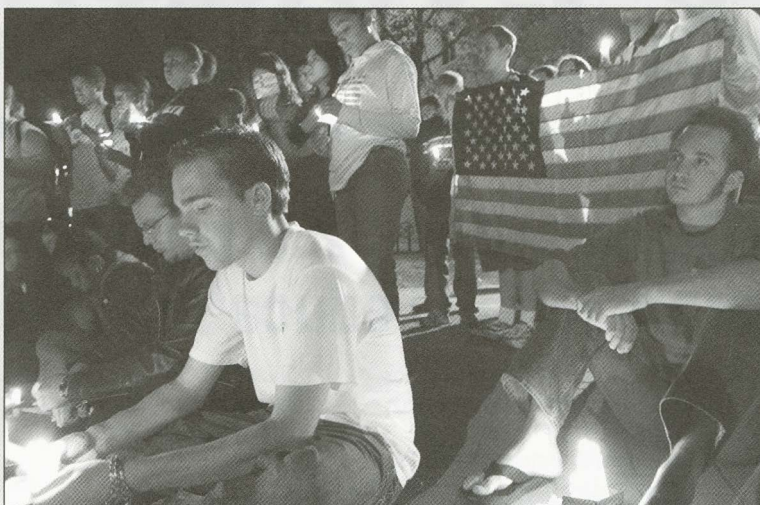
## RIT Remembers Sept. 11, 2001

The RIT community paid homage to the victims of the terrorist attacks on America on Sept. 11. Some of the campus events that took place are documented in these photographs. Additional photos can be found at [www.rit.edu/NewsEvents](http://www.rit.edu/NewsEvents).



**ON THE WALL . . .** Jon-Michael Marinell, a third-year illustration major from Buffalo, spent the summer painting murals on two sides of a concrete-block wall at the Indian Landing Elementary School on North Landing Road in Brighton. Officials of the school, which is part of the Penfield Central School District, asked RIT for help in turning the wall into a Sept. 11 memorial. Marinell developed the patriotic themes, which include a huge bald eagle in flight on one side and images of the Statue of Liberty, the Capitol and Mount Rushmore on the other.

**REMEMBERING BY CANDLELIGHT . . .** RIT faculty, staff and students assembled near the Infinity Circle held a candlelight vigil for the victims of the Sept. 11 terrorist attacks on America. This vigil, organized by the Center for Residence Life, was one of several held that evening on campus.



**EXPRESSIONS IN THE SAND . . .** The RIT community participated in the creation of five sand paintings. Five wooden frames, measuring 8 feet by 8 feet, each supported up to eight inches of dirt. Participants sculpted 3-D images. Later, colored sand was added to provide a "painted" appearance.

The project, coordinated by Elaine Defibaugh, a faculty member in the College of Imaging Arts and Sciences, was inspired by the annual "Day of the Dead" celebration in Mexico.

## CIAS schools mark anniversary with year-long celebrations

The test of time is a common measure of



success. In that spirit, the College of Imaging Arts and Sciences celebrates the triumphs that are responsible for several of its long-standing programs.

The 2002-03 academic year marks 100 years since the creation of a fine arts department, which served as the origin for RIT's School of Art and School of Design. It was within that same period that the first photography class was introduced—the seed that would eventually germinate into the School of Photographic Arts and Sciences.

"We have a great story to tell," says Joan Stone, CIAS dean. "By commemorating these milestones, there's an opportunity to assure support for future programs within our college. It's an opportunity we simply can't miss."

Celebrating the centennial, the college is sponsoring a series of events including

art, design and photographic exhibitions on campus at SPAS Gallery and Bevier Gallery, and at Gallery r on Park Ave.

Highlighting events for the School of Design will be a visit by world-renowned designer Massimo Vignelli, co-founder and president of Vignelli Associates. He will be given an honorary doctorate of fine arts during a special presentation on Nov. 8 in Webb Auditorium, James E. Booth Building. An exhibition of Vignelli's work in Bevier Gallery will accompany his visit.



Massimo Vignelli

School of Art alumni will be welcomed back to campus Dec. 6-8 for a weekend of events. Those attending will be treated to a special banquet, studio tours, a student art sale and a pair of exhibitions featuring artwork by alumni

and past faculty members.

In spring, SPAS will take center stage during a salute to 100 years of photography. Events include a weekend celebration for photo alumni and a special exhibit of images spanning the century.

To further enhance the year-long celebration, annual CIAS events will be incorporated within the centennial theme, including the Scholastic Art Awards and Exhibition in February and student honors shows planned throughout the spring. ■

### Middle States report submitted for review

Where does RIT see itself in five years?

Many of the answers can be found in the Periodic Review Report, recently submitted by RIT to the Middle States Commission on Higher Education. RIT's most recent "self-study" for Middle States was submitted in 1997.

The latest report serves as an update in the accreditation process. It allows RIT to review strategic and operational successes and challenges of the past five years as well as to project the university's likely progress in the next five years.

The report highlights RIT's priorities in coming years, such as diversity, student retention and student success. It also lays

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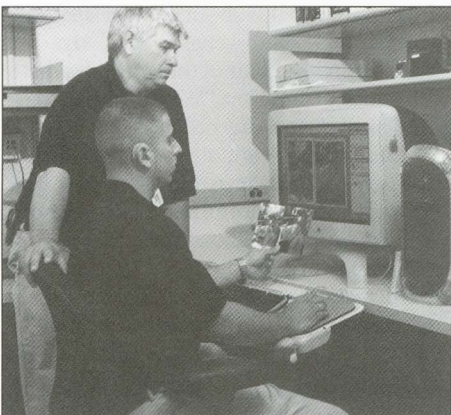


**NEW BURLESQUE . . .** Photographer Katharina Bosse takes a fresh look at a nostalgic form of entertainment. Her series of photographs on burlesque have been incorporated into a new book and traveling exhibition. Bosse will pay a visit to the RIT campus as part of the Charles Arnold Lecture Series, sponsored by the School of Photographic Arts and Sciences.

The free talk will take place at 7 p.m. on Thursday, Oct. 10, in Webb Auditorium, James E. Booth Building. A book-signing session will immediately follow.

## RIT student restores WTC employee photos

A once-in-a-lifetime opportunity came last spring for student Dan Tarrant, who will be graduating from NTID's digital imaging and publishing technology



NTID/RIT student Dan Tarrant restores a photo recovered at Ground Zero as part of a co-op position at Eastman Kodak Co. Kodak's John Woods looks on.

program, and continuing for his bachelor's in new media in RIT's College of Imaging Arts and Sciences.

He applied at Eastman Kodak Co. for a co-op position, and was hired to help restore nearly 4,000 damaged photos recovered at Ground Zero by the New York City Police Department.

"We didn't have to train him," said John Woods, image science technician with Kodak's Systems Technology Division, about Tarrant. "We needed someone with the skills that not a lot of people have. He was up and running on the same day."

Tarrant and Woods spent the summer carefully restoring cherished photos that

had once been on World Trade Center office desks, in people's wallets, and in wedding albums. It was hard not to be affected emotionally, they said, especially when restoring photos of children.

"We couldn't help but wonder if the children in those photos still have parents," Tarrant said. "I felt truly honored to be a part of this project."

Woods said Tarrant "stuck to the task, was a good, diligent worker, and a lot of fun to work with."

NYPD plans to post the photos on a Web site so families can claim them. ■

## Sociologist, author is Gannett lecturer

Author George Ritzer will present "The Globalization of Nothing: So Many Making So Much Out of So Little" as part of the Caroline Werner Gannett Lecture Series at 7:30 p.m. on Thursday, Oct. 3, in Webb Auditorium, James E. Booth Building.

Ritzer is a professor of sociology at the University of Maryland and the founder of the international *Journal of Consumer Culture*. His path-breaking book, *The McDonaldization of Society*, has inspired research into America's influence on contemporary globalization.

The event—free and open to the public—will be interpreted for the deaf. For more information, call 5-2057 or visit [www.rit.edu/gannettseries](http://www.rit.edu/gannettseries). ■

## Los Hombres brings Latin funk to RIT, Oct. 5

In honor of Hispanic Heritage Month, Los Hombres Calientes brings its unique fiery mix of traditional "second line" jazz, Mardi Gras funk and deep, authentic Latin and American rhythms to RIT's Clark Gymnasium, at 8 p.m. on Saturday, Oct. 5.

Los Hombres Calientes, sponsored by the Center for Campus Life, North Star Center and the Assistant Provost for Diversity, features Irving Mayfield on trumpet and Bill Summers on percussion and vocals.

Considered a preeminent multi-ethnic musical ensemble, the group's live performances are said to make even the modest jazz listener get up and dance.

"We're mixing up different sounds and cultures," says Summers. "Everything we bring to our music we want in its pure form—the funk, the jazz, the Latin and African sounds. Then we bring them together like it's a big family reunion."

Everybody brings what they can, takes what they want and ends up partying together."

Tickets—\$5 for students, \$10 for faculty/staff and \$15 for the general public—are available at the candy counter and game room, both in the Student Alumni Union.

To purchase tickets via phone with Visa or MasterCard, call 5-2239. ■

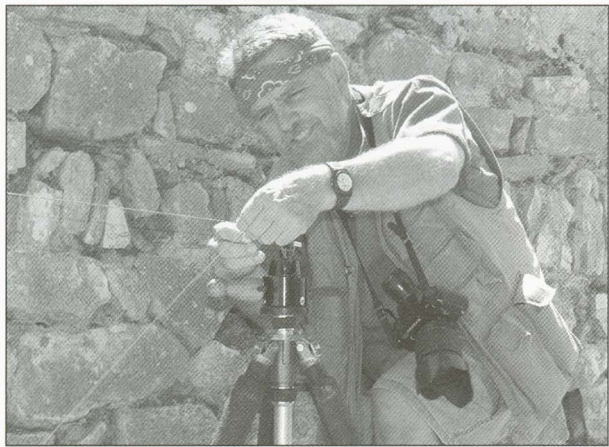


Los Hombres Calientes; clockwise from back row left: Yvette Summers, percussion and vocals; Bill Summers, percussion and vocals; Edwin Livingston, bass; Victor Atkins, piano; Horacio "El Negro" Hernandez, drum; and Irving Mayfield, trumpet.



# Photographer Diehl documents remnants of ancient Albanian civilization

Time travel remains nothing more than a fantasy for most of us. But a faculty member from the School of Photographic Arts and Sciences spent much of this past



Steve Diehl, above, took thousands of photos during a series of excavations in Albania. (Photo by John Mitchell)

summer immersed in a civilization dating back 1,800 years and more.

Steve Diehl, associate professor of

imaging and photographic technology, played a vital role in documenting excavations at three historical sites in Albania, along the Adriatic and Ionian Seas.

At the invitation of the Institute of World Archaeology, Diehl provided an important visual record of the sites, which included a Roman amphitheater, two Byzantine chapels and an early Christian basilica. He also photographed excavations at the ancient city of Butrint, a United Nations World Heritage Site—a designated area for preservation and conservation. That location was last occupied in the 13th century and is now a hotbed for archaeological activity.

"They hadn't had a professional photographer at these sites in a number of years,"

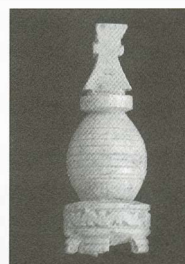
explains Diehl. "Many of the artifacts are deteriorating and required immediate documentation, so my job was to shoot

anything and everything."

Diehl says his knowledge and expertise in both film and digital imaging were key to landing these assignments. As a result of digital enhancement techniques he created, art historians were able to view faint traces of pigments from Byzantine frescoes that would otherwise be invisible to the naked eye.

Perhaps the most notable of Diehl's images came with the discovery of something quite unexpected. While in Butrint, archaeologists unearthed an ivory chess piece. Experts had previously thought the game of chess hadn't arrived in Europe until the 10th or 11th century.

"Our find indicates that chess was already being played in the central Mediterranean over five centuries earlier,"



This image of a 5th century ivory chess piece was distributed worldwide by news organizations such as Reuters.

says John Mitchell, one of the archaeologists who made the discovery.

For Diehl, it was simply a matter of being at the right place at the right time. "I happened to be on site, so we were able to have a digital image available within 24 hours. It was a major find, and it created a huge amount of publicity for everyone involved."

In total, Diehl spent three weeks in Albania participating in the excavations. His efforts often resulted in 18-hour workdays, but he says he would never trade the experience. "It was wonderfully insane." ■

## Henry's now open

Henry's restaurant on the fourth floor of the George Eastman Building is open for fall quarter, 11:30 a.m. to 1 p.m., Tuesdays and Thursdays. Operated by RIT hospitality and service management students, the eatery features pub-style appetizers and entrées.

A full menu and survey are available at [www.rit.edu/~henrys](http://www.rit.edu/~henrys). Take-out orders and RIT debit cards are accepted. For more information, call 5-2351 or visit Henry's Web site.

## Health center events

The Student Health Center has a series of events planned this quarter:

- Quit and Win challenge—Stop smoking for a month and have a chance to win some cash. Registration is Sept. 20-30. Visit [www.rit.edu/~333www/smoking-form.html](http://www.rit.edu/~333www/smoking-form.html) to sign up.
- Womens Health Open House—Oct. 3, 3:30-5:30 p.m. in the Student Health Center conference room. Contact Betty Vickery for more information at 5-5830 (v) or 5-5515 (TTY).
- Breast Cancer Awareness Week—October 14-18
- ACS Making Strides Against Breast Cancer Walk—Oct. 20 at Frontier Field. Sign up for the RIT team at the Student Health Center.
- Halloween Health Fair and Flu Shots—Oct. 30, 10 a.m.-2 p.m. in Fireside Lounge, Student Alumni Union.

For more information on the Student Health Center and any of their events, visit [www.rit.edu/~333www/](http://www.rit.edu/~333www/).

## Philosophy gathering

The philosophy department in the College of Liberal Arts is hosting a conference on the "Moral Foundations of the Constitution: Dred Scott," Friday, Oct. 11, in the Xerox Auditorium, James E. Gleason Building. The event will be held from 9 a.m. to 5 p.m., with an hour break starting at noon.

For more information, contact Wade Robison, Ezra A. Hale Professor in Applied Ethics, at [wlrgh@rit.edu](mailto:wlrgh@rit.edu).

## Fulbright luncheon

RIT will host a meeting and luncheon of the Western New York Chapter of the Fulbright Association, 9:30 a.m. to 2 p.m., Oct. 5, in the Louise M. Slaughter Building. RIT faculty members and students interested in learning about the Fulbright Association are invited to attend. The meeting is sponsored by RIT's Office of the Provost.

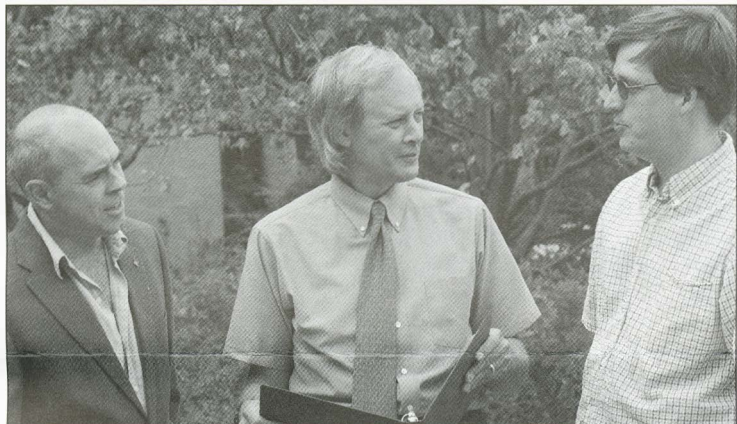
## "Thon" fundraiser

RIT faculty, staff and students are asked to put on their dancing shoes for "Thon," a dance marathon from 4 p.m. to midnight, Oct. 5, in the Student Alumni Union cafeteria, to benefit Camp Good Days and Special Times.

For more information or to make a donation, call 5-6007 or e-mail [jxdrla@rit.edu](mailto:jxdrla@rit.edu)

## RIT professors investigate quality of state Web sites

A critical look at each state legislature's Web site reveals a wide range of quality and further evidence of a digital divide, accord-



In their recent study, Rudy Pugliese, left, Paul Ferber, center, and Franz Foltz found that not all state legislatures' Web sites are equal.

ing to a study conducted by three professors from the College of Liberal Arts.

"The Politics of State Legislature Web Sites: An Evaluation of Content and Design" looked at the content available to the average citizen and the "expert" users—the journalist and lobbyist who would use such sites to track legislation, committee meetings, press releases—and how easily information could be accessed.

Co-authors Paul Ferber, professor of political science, Franz Foltz, professor of science, technology and society, and Rudy Pugliese, professor of communication, analyzed and rated the state legislatures' Web sites based on content, usability, interactivity and identification of the

sponsor who owns and controls the content of the site. Ferber and Pugliese presented their findings at the annual meeting of the American Political Science Association in Boston earlier this month.

States with the highest quality Web sites were New Jersey, Minnesota, Alaska, Hawaii, Oregon and Connecticut. Some of the features that make New Jersey's Web site a valuable resource

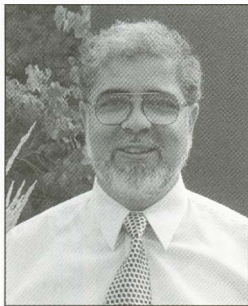
include a daily calendar of legislative activities; video and audio of live proceedings, and an archive; ease of accessibility by disabled individuals; Spanish language version available on the homepage; and access to bills and state laws.

Ferber notes that any one of the top contenders offer their users an excellent site. The real difference comes by comparing the top five with the bottom five: Mississippi, Pennsylvania, Illinois, California and Rhode Island, which reflect a lack of useful features.

The study points to evidence of a furthering of the digital divide, which the authors extend to a citizen's ability to participate in civic life.

## New engineering Ph.D. program director named

Mustafa Abushagur has been named professor of electrical engineering and director of microsystems engineering education and research initiatives in the Kate Gleason College of Engineering.



Mustafa Abushagur

Abushagur comes to RIT from the University of Alabama at Huntsville where he was professor of electrical and computer engineering and professor of optical

science and engineering. He also led development of the university's optical engineering degree program. "Microsystems engineering is a dynamic new field at the cutting edge of technology and we're getting into it at the right time," Abushagur says. "Our students will have an opportunity to be among the first in the nation to earn

advanced degrees in the field, and it will be a very unique **First-in-Class** program."

A decision on approval of the microsystems engineering Ph.D. program by the state Department of Education is expected later this fall. If approved, students may be able to enter the program by winter quarter.

A specialist in optical communications, micro-phonic devices, signal processing and computing, Abushagur has been principal investigator or co-PI on 25 research grants totaling more than \$12 million.

He has published 68 papers and 30 conference presentations, written five book chapters and edited the book, *Fourier Optics*.

Abushagur earned doctoral and master's degrees in electrical engineering from California Institute of Technology and a bachelor's degree in electrical engineering from Tripoli University.

He founded LiquidLight Inc. and Photronix, of Malaysia, and has consulted for the U.S. Army Missile Command, NASA, Boeing Co. and other firms. He holds one patent and has applied for three. ■

## Manning offers expert testimony to U.S. Senate

Robert Manning, the Caroline Werner Gannett Professor in the College of Liberal Arts, testified before the Committee on Banking, Housing and Urban Affairs of the U.S. Senate Sept. 5 at the Hearing on



Robert Manning

Financial Literacy Among College Students.

Manning, an expert on consumer credit and debt, and author of *Credit Card Nation*, called for legislative restrictions on credit card

marketing to unemployed students and the need for financial literacy/education programs in high school and college.

"Clearly, the lack of financial education/literacy and parental oversight of students' purchasing decisions, especially over the Internet, encourages the credit-card industry to market products to increasingly younger students in the pursuit of higher corporate profits."

Marketing high-interest consumer loans to college students before they begin full-time employment could lead to a potential social crisis, especially in an age of financial uncertainty, Manning says. The increasing debt load carried by many students has implications for future matriculation in graduate programs, homeownership, career mobility, bankruptcy filings, retirement and even the decision to have children.

Manning's testimony reflects recent data collected from a survey of nearly 800 college students in 2002 attending George Mason University. The Senate testimony and reports are available at [www.creditcardnation.com](http://www.creditcardnation.com). ■



## Liberty Hill Breakfast Series kicks off 2002-03 season on Sept. 25

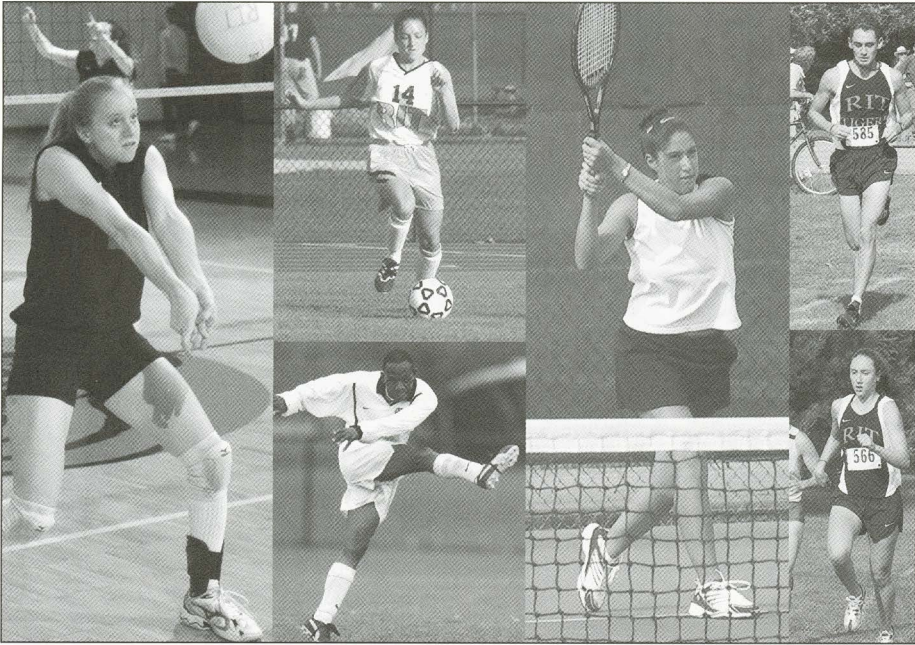
The Liberty Hill Breakfast Series events for this year—each from 7:15 to 9 a.m. at President Simone's home, 2201 Lehigh Station Road—open on Wednesday, Sept. 25, with Caroline Wardle, program

director, Information Technology Workforce, National Science Foundation, presenting "The Information Technology Workforce."

The next scheduled talks are:

- Wednesday, Oct. 2, "Computing Challenges for the 21st Century: An Holistic Approach at RIT" by Jorge Díaz-Herrera, dean, B. Thomas Golisano College of Computing and Information Sciences
- Wednesday, Oct. 9, "The Fast Ferry: Reality or Distant Possibility" by James Ryan Jr., president, RYCO Management
- Tuesday, Oct. 22, "The Industrial Management Council; Working Solutions" by Sandra Parker, president, Industrial Management Council, and RIT trustee
- Wednesday, Oct. 30, "The Emergency in Hospital Emergency Rooms" by Joseph Geary, M.D.
- Wednesday, Nov. 6, "Getting Some Enterprise Back in Rochester" by Tom Richards, RIT trustee, and chair of Greater Rochester Enterprise
- Wednesday, Dec. 4, "Business News on the Front Page: The Good, the Bad and the Ugly" by Karen Magnuson, editor, *Democrat and Chronicle*
- Wednesday, Dec. 11, "Profiles in Diverse Leadership" by Clayton Osborne, vice president of human resources, Bausch and Lomb Inc., and RIT Minett Professor

A 7:15 a.m. breakfast precedes each talk, followed by a 7:30 a.m. presentation. Simone moderates the dialogue. Most sessions end by 9 a.m. Call Teri Trevino at 5-7500 or e-mail [tnt5038@rit.edu](mailto:tnt5038@rit.edu) to attend the free events. Interpreter assistance is available upon request. ■



**FALL SPORTS IN FULL SWING...** The men's and women's soccer teams have begun their seasons with the women off to one of their best starts in recent years with a 4-1-0 record, while the men's team has played some stiff competition in the early going posting a 1-3-1 record including a tie against No. 20 Cortland State. Women's tennis opened their season with a win Sept. 14 against Cortland State on the courts of RIT's new tennis center. Volleyball stands at 9-3 with second-place finishes at the Skidmore, Ithaca and NYU tournaments. The men's cross country team opened their season with a fourth-place finish among 11 teams at the Buffalo State Invitational, while the women's team was paced by Heidi Spalholz who finished 15th at the same invitational.

## Diversity study (from page 1)

survey to help identify key questions. Another set of focus groups will be used after survey results are returned to examine issues that come to light.

"We should approach this overall effort with an open mind," says Eulas Boyd, assistant provost for diversity. "The data we find may challenge many of our long-held assumptions about who we are and how we interact. We should remain flexible in our thinking and possible solutions."

Boyd believes that RIT must first assess its current climate on diversity issues before the university proceeds with developing a strategic plan to more aggressively and successfully recruit new faculty, staff and students – and retain them once they are on campus. The baseline data will help establish to what extent current students, faculty and staff do or do not perceive the campus to be an inclusive environment in all aspects of campus life.

CGR's findings are expected to be complete in the spring. RIT formed a steering committee to help assure that goals and expectations of the project are met.

"We are not going to filter this through any particular biases. It will be extremely objective," says Donald Pryor, CGR's project director.

President Albert Simone called the climate survey "one of the most important initiatives to date" in achieving a pluralistic culture on campus.

The survey will focus on such issues as:

- Evidence of diversity on campus
- Evidence of overt or subtle perceived racism
- Perceived comfort levels with people of different racial/ethnic/cultural groups
- Evidence of incentives or other signs of encouragement of campus diversity and inclusion
- Signs of specific supports provided for minority students, faculty and staff
- Indications of discrimination
- Perceived understanding of other cultures
- Perceptions and awareness of institutional

polices and practices regarding diversity

- Suggestions of changes needed on campus
- "If you are asked to take part in the study, please do not hesitate to accept the invitation," says Brown. "We need your input. It is crucial to RIT's future success, as we begin to implement the systemic changes that are needed to resolve concerns within the diversity arena." ■

## Middle States (from page 2)

the groundwork for continuing assessment of student learning outcomes, a practice now required by Middle States.

"Preparation of the Periodic Review Report gives institutions the opportunity to summarize, evaluate, and reflect upon recent and upcoming strategies, to shape an institutional narrative from the myriad activities, milestones, and plans of the university," says Kit Mayberry, associate provost for academic programs. "Like the Self-Study, the Periodic Review Report tells us and Middle States who we are."

The full text and appendices of RIT's Periodic Review Report are available at [www.rit.edu/~620www/msr/](http://www.rit.edu/~620www/msr/). ■

## NTID grants (from page 1)

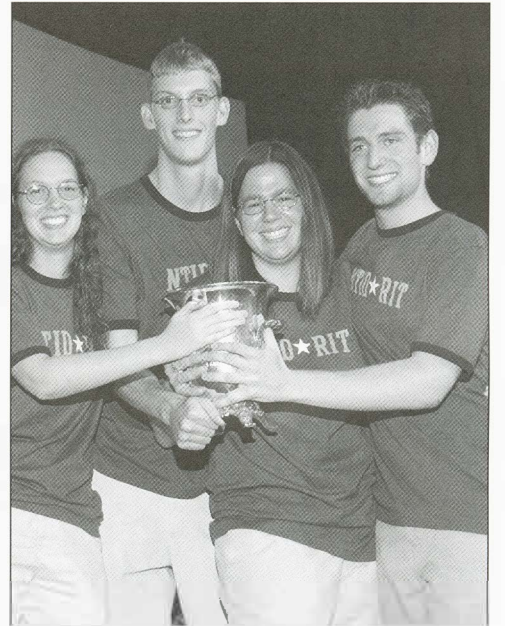
of-Hearing Children and Youth, will provide training stipends for students in Nazareth's graduate program in speech-language pathology to pursue a specialty certificate through courses at both Nazareth and NTID/RIT.

The program will train speech pathologists in communication approaches for deaf and hard-of-hearing children, and will expose them to deaf culture and the social, educational and cultural issues facing deaf children and their families. The goal is to improve speech-language pathology services for deaf and hard-of-hearing students by enhancing the pre-service education of professionals working with those students. ■

## Log onto UNS site for latest RIT news

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- video clips of RIT in the news
- news releases (RIT news releases also appear on [inside.rit.edu](http://inside.rit.edu) and the [my.rit.edu](http://my.rit.edu) portal)
- print media highlights
- sports scores and highlights
- online versions of *News & Events* and the *University Magazine*



**COLLEGIATE CHAMPIONS...** NTID's College Bowl team, left to right, Pam Siebert, Andrew Phillips, Sara Stallard (captain) and Adam Stone, took first place in the College Bowl competition at the National Association of the Deaf Conference this summer. NTID celebrated the victory and honored the team, along with their coaches, Barbara Ray Holcomb and Chris Monikowski, at a reception last week in the Dyer Arts Center.

## Rankings (from page 1)

services, noted, "This ranking is an excellent affirmation of what RIT has always done so well: give students a real-world career experience as part of their degree program. We're gratified that our peers rate us well in this area."

As part of its formula for rankings, *U.S. News* surveyed officials at 1,400 accredited four-year colleges and universities. *U.S. News* bases its comprehensive university rankings on peer assessment, graduation and retention rates, faculty resources, student selectivity, financial resources and alumni giving. ■

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## Obituary

### Walter Fallon

Walter Fallon, RIT trustee and former chairman and chief executive officer for Eastman Kodak Co., passed away July 24. He became a member of RIT's board in 1970.

He was a member of The Business Council, a trustee of the Committee for Economic Development and the Cornell University Engineering College Council. He was also a former vice president and director of the Industrial Management Council of Rochester and a member of the Labor-Management Committee of the National Council on Alcoholism.