

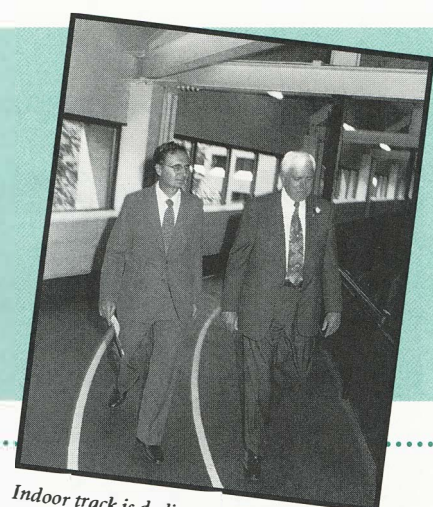
# news & events

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## 3 Hitting the track



Indoor track is dedicated to RG&E's Kober

## Gosnell Building to herald new era for College of Science

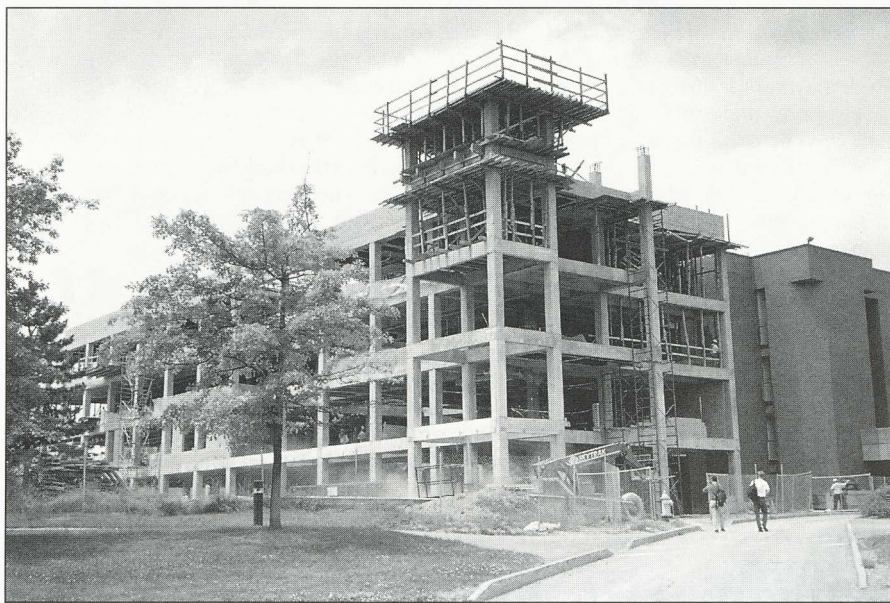
RIT's College of Science building will enter a new educational era with a new addition and a new name.

The Gosnell Building, which will soon feature a 60,000-square-foot addition, will be a state-of-the-art learning center with a name that honors the generous spirit of RIT's former board chair, Thomas H. Gosnell.

Gosnell pledged \$3 million in a challenge grant—one dollar for each two dollars received—to the new Center for Excellence in Mathematics, Science and Technology. The campaign raised the \$6 million required to receive the maximum amount of Gosnell's challenge gift.

"The contributions of the Gosnell family to RIT are truly immeasurable," says President Simone. "It is a pleasure to be able to recognize that support by placing the Gosnell name on this important new learning facility."

Gosnell's ties to RIT date to the early days of the Institute. His great-grandfather, Ezra R. Andrews, was a founding trustee of Mechanics Institute and served as chairman of the board from 1895 to 1900. Gosnell, retired chairman of the board and chief executive officer of Lawyers Cooperative Publishing Co., became a member of the RIT Board of Trustees in



Addition to College of Science as it appears now under construction.

1977. He served as board chairman from 1987 to 1992 and was elected emeritus trustee in 1992.

In 1996, Gosnell was awarded an honorary doctorate of humane letters for his distinguished professional career,

exemplary public service, extraordinary philanthropy to the community and his outstanding service on RIT's Board of Trustees.

His family's contributions to RIT include establishment and support of the

Arthur J. Gosnell Professorship in Economics and eight memorial scholarships in memory of members of his family, in addition to important contributions to the Student Life Center, Access to the Future Campaign, Center for Hearing & Speech Research, and the Nathaniel Rochester Society. Gosnell has also provided the RIT crew with two rowing shells.

Construction of a major addition to the science building began in April of 1996. When completed early next year, the Gosnell Building will include seven media-supported laboratories, three teaching/simulation laboratories, four media-supported instructional laboratories and a faculty development center. The total cost of the project is \$13 million.

"The bricks and mortar are the physical manifestations of a magnificent addition that will provide the opportunity for enhancing the science and mathematics education for RIT students," says Robert Clark, dean of the College of Science. "The Gosnells were among the first to step forward in support of this project. It is only fitting that the Gosnell family be recognized in the naming of this state-of-the-art facility."

A date for the formal dedication of the newly named building has not yet been set.

## Dempsey to head new RIT college in Croatia; Watters named RIT VP

### Branch to help rebuild tourist industry



William M. Dempsey

Croatia, a country with a glorious geographical setting and a recent history of strife, will become home this fall to a branch of RIT.

RIT's American College of Management and Technology will open in Dubrovnik,

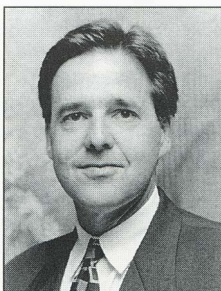
Republic of Croatia, in September. The college initially will offer courses in hotel and resort management to students who will be able to work toward a two-year associate degree.

William M. Dempsey, RIT's vice president for finance and administration since 1984, resigned from that position to become president and dean of the new college, under the auspices of academic affairs. Dempsey and other RIT officials have been working with Croatian officials for more than two years on the project. RIT's emphasis on "applied technology" was especially attractive to the Croatians, Dempsey says.

Dubrovnik, a picturesque city on the

(Continued on page 3)

### Watters leads Finance and Administration Division



James Watters

James Watters has been named vice president for Finance and Administration by President Simone. Watters succeeds William Dempsey in the role, who is stepping down from the position to head the new RIT American College of Management

and Technology in Croatia (see related story).

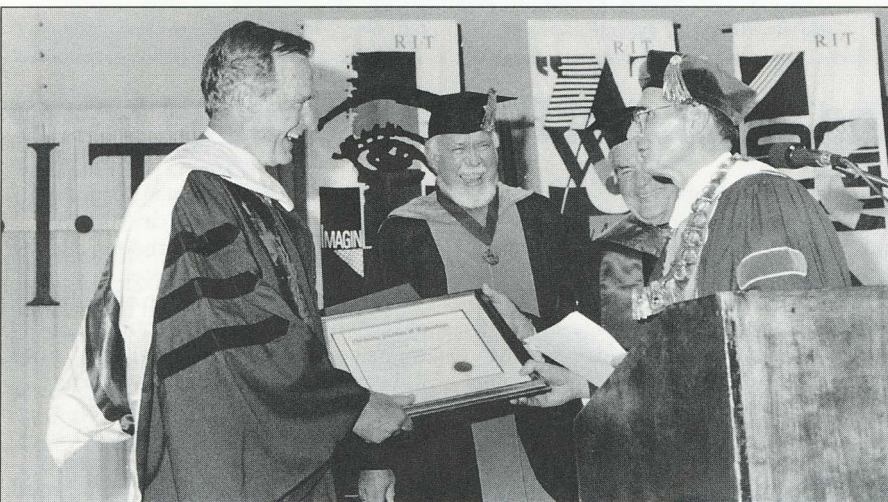
Watters has most recently served as associate vice president for Finance and Administration, after joining RIT in September 1994 as budget director.

In announcing the appointment, President Simone said, "We are most fortunate to have someone with Dr. Watters' experience and ability to lead the Finance and Administration Division."

Prior to that time he spent 16 years at the University of Pittsburgh in positions of increasing responsibility in the area of finance and administration. At Pittsburgh, he served as assistant vice president for business and finance with oversight responsibilities for various auxiliary enterprises

(Continued on page 3)

## 'You have a lifetime of chances in your grasp,' Bush tells graduates



Former President George Bush received an honorary doctorate of humane letters during the 1997 Academic Convocation. With Bush are (left to right) Provost and Vice President for Academic Affairs Stanley McKenzie, Chairman of the Board of Trustees William Whiteside and President Simone.

In one of the most memorable events in RIT history, former President George Bush addressed an overflow crowd of approximately 7,000 people during the Academic Convocation May 23.

Bush, the 1997 Commencement speaker who also received an honorary degree, told the graduates, their families, faculty and staff, that a successful life must include service to others. "One person can

make difference. Everyone has the power to lift lives, everyone can serve." The former president was part of the processional marching into the tent and was greeted by a large round of applause and then received a standing ovation when introduced by President Simone. He emphasized to the graduates, "You have a lifetime of chances in your grasp right now. Don't give up any one of them."

When asked why he came to RIT Bush responded, "I like the excellence of this school. I've long been impressed by it and when I was invited to receive this high honor I accepted." He told graduates to take risks, to dream and not to fear failure.

The 72-year-old Bush started his speech by apologizing if he disappointed anyone by not making a dramatic entrance by parachute. This in reference to his much-publicized jump earlier this year. He said the only frightening aspect of that experience was telling his wife, Barbara, who commented, "I haven't seen a free fall like that since the election."

"A lot of people are worried about the state of the world," Bush said. "I'm not one of them. When I look at the world

today I'm filled with optimism. I only wish I was 22 or 32." He said he believes the prospects for security and lasting peace have never been better. "Today, our world is a far safer place than it was just 10 years ago." The former president added that America's enemies today include unpredictability, instability and international terrorism. Bush urged the graduates to turn their backs on conservatives and liberals who advocate protectionism and isolation.

Prior to his speech, Bush spent time at the home of President Simone for a reception with more than 150 invited guests and a private dinner.

"This was a campus gathering that was truly memorable," said President Simone. "I want to thank all the volunteers who spent almost a year preparing for such a major event, especially members of the 1997 Commencement Committee, chaired by Sue Provenzano, Academic Affairs. They are to be commended for another fine effort. The hard work and dedication of all those who made the total Commencement weekend celebration such a success, from Physical Plant and

(Continued on page 3)



## Electronic message boards are going up

Five electronic message boards will be installed throughout the RIT campus by the end of August as the final stage of the new RIT signage project. The message boards will announce daily events on campus and will be programmed by RIT University News Services.

The electronic message boards will eliminate the need for temporary posting of paper signage, which according to Roy Demenint, director of Physical Plant, will be strictly prohibited. "The adhesive residue from the tapes used to post paper messages destroys the finish on the new RIT signs," says Demenint.

Effective immediately, groups or organizations whose signs are taped to signs or sign posts will be charged a \$100 fee. The money will be placed in a sign repair fund.

If special directional signs need to be placed, Demenint says temporary bollards can be placed at needed locations, by requesting them in advance through Physical Plant. Paper signs can be posted to those movable posts, and must be removed by the group, after the event is over.

## Part-time Info Forum July 30 in Union

Mark your calendars—an Information Forum, especially for adults considering attending college part-time, is planned for Wed., July 30, from 7 to 9:30 p.m. in the Student Alumni Union. Representatives from programs that can be completed on a part-time basis will be present to give an overview and address concerns. For more information and to make a reservation, call the Office of Part-time and Graduate Enrollment Services at -2229.

## Exhibit highlights Cary Collection

RIT presents "Tempting the Palette: A Survey of Color Printing Processes." The exhibit highlights the Melbert B. Cary Graphic Arts Collection including rare treasures of color printing, as well as an actual catalog created using the state-of-the-art digital printing process. The Cary Collection specializes in the collection and documentation of the history of the printing industry as it relates to bookmaking. Free and open to the public, the exhibit runs through July 31 in Wallace Library. For more information, call David Pankow, curator of the Cary Collection, at -2408.

# Compensation study nears completion

An Institute-wide compensation plan aimed at providing all employees a fair and equitable salary level is entering its final stage, according to James Watters, vice president for Finance and Administration. This study has been on-going since 1994, and because of its thoroughness is not yet complete.

Last year, the RIT Personnel Office revaluated all staff positions, with the help of the William M. Mercer Company. The study looked broadly across the university to define jobs and levels and as a result compressed the compensation structure from 22 to 11 levels. The staff/EDF salary range structure has changed reflecting the market conditions of benchmarks used for the study. Linda Kuk, vice president for Student Affairs, is chairing a task force that will now more precisely define the staff positions in colleges and universities used for benchmarking purposes. This study will be completed during the summer.

The goals of the Institute Compensation Plan were to establish equitable salary levels for all faculty and staff.

- The plan called for staff to be paid, on average, at the market average of the salary benchmarks. Those benchmarks are: locally those provided through the Rochester Industrial Management Council, and selected benchmark colleges and universities, dependent upon specific jobs and recruiting capabilities.

- By the year 2000, faculty are to be paid, on average, at the median salary of the Compensation Advisory Committee (CAC) benchmark schools. The CAC schools represent those colleges and universities that are members of the AITU as well as those for which we compete directly for students.

"For faculty, we are now meeting our target for the average salaries for assistant and associate professors," Watters says. "However the average salary for RIT professors remains below the goal." Therefore, as indicated in a spring memo to the campus from Stanley McKenzie, provost and vice president for Academic Affairs, salary equity adjustments are being made this year to move the faculty compensation plan closer to its planned levels.

"The staff compensation plan is approximately a year behind the faculty process in reaching full implementation. This was not through design or lack of effort, but due to the nature of the process," explains Watters.

For the 1996-97 fiscal year, approximately \$500,000 was allocated to staff in benchmark adjustments, resulting in 4.0 percent increases or higher for 30 percent of staff/EDF positions. "It is important to note that the adjustments are not as dramatic in their scope as those announced for faculty, as our studies show we as an

employer are already very competitive in most job levels," Watters says.

For the 1997-98 fiscal year, an overall merit pool of 3.0 percent was made available for all faculty and staff. For faculty benchmarking allocations, the provost allocated 3.5 percent to the colleges based on the college's position relative to its benchmarks. The staff/EDF also received additional equity funds to be used particularly to elevate longer service employees who remain below benchmark levels. "Based on current studies, we feel more than 80 percent of the staff are placed at an appropriate benchmark level," says Watters.

President Simone has also taken the step of loosening the salary cap restrictions placed on staff who are over the maximum salary of their level. These employees, based upon their performance review, are eligible for a special "bonus" payment, that will not be added to their base-level salary.

Simone says, "RIT remains committed to providing competitive compensation to our employees, recognizing the value of continuous employment and contributions to RIT, recognizing internal pay equity issues and rewarding employees based upon their performance. We will continue to annually review our compensation goals so that we reflect the most current salary market conditions and internal resources available."

## Nathaniel Rochester Society celebrates 30 years

The Nathaniel Rochester Society is celebrating its 30th anniversary. NRS was established in 1967 to formalize and extend the close relationship between the community's leaders and RIT. Membership is open to individuals who believe in RIT's mission and contribute annually to the society. NRS is officially celebrating its anniversary at the Summer Gala being held tonight, July 17, at the Rochester Yacht Club, where it will honor Frank Hutchins with the 1997 NRS Award (see separate story below).

According to President Simone, "With the same quest for knowledge and support for education that characterized Nathaniel Rochester, founder of our city and first president of the university, the members of NRS are partners with RIT in the engagement and support of education." He adds, "It is through the help of NRS that RIT continues to grow as a premier university, a place where men and women from around the world prepare to become the leaders of tomorrow."

NRS develops friends and ambassadors for RIT to promote and support the university. Of equal importance, NRS provides the means through which members may become associated with each other in programs of social, educational, community, national and international interest.

During 1997 NRS welcomed 61 new members; total membership grew to 375; 22 members upgraded their membership to the President's Circle level, which reached an all time high of 191.

The NRS Scholars program, now in its seventh year, continues to be successful,

according to Marisa Psaila, NRS coordinator. "The program awards scholarships to recognize junior and senior students for their outstanding academic achievement, leadership, and community service." There will be 180 recipients for the 1997-1998 academic year; 82 are returning students who will be renewed for their NRS Scholarship at the \$900 level and 98 are new scholars who will receive a \$750 award. Since the inception of the scholarship program, NRS has provided

more than 800 scholarship awards to RIT's most talented and deserving students.

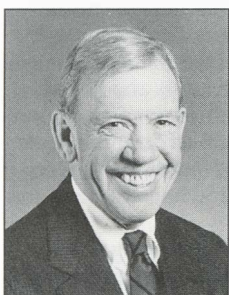
Members can designate their contributions for any area of interest of RIT, such as a specific college or department, the Tiger Spirit Fund to enhance student life, or unrestricted annual support. However, the NRS Scholarship Fund is the Society's special focus.

For more information about NRS, contact Marisa Psaila at -4932.



**RIT CREW TAKES BRONZE . . .** The RIT's Men's heavy-weight, eight-oared shell placed third, out of 18 competing crews, in the 1997 ECAC Champion Regatta, held May 11 on the Olympic Course in Gainesville, Ga. The women's varsity four, placed sixth in their grand final race. The medal capped a very competitive spring season, says Coach Jim Bodensadt, that included April wins over Ithaca, Skidmore and Binghamton, as well as a second-place finish at Williams over Tufts, Coast Guard and U-Mass., Amherst.

## NRS honors Frank Hutchins' longstanding support of RIT with highest honor



Frank Hutchins

The impact of Frank Hutchins' strong belief in the mission of RIT, evidenced by his numerous and outstanding contributions over the years, has been significant and will endure far into the next century. Hutchins is being honored tonight (July 17) with the 1997 Nathaniel Rochester Society Award, the society's highest honor. It is given annually to recognize individuals who have contributed to the advancement

of RIT in an outstanding and significant manner. The award is part of the NRS Summer Gala, being held tonight, July 17, at the Rochester Yacht Club.

A member of RIT's Board of Trustees since 1968 and now chairman emeritus, Hutchins served as chairman from 1981 to 1984 and as vice chairman from 1976 to 1981. He was a member of the board's Executive Committee from 1972 until 1994 as well as a member of the Institutional Advancement, Communications, Finance, and Building and Grounds committees, and the Committee on Trustees. He received the RIT Presidential Medallion in 1984. A charter member of the Nathaniel Rochester Society and a member of the President's Circle, he has served on NRS' Nominating, Awards and Program committees.

Hutchins has been an active fundraiser on RIT's behalf as chairman of the

completion phase of RIT's 150th anniversary campaign, as co-chairman of the corporate sector of the Access to the Future campaign, and as a member of the Math, Science and Technology for the 21st Century campaign team. He has supported a variety of RIT ventures over the years: the science lab facility, the Nathaniel Rochester Society Scholarship, the M. Richard and Clarice Rose NRS Scholarship Endowment, the Kilian J. and Caroline F. Schmitt Interfaith Center, the Mark Ellingson Fund and the new campus fund.

An active and committed member of his community, Hutchins is a long-time member and past president of the Chamber of Commerce and has served as a trustee or board member of many organizations, including the YMCA of Rochester (past president); the George Eastman House (member, Executive Committee); Highland Hospital; United Way of Greater Rochester

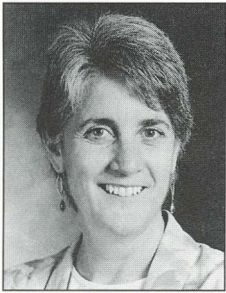
(past president); the Greater Rochester Visitors Association (past chairman); Advertising Council of Rochester; and the Automobile Club of Rochester.

He is the retired chairman of the board of Hutchins/Young & Rubicam Inc., where he was employed for 41 years, since its beginning as Hutchins Advertising Co., Inc. He is a graduate of Dartmouth College, where he earned a bachelor's degree and an M.B.A. Among his many awards are the Dartmouth Alumni Award, the Distinguished Eagle Award from the Boy Scouts of America and, with his wife, Jeanne, the Civic Medal for Community Service from the Rochester Museum and Science Center.

He and Jeanne have four children, Katharine, Virginia, Patricia and Constance.



# Stone named interim dean of Imaging Arts and Sciences



Joan Stone

Joan Stone has been named interim dean of the College of Imaging Arts and Sciences, effective July 1. Stanley D. McKenzie, provost and vice president for Academic Affairs, recently announced the appointment.

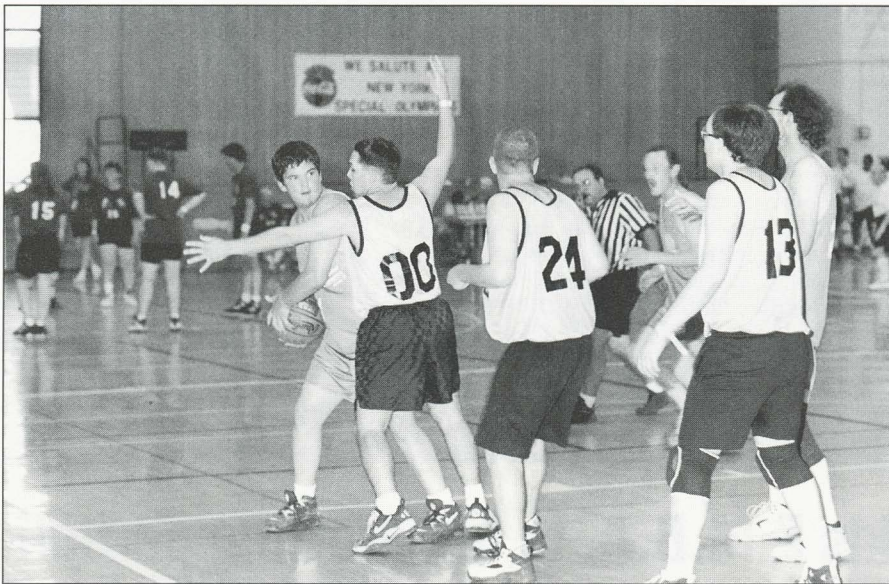
"I am pleased to announce that Dr. Stone has agreed to take a temporary leave from her position as associate provost for academic programs to serve as interim dean for the College of Imaging Arts and Sciences," says McKenzie. "She has worked closely with the college's Crossroads curriculum development process and was enthusiastically endorsed by the CIAS Dean Search committee."

Stone joined RIT in 1976, teaching mathematics at RIT's National Technical Institute for the Deaf. She chaired RIT's Faculty Council from 1990 to 1993 and became associate provost for academic programs in 1994. Her diverse RIT

committee and task force work includes co-chairing the Strategic Plan Implementation Committee, academic program review and implementing the 1996 Middle States Association accreditation process.

"I'll be focusing on two major responsibilities in my interim role this year," says Stone. "The first is to work with faculty to create new and exciting curricula that draw on the unique strengths of CIAS and,

at the same time, to support and sustain existing programs that are RIT hallmarks. My second charge is to lead a search process to select by July 1998 a permanent dean for the college."



GOING FOR THE GOLD. . . Special Olympians square off in a basketball game watched by a near-capacity crowd in Clark Gymnasium. RIT hosted the New York Special Olympics June 13-14, during which more than 1,500 athletes competed in events including power lifting, basketball, and track and field.

## Indoor track dedicated to RG&E's Kober

On June 3, the RIT community witnessed the dedication of the indoor running track to Roger W. Kober, chairman and CEO of RG&E. RIT officials, including President Simone, took part in the ceremony, followed by a tour of the Student Life Center and a luncheon.

The naming of the Roger W. Kober Running Track commemorates a million dollar gift to the Student Life Center from RG&E, pledged over a 10-year period; 1997 marks the completion of the pledge payments.

Kober, who earned a master's degree from RIT in 1984, is also a member of the Board of Trustees.

## Watters

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and operating divisions of the university including: real estate development, investments, fiscal policies, off-shore insurance policies, debt issuance, overall divisional budget management and served as assistant director of public safety. He also was a part-time instructor at Indiana University of Pennsylvania.

Watters completed his Ph.D. at the University of Pittsburgh in 1986, and also obtained his BS and MA degrees at Pitt. He and his wife, Meg, have a daughter, Devon.

# Mayberry tapped to serve as acting associate provost



Katherine Mayberry

Katherine Mayberry will serve as acting associate provost for academic programs for the 1997-98 academic year, appointed by Stanley McKenzie, provost and vice president for academic affairs. Mayberry will be filling in for Joan Stone, who has been named interim dean of the College of Imaging Arts and Sciences.

"Dr. Mayberry's leadership skills will help in two key areas at RIT," says McKenzie, "increased seamlessness among our academic programs and greater efforts toward institutional diversity."

Director of RIT's Technical and Liberal Studies Option for eight years, Mayberry has worked with all of RIT's undergraduate degree programs. TLSO gives students who haven't chosen a major two years to "sample" from RIT's diverse curricula. In terms of Institute diversity, Mayberry has served on the Commission for Promoting Pluralism and on the board of directors for RIT Women's Network. She has written books and articles on feminist literary criticism including "White Feminists Who Study Black Writers" for *The Chronicle of Higher Education*.

Mayberry, who joined RIT in 1979 as a Language and Literature department faculty member, has served on a number of

RIT committees that relate to her new position, including the Academic Program Curricula Task Force during the RIT strategic planning process, Common Core, Agenda for Action, Academic Cluster and Academic Advising Council.

"As acting associate provost for academic programs, I will be concentrating

on two issues of current importance to RIT: curricular seamlessness and diversity," says Mayberry.

"RIT has become a very exciting place in which to be a faculty member and a student. As acting associate provost, I hope to add to that excitement and to contribute however I can to RIT's growing excellence."

# RIT sells \$67 million bond issue; largest in Institute history

RIT last month completed the largest bond sale in its history, with the sale of \$67 million in bonds through First Albany Corporation.

The bond issue will finance the \$56 million renovation project to revitalize RIT's residential facilities for both dormitory and apartment complexes for the 6,000 students housed on RIT's campus. The issue will also finance the installation of high speed data and video transmission links for the classrooms, faculty offices,

and laboratories and will provide management information at the desktop within the Institute. Proceeds will also refinance some existing RIT debt at a lower cost.

Commenting on the market's reaction to the sale, John Puig, a First Albany senior vice president said, "Particularly encouraging was the high degree of participation by Rochester-area institutions. RIT's credit rating upgrade, improving enrollment and demand statistics and

strategic planning initiatives all contributed to the overall success of the sale."

James Watters, vice president for Finance and Administration, says the bond sale follows recent favorable ratings reviews by both Standard & Poor's and Moody's Investors Service. "Standard & Poor's upgraded RIT's credit rating to A+ and Moody's rated RIT A1. These ratings reflect positively on RIT's overall management approach and fiscal policies."

## Croatia *continued from page 1*

Adriatic Sea, is the heart of a resort area known as the Riviera of Eastern Europe. However, the fighting that followed the breakup of Yugoslavia severely damaged the tourist industry that once was a major source of employment. Croatian officials are looking to RIT to provide training needed to help rebuild that industry.

"They say, 'We want you to come with the American model,'" Dempsey says.

Provost Stanley D. McKenzie says establishing a college in Dubrovnik will

further enhance RIT's international reputation. "RIT's perspective as a progressive educational institution compels us to take this step," McKenzie says. "We can provide an important educational opportunity to the students of Croatia, and, at the same time, broaden the world view of our students at home."

Since early 1995, there have been numerous visits to Dubrovnik by RIT representatives including Dempsey; McKenzie; Francis Domoy, chairman of

the School of Food, Hotel and Tourism Management; Kenneth Nash, director of RIT's Center for East European Dialogue and Development; and trustees William A. Buckingham and Jay T. Holmes, who will be chairman of the newly-created Board of Trustees of the college.

The Croatian government will provide facilities and equipment for the new college, which will be housed in a former maritime college in Dubrovnik. The Croatian government will also pay \$1,500 per student. In addition, each student will pay \$2,500 tuition. Four RIT faculty members, plus Dempsey, will be working in Dubrovnik. Additional teaching staff will be hired there.

The curriculum includes Principles of Food Production, Food Purchasing, Sanitation and Safety, Computers in Hospitality, Hotel Marketing and Sales, Restaurant Operations, Marketing, and Accounting, plus science courses, English composition, and the regular RIT liberal arts core curriculum. A co-op segment is a requirement.

In short, the curriculum is very similar to that offered here in the School of Food, Hotel and Travel Management.

With the continued threat of conflict in neighboring Bosnia-Herzegovina, every effort is being made to insure the safety of the new college's staff.

There are risks, Dempsey admits, but the opportunity outweighs them.

"Eastern Europe is opening up," he says. "Now is the time to get involved."

Says Domoy, "This is an opportunity that comes once. We feel that we can contribute to their success—and to our own."

## George Bush

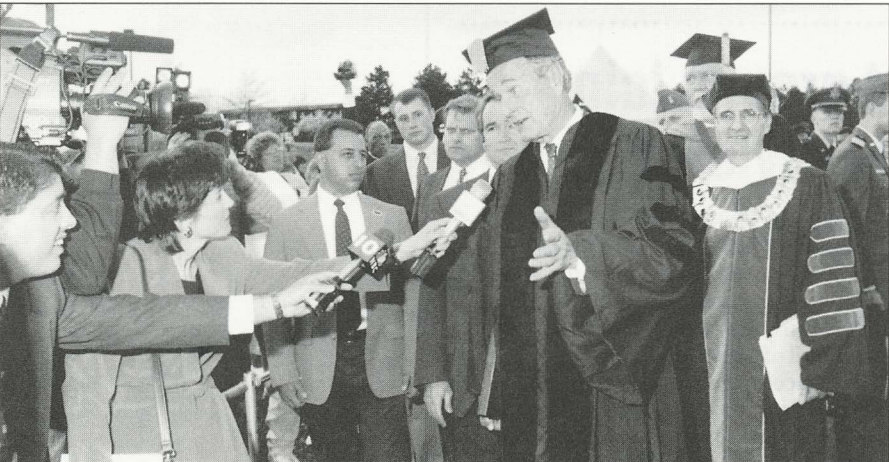
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Campus Safety to Food Service and ushers, is another example of why RIT is the great university it is."

There were many accolades from the RIT community after the event. Among them, Bruce Austin of the College of Liberal Arts, "Having attended Commencement for 20 years this year's was unquestionably the best. The convocation, especially, was stirring and inspirational and I was genuinely happy and proud to be a part of RIT that evening."

Peter Haggerty of NTID, who has attended 20 years of Commencement, also praised the event, and felt this year's Commencement festivities "helped to put a more human face on RIT."

To clarify an erroneous press report, Nathan Robfogel, vice president for



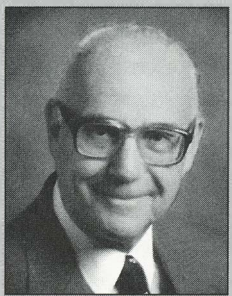
Former President Bush stops briefly to talk to the media during the processional into the tent for the Academic Convocation.

University Relations, confirmed RIT did not pay Bush any compensation for his

speech or other participation in this year's commencement.



## D E A T H S



John E. Schubert

**John E. Schubert**

John E. Schubert, an emeritus member of RIT's Board of Trustees and former president, chairman and chief executive officer of The Community Savings Bank (now Rochester Community Savings Bank), died June 4.

Schubert, of Fairport, was elected to the Board in 1968 and served for 16 years. Schubert was a very active member of the Board, serving on the

Executive, Finance, Endowment, Personnel, and Buildings and Grounds committees.

Schubert's legacy at RIT also lives on in the John E. Schubert Library Fund, which finances the John E. Schubert Collection on Money and Banking. The fund was established by Community Savings Bank in his honor upon his retirement in 1977.

Schubert was a charter member of the Nathaniel Rochester Society.

"He was genuinely interested in RIT in all its phases," says William M. Dempsey, former vice president for Finance and Administration. Dempsey said Schubert was very influential in the early stages of RIT's endowment management; he suggested multiple managers for the endowment. "He will be very much missed for his good counsel in numerous matters, particularly in real estate advising."



Alice Benedict Beardsley

**Alice Benedict Beardsley**

Alice Benedict Beardsley, known as NTID's first interpreter, died May 12 after a long illness. Beardsley was an integral part of the NTID community from the very beginning, serving as the interpreter for the site-visit team in 1965 that selected RIT as the host institution for the newly created National Technical Institute for the Deaf. She

later was officially employed as an interpreter to work in the classrooms with the first NTID class in 1968.

"She proceeded to become a role model both for the deaf students whom she served, but also hearing students who were drawn into the field of interpreting by her influence," says Joseph Avery, professor in NTID's American Sign Language and Educational Interpreting Department.

At age five, Beardsley lost much of her hearing to illness. In 1964, she had middle-ear surgery which restored much of the hearing in one ear.

Beardsley's hearing began to diminish again, and in 1974 she became a trainer of interpreters. Throughout these years, Beardsley continued in the role of interpreter for William Castle, former director of NTID, during special occasions.

Beardsley retired from NTID in 1988.

## RG&E executive adds E.M.B.A. to her growing portfolio of success

She started out at entry level delivering mail at Rochester Gas & Electric 28 years ago and is now a high-ranking woman at the utility.

She is Sharon Mangione and she manages RG&E's Department of Physical Services, supervising 89 employees and 15 supplemental contractors—all men. "I haven't found it a barrier at all," says Mangione, of her uncommon status in a male-oriented profession.

She's a woman with a positive attitude. "I believe there are no barriers. We create our own," says Mangione, who just completed an Executive M.B.A. at RIT's College of Business. "I have found it very, very easy to work with men." To other women moving up through the ranks, she recommends "don't go in with any preconceived ideas and always be yourself."

A routine day—though no day is ever routine, Mangione points out—might include working with her department to

develop ways to improve the competitiveness and effectiveness of her operation. This is accomplished through directing activities such as preparing bids on internal projects (she has to compete with outside contractors to bid on RG&E construction projects), monitoring the adequacy of RG&E's fleet of vehicles, making budget decisions, and evaluating the competitiveness of her operation by examining the cost structure and activities of her department and comparing it to outside organizations. "As the industry is being deregulated, we are looking at the most cost-effective way to deliver services to the customer. That's critical," she says.

Mangione has held her current position since October 1994. Within the past three years her department has expanded, merging maintenance and construction with the transportation department. She oversees: construction (renovations and maintenance of RG&E properties), general operations (grounds maintenance, surveys, riggers, truck drivers and oil spill clean-up), the welding organization, equipment maintenance and repair, and the fabrication organization (machinists, sheet metal fabricators, steel fabricators).

Where the E.M.B.A. has helped her is that, "the emphasis has been on the applications rather than the theoretical. I could take what I learned immediately back to the business environment," she says. Mangione also found the instruction in strategic thinking particularly helpful.



Sharon Mangione

## C A L E N D A R

**July 18 & 19, Aug. 1 & 2**—College & Careers: Students who will be high school seniors in the fall will be on campus to explore career options through hands-on academic workshops and also experience life as a college student.

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## Trustees have full agenda at July meeting

The Board of Trustees will have two full days of activity during their summer meeting on campus July 17-18. In addition to its regular sessions and meetings, the trustees will get an overview of the College of Engineering and have the opportunity to interact with the college's faculty and students. A panel discussion will address the topic "Adapting the Best of Business and Academic Cultures." The Ad Hoc Committee on Conflict of Interest

will present its report and trustees will be asked to approve a capital budget. Other highlights include the dedication of Lucius Gordon Drive and the NRS Summer Gala at the Rochester Yacht Club (*see related NRS stories, page 2*). Trustees also will have the opportunity to hear about the Red Barn as a group development and leadership facility on campus and try some of the basic exercises done at the facility.

## Alumni, constituent groups join University Relations Division

Alumni Relations and other important RIT constituent groups have joined the University Relations Division, effective July 1.

For the past four years, Alumni Relations has reported to the Office of the President under the supervision of Fred Smith, secretary of the Institute and assistant to President Simone, along with several other external constituencies: Nathaniel Rochester Society, Women's Council, Parents Council and Institute of Fellows.

The president has indicated that these external groups have since been revitalized and now demonstrate new enthusiasm

and support for RIT. Alumni Relations, for example, has developed a 10-year vision statement that has been shared with campus governance groups and endorsed by the University Relations Committee of the Board of Trustees.

Ed Lincoln, executive director of Alumni Relations, now reports directly to Nick Robfogel, vice president for University Relations. Smith, who continues in his roles as secretary of the Institute and assistant to President Simone, will continue to supervise the other external groups and serve on the Executive Council of the University Relations Division.

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