

## News &amp; Events

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## U.S. News Gives RIT Top Marks

RIT has again been named the leading comprehensive university in the North in terms of academic reputation by the annual *U.S. News & World Report* Best Colleges in America survey. In addition, RIT has been named one of the best values in higher education in a new edition of *U.S. News & World Report*.

The 1994 college guide book edition of *America's Best Colleges* went on sale at the newsstands Sept. 24. RIT is not included in a more condensed version contained in the Oct. 4 magazine issue.

The Oct. 11 issue of *U.S. News* contains a new ranking of "America's Best College Values" and includes RIT as one of the top 210 universities in the nation in terms of

value. RIT was ranked as one of the top 10 discounted values among northern regional universities.

The new publication takes into account financial aid awards and their impact on tuition cost. According to *U.S. News*, the value included a comparison of cost to quality. "The higher the ratio of quality to that cost, the better the value," explained a statement in the magazine.

Since the annual survey of college presidents began more than a decade ago, RIT has ranked among the leaders in academic reputation among northern colleges and universities. The 1994 survey lists RIT tied for first with Villanova University in academic reputation.



President Simone was pleased with the report, which he says "is a tribute to the quality of our academic programs, to the quality of our faculty and staff, and to the accurate reflection of RIT's image to many publics."

According to Paul Wilson, chair of Faculty Council, "Our academic programs and the faculty who create and deliver them are the foundation of RIT's reputation for excellence. It's a pleasure to have them noticed by an important impartial observer like *U.S. News & World Report*. Under President Simone's leadership we look forward to being number one for a long time."

"The historic strength and quality of RIT's academic programs continue to be validated by external reviews of this university," added Dr. Thomas Plough, provost and executive vice president.

RIT is also included in a special section that notes, "RIT enjoys an illustrious niche in the history of photography: five former students have won or shared in a total of six Pulitzer Prizes."

## Parents to Visit Oct. 22-24

You think the only things students and parents share are blood type, looks, expenses, and a few mutual years of grief? Well, this weekend they can also "Share the Experience"—the theme of this year's Parents' Weekend, where students and their families can come together through a variety of forums and entertainment.

The weekend starts off Friday afternoon, Oct. 22, with a faculty forum presented by Steve Loar, interim director of the schools of Art and Design and American Crafts, in Webb Auditorium. For those preferring a quiet evening, *Passion Fish* and *Dick Tracy* will show in Webb Auditorium that night. Those interested in pumping blood to those travel-weary arteries can see the men's hockey scrimmage in Ritter Ice Arena. Winding the evening down in style and grace, the RIT Jazz Ensemble will mark the "last call" to Friday night's events.

Saturday features a lineup of faculty forums and their topics:

- "Jurassic Park—Exploring Issues with the Book and Movie"; 10–11 a.m., Ingle Auditorium
- "It's a Deaf, Deaf World"; 10–11 a.m., 1829 Room, Student Alumni Union
- "Parents of Freshmen—Share the Experience"; 11 a.m.–noon, Skalny Room, Interfaith Center

Other Saturday events include college open houses; a luncheon in the Student Alumni Union cafeteria with remarks from President Simone; a Parents' Council reception; a concert by the RIT Singers and Philharmonia; the presentation "Strategies for a Generation at Risk" in Ingle Auditorium; and a concert by the RIT Gospel Ensemble. The weekend's activities draw to a close with a country breakfast served from 8–11:30 a.m., Sunday, in the Student Alumni Union cafeteria.

## Emory U. Leader Named Development VP

Philip G. Mazzara of Emory University has been appointed vice president for Development by President Simone. Mazzara will begin his duties Jan. 3.

Mazzara currently serves as senior associate vice president of university advancement and executive director of development for the Woodruff Health Sciences Center at the Atlanta, Ga., university.

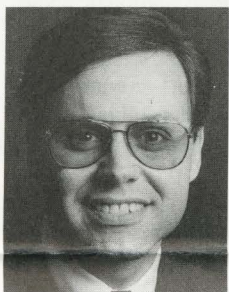
"Mr. Mazzara brings broadbased fundraising leadership in programs ranging from capital campaigns to annual, corporate, foundation, and deferred giving," Simone said. "His ability to advance development and alumni initiatives, and coach and counsel others to success, will enable this university to raise funds that will contribute to our educational excellence."

During his eight-year tenure at Emory, Mazzara's fund-raising and alumni programs have generated more than \$160 million for the Woodruff Health Sciences Center. He is currently providing leadership in a \$400 million capital campaign for the university. Prior to joining Emory, he served in a variety of fund-raising and alumni leadership positions at Marietta College of Ohio.

"I joined RIT because of the quality of its academic programs and leadership," Mazzara said. "It's the caliber of a university that alumni, corporations, foundations, and friends can feel proud to support. RIT also is one of the friendliest campus communities you'll find anywhere."

A member of the National Society of Fund Raising Executives, Mazzara also is a member of CASE (Council for the Advancement and Support of Education). He is currently active in the Atlanta Hospital Hospitality House, the Fulton County (Ga.) chapter of the American Heart Association, and Atlanta Leukemia Research, Inc.

Mazzara is a graduate of Lynchburg College in Virginia and completed



Philip G. Mazzara

academic course work for an MA degree in public relations and journalism at the University of Georgia. Last summer he attended the Institute for Educational Management at Harvard University.

## CIMS Funding Efforts Receive Federal Boost

The Center for Integrated Manufacturing Studies has received a big boost from the federal government—approval by the House of Representatives of the final \$5 million promised by Congress for CIMS. The money must still be approved by the Senate.

"This last federal payment will help make the center . . . a long-awaited reality," said Rep. Louise Slaughter, who requested the funds.

According to President Simone, "Congresswoman Slaughter has been a long-time champion of CIMS, and we are delighted with the news of this additional funding, which will enable us to proceed with the development of this initiative. This is good news for RIT as well as our industry partners in CIMS, and is further recognition by Congress that the mission of CIMS is critical to the future competitiveness of the manufacturing sector in New York State and the nation."

Pending final approval by the Senate, CIMS, a \$33.6 million facility which

broke ground in June, has received \$32.55 million in support from both the federal and state government and industry, including Eastman Kodak Company, IBM, Xerox Corp., Rochester Gas & Electric Corp., and Digital Equipment Corp.

## Art, Crafts to Open Faculty Show

Don't forget—the 1993 schools of Art and Design and American Crafts' Faculty Show opens Fri., Oct. 15, in the Bevier Gallery, Booth Building. Though some faculty works remain under wraps at story deadline, Albert Paley has committed his 9 x 10, 1750-lb. sculptural gates destined for the federal courthouse of Camden, N.J., joining Rick Hirsch's large vessel and base, Doug Sigler's wood and granite round table, Joyce Hertzson's computer painting, and many other assorted media works. Expected are jewelry; watercolors; woven art; illustrations; graphic, industrial, and interior design pieces; and prints.

## Fall Enrollment Drops; Budget To Feel Impact

A sluggish economy combined with major reductions in manufacturing in Rochester and upstate New York has contributed significantly to a decrease in enrollment that will affect RIT's current operating budget.

"Leadership shifts and reductions in the work force in Eastman Kodak Company and in other large companies like General Electric and IBM are having a significant effect on RIT's enrollment," said Jim Miller, vice president for Enrollment Management and Career Services.

President Simone said, "Contingency funds in plant, capital, and special projects will be used to offset most of the budget shortfall estimated at \$4.5 million. However, \$1.6 million in reductions must come from within individual division budgets. How the funds are recovered will be left to the discretion of individual budget managers. The budget cuts will not be across the board, but will vary by unit, according to decisions by the president, vice presidents, and deans.

"The intent of this budget adjustment will be to maintain our academic support to students and the overall academic integrity of the university," Simone said.

*Continued on page 5*



# Liberty Hill in Heavy Use Following Restoration



**175 YEARS YOUNG . . .** To honor the Town of Henrietta on its 175th anniversary, President and Mrs. Simone hosted a reception for town officials Oct. 12 at Liberty Hill, where they presented town supervisor James Breese (left) with a watercolor painting of the Town Hall. Philip Bornarth, the School of Art and Design professor who painted the portrait, is pictured at right.

Liberty Hill restoration is nearly completed, but its use is already stretching capacity.

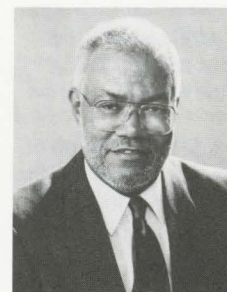
In its first full week of operation since the renovation, Liberty Hill has hosted hundreds of faculty, staff, students, and community guests.

Also serving as the home of President and Mrs. Simone, Liberty Hill is the site of a high level of activity throughout the year. The week-long schedule below provides a typical example:

- Sunday—New faculty and staff reception, 150 guests
- Tuesday—Liberty Hill Open Rap and Dialogue Series (LHORDS), 30 students representing residence hall advisers and RIT Volunteer Ambulance
- Wednesday—Women's Council, 50 guests; trustee dinner, 18 guests
- Thursday—Liberty Hill Breakfast Series, 50 guests
- Saturday—Thank-you reception for people involved in restoration, 50 guests

- Sunday—175th anniversary celebration and scholarship drive for Henrietta Township, 300 guests.

RIT visitors from the West Coast, the National Science Foundation, and Eastern Europe are already scheduled for overnight stays and breakfast/dinner presentations.



William A. Johnson

## Mayoral Candidate Johnson Named Minett Professor

Mayoral candidate William A. Johnson Jr. has been appointed the Frederick H. Minett Professor for the 1993-94 academic year in the College of Continuing Education.

Beginning in Winter Quarter, Johnson will teach a course in urban issues for CCE. Johnson describes the course as a kind of think tank in which he and the students, with the assistance of community experts, can further develop the concepts from his *Blueprint for Action*. The course will explore issues such as neighborhood reinvestment, police and community relations, and urban economic development.

"With Bill Johnson in the classroom, our students will have the extraordinary good fortune of having an urban leader teaching a course on urban issues," says Dr. Lawrence W. Belle, dean of the college.

In Spring Quarter, Johnson will team-teach a course in the College of Liberal Arts with dean William Daniels. Johnson will also be active in diversity programming on campus.

Johnson has bachelor's and master's degrees in political science from Howard University in Washington, D.C., and an honorary doctor of humane letters from Keuka College. He has been president and CEO of the Urban League of Rochester since 1972 and president of the Urban League of Rochester Economic Development Corporation since 1985.

The Frederick H. Minett Professorship recognizes distinguished area professionals and brings them to campus to share their knowledge and experience.

## Community Service: The Student Perspective

This story begins a three-part series following four students participating in RIT's Senior Seminar Community Service Program through Fall Quarter.

Volunteer work for liberal arts credit? Now RIT students can "just do it," thanks to a new Senior Seminar option—the brainchild of communications professor Diane Hope. With this option, students taking mandatory Senior Seminar classes can choose to do community service work in lieu of arbitrary research assignments for their professors. "The response from the students and the Rochester community has been overwhelming," says Hope.

In an initial Senior Seminar meeting, Hope spelled out the details of the program. Roughly 30 students attended the Sept. 14 orientation to set guidelines for all seminars involved. How each student's service will earn credit is up to the individual professor. Because it may take some time for each student to find an agency, the community work will run seven to eight weeks, and students will work in pairs to ease agency searches and transportation needs.

Two of these pairs agreed to share their feelings, thoughts, and experiences in community work with *News & Events*. They will provide another report in a few weeks, and wrap things up toward the quarter's end.

Barbara Telford, a packaging design major and native of South Africa, has a unique perspective from which to choose community service. "In South Africa, a lot of people talk about fixing things and politics, but no one really does anything about it. Last year I was a notetaker for Senior Seminar, and I thought that it was just people talking and writing papers. At least with this option, you're actually doing something."

Telford is in search of an agency, and has left messages with various local groups. She summed up her expectations for the community service: "I don't expect to be this big hero; it's just everyone doing their little bit—so I'll be in there doing my little bit."

Telford paired with Robert Johnson, a photography and advertising student. Johnson chose the community service option because "I think it will be rewarding and interesting, since we students are not given many chances to interact with the Rochester community. But I won't lie—I need the credit!"

"We're still looking for an agency, but Barb's been doing a lot of research, so it shouldn't be long." Johnson has done volunteer work before and thinks "the community service should go well."

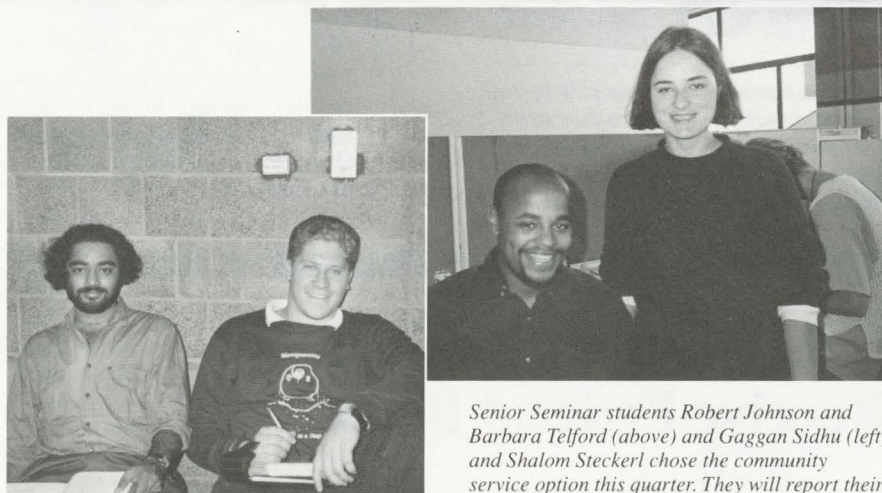
Shalom Steckerl, a fourth-year international business student, said, "I want to do it, but I'm not sure how my teacher will accept it. It would be nice if the service replaces part of my curriculum, but it's no big deal if it doesn't."

He has mixed expectations of the community service. "After Diane's speech I expect it to take a lot more time than I first thought. The agencies are going to take advantage of us because we're volunteers—they'll get us working at a high level, then expect us to keep it up. But that doesn't bother me," he said with a smile. "I've done volunteer work before, and this will be only two hours a week."

Steckerl's partner, Gaggan Sidhu, an international business student and native of India, opted for service work because

"It's easier. At least you're doing something substantial instead of reading literature and writing papers about nothing. With the community service, you'll at least have something to show for it."

For now, Sidhu is playing phone tag with various agencies. He feels optimistic about the volunteering prospects: "I think it gives us a better opportunity to see what the Senior Seminar is all about—community and diversity. I certainly don't think it will be easy, but for better or worse, it should be exciting."



Senior Seminar students Robert Johnson and Barbara Telford (above) and Gaggan Sidhu (left) and Shalom Steckerl chose the community service option this quarter. They will report their experiences in future issues of *News & Events*.

## Student Office Reorganized

Dr. Linda Kuk, vice president for Student Affairs, has reorganized areas within her division.

Recognizing that crossovers will occur—in fact, encouraging many levels of improved communication between units—Kuk has set up the division in three "cluster groups." Dr. Elaine Spaul and Dr. Preston Herring, associate vice presidents, will share supervision of the clusters with Kuk. Herring will move his office to the vice president's suite in the Student Alumni Union.

Kuk will supervise Student Activities/Student Alumni Union, Minority Student Affairs, Judicial Affairs, and Residence Life. Herring will oversee Campus Ministries; Intercollegiate Athletics; Physical Education, Recreation, and Intramurals; Student Health Service; Counseling Center; and NTID Student Resources. Spaul will administer Complementary Education; Special Services; Higher Education Opportunity Program; Orientation and Special Programs; Learning Development Center; International Student Affairs; Horton Child Care

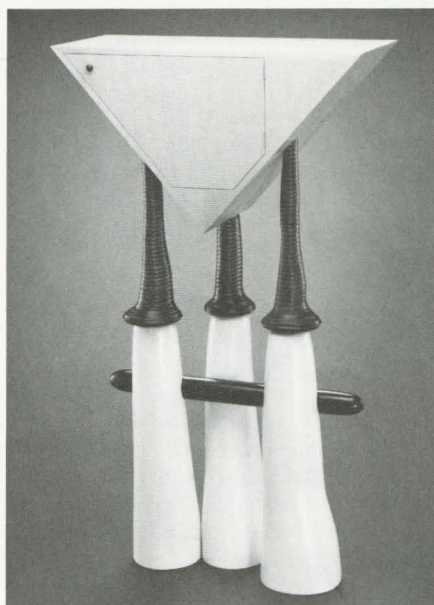
Center; and the English Language Center.

"The changes will help us reach three goals: to strengthen communication and program development among related units; to deal with key issues that need immediate attention; and to balance the organizational reporting structure," says Kuk. "I believe these changes will serve us well in the interim and aid our discussion of strategic vision for student affairs at RIT."

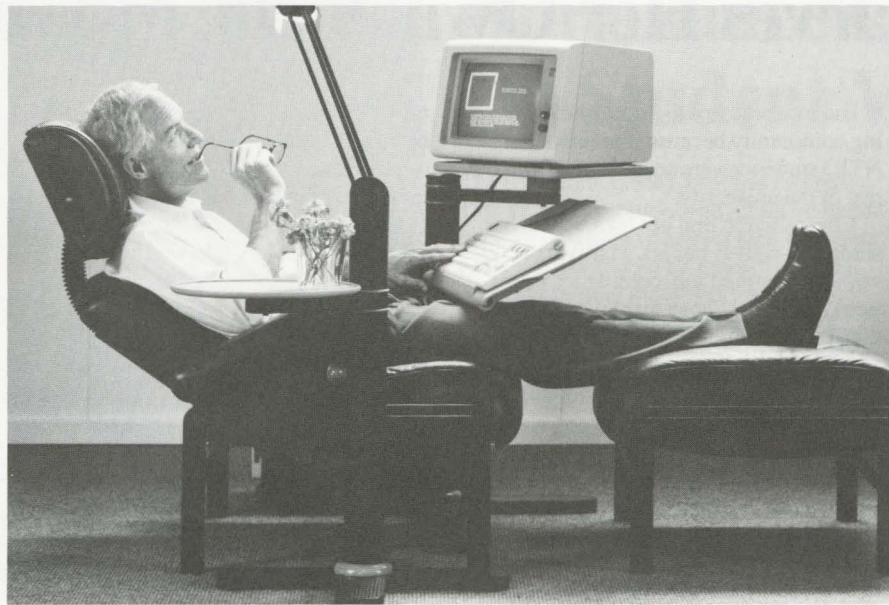
## Staff Council Plans Actions

The Staff Council recently completed a retreat to develop action items. Among the strategies planned are participation in the strategic planning process; communication of information concerning council actions; and a focus on the differences between exempt and non-exempt employees, with specific focus on vacation and sick days.





Wendell Castle's wood piece *Dr. Vermin's Attitude* and a "Jefferson Reclining Task Chair" designed by Niels Diffrient (shown in the chair).



## Colloquium to Link Arts, Design

What could a wood artist who has fashioned Steinway piano cases and made a table bearing a carved coat have in common with a designer of Lockheed jet interiors and Barlotti sewing machines?

That's the point, says Toby Thompson, chair of the Industrial, Interior, and Packaging Design Department in the School of Art and Design. "We need to look at the strong associations in design, art, and crafts," he says.

Symbolizing his college's growing movement to meld five separate units, yet maintain each area's educational mission, Thompson and faculty have arranged a colloquium on art and design at 7 p.m., Oct. 28, in Webb Auditorium in the Booth

Building. Part of the American Masters Series, the evening features Wendell Castle, wood artist and RIT artist-in-residence, and Niels Diffrient, an industrial designer who helped pioneer human factors design.

Their goal? To share information about how they go about their work, through discussion and debate on methods, vision, style, and results. The dialogue, free and open to the public, is cosponsored by the Central New York Chapter of the Industrial Designers Society of America.

"Work in art and design, like any profession, must start with an idea," says Thompson. Communication between spheres like industrial design—which must

consider ergonomics, cost, and aesthetics—and art, which also looks to please its audience and use environmentally conscious materials, can only help the creative process, he adds. He stresses the dialogue's value to students in all programs of the College of Imaging Arts and Sciences.

Dialogue on another subject—weaving—will take place with Helena Hernmarck at 10 a.m., Oct. 29, in the weaving area on the third floor of the Booth Building. The tapestries of Hernmarck (who is married to Diffrient) adorn Cunard Cruise Line ships, the Swedish embassy in London, and Case Western Reserve University Law School, to name but a few of her commissions.

## CCE Program Addresses Cultural Shock

For a foreign assignment to succeed, international business people must prepare as much for life abroad as for business. But while business people themselves often are unprepared for the "culture shock" they may encounter, the transition can be particularly acute for their "trailers"—spouses, significant others, companions, and children who "trail" them overseas. The effect on quality of life—and, ultimately, on business performance—can be significant.

To help "trailers," the College of Continuing Education has developed a two-part workshop, "Meeting the Needs of Companions ('Trailers') in International Business," to be held 9 a.m.–1 p.m., Sat., Nov. 6, and Sat., Nov. 13, in room 1275 of the Carlson Center for Imaging Science.

"The perils of going overseas without knowing what to expect are enormous. People just aren't prepared to make adjustments in diet, culture, and currency. This can lead to frustration and tension for both the 'trailer' and the employee. Many trips have been cut short because of the lack of careful preparation. There are even accounts of people suffering from anxiety and depression when they are not prepared," says Dr. Ronald Hilton, chairman of the International Business and Culture Program in CCE.

RIT is offering the only local program to prepare trailers for international business travel in foreign customs and culture, providing practical information for daily living abroad. The workshops will be led by instructors who have worked overseas in such areas of the world as Eastern and Western Europe, the Pacific Rim, Latin America, Japan, China, and Russia.

"With heightened skills and awareness," says Hilton, "international business travel can be the kind of adventure you seek and deserve." The cost is \$100 per person or couple. To reserve space, call -5027.

## Presentations, 'Rap Sessions' Enhance Dialogue

President Simone has initiated several efforts designed to enhance dialogue among faculty, the RIT community, and members of the Rochester community.

The Faculty Colloquium Series, presentations designed to "feature members of the RIT community who are on the cutting edge of their disciplines," kicks off Tues., Nov. 2, with "Why Do We Blur the Basic Sciences and Where are the Boundaries of the Disciplines?," presented by Christian Reinhardt, professor of physical chemistry in the College of Science.

Other topics in the series include "The Human Genome Program: Legal and Ethical Implications of Human Genetic Research" by Peter A. Lalley, director of the Center for Baccalaureate and Graduate Studies of NTID, Mon., Dec. 6, and

"Image as Message: Information, Persuasion, or Propaganda" by Diane Hope, Liberal Arts professor of communication, Mon., Jan. 17. All presentations take place from 3–4:30 p.m. in the Carlson Center auditorium.

According to Barry Culhane, project assistant to the president and student ombudsman, each colloquium will consist of a half-hour presentation of a scholarly paper, followed by an hour-long discussion by two respondents—one from outside the RIT community. Topics are chosen by Faculty Council and the president, and discussion is moderated by President Simone. They are open to the RIT community and the greater Rochester area.

Topics of the remaining colloquia, scheduled for Feb. 7, March 21, and April 4, will be announced.

The second year of the Liberty Hill Breakfast Series is also under way. The series, conceived by President and Mrs. Simone to build a greater sense of

community, consists of breakfast at Liberty Hill from 7:15 to 8:45 a.m., followed by a presentation chosen to interest both RIT and local community members and a "town and gown" discussion moderated by President Simone. Upcoming topics include "Information in the 21st Century," "The Family Learning Center," and "Student Housing of the Future." Attendance is by invitation only, but in the future, the Simones hope to invite all RIT employees.

Also under way are the Liberty Hill Open Rap and Dialogue Sessions, in which President Simone meets directly with student groups at home. In the works are rap sessions with resident advisers on Oct. 28, athletes on Dec. 8, Greeks on Jan. 11, Alpha Phi Omega and service floors on Jan. 25, the Black Awareness Coordinating Committee on Feb. 8, and international students on March 15.

Other initiatives include the newly created President's Colloquium Series and Alumni Colloquium Series.

## Workshop Explores Child Feeding Issues

RIT hosted a day-long workshop about children and eating, with noted author, lecturer, registered dietitian, and therapist Ellyn Satter, drawing almost 400 people to campus Oct. 2. Satter is recognized nationally as an authority on nutrition and the feeding of infants and children.

According to Barbra Cerio of the School of Food, Hotel, and Travel Management—one of the workshop coordinators—"The audience was diverse, including physicians, nurses, child care workers, nutritionists, and social workers." Cerio says many RIT students also attended. "They benefited by being exposed to, and interacting with, experts in the nutrition field."

Cerio says the workshop, "Feeding With Love and Good Sense," dealt with topics on the feeding relationship, solving feeding problems, and childhood obesity. "Satter blends the science of nutrition with a perspective on mental and social health."



**HORTON SCHOLARS** . . . Seven students receiving this year's Frank Horton Endowed Scholarships posed with Rep. Frank Horton and his wife at a reception held in their honor Sept. 27. Pictured (left to right): Karl Reddy, NTID; Erin Esposito, NTID; Joan Kohler, NTID; Matija Agrez, NTID; Mrs. Horton; Rep. Horton; Brian Backer, Imaging Arts and Sciences; Elizabeth Pirrotta, Imaging Arts and Sciences; and Michael Mogilski, Business.

## Videoconference To Offer Tips On Photo Business

Beethoven once said, "I love my art—it is the business aspect of it that I find contemptible." Photographers must temper that sentiment with the reality of surviving in today's market. The School of Photographic Arts and Sciences downlinks a free videoconference, "The Business of Images," presented by Syracuse University's S.I. Newhouse School of Public Communications and the American Society of Media Photographers (ASMP), at 8 p.m., Nov. 4, in the College of Science auditorium, room 1250.

Conference panelists include nationally acclaimed photographers Steven Wilkes, Clint Clemens, and Michael Furman, with studio representative Emily Vickers. Their focus: the bread-and-butter process of professional photography, from nailing down the assignments to collecting the bills. The panelists will discuss these issues while answering questions called in by viewers.

The professional imaging department of Eastman Kodak Company sponsors the event, with contributions from Hasselblad, Dyna-Lite, and Nikon, Inc. Those attending the videoconference will receive a questionnaire that will be returned to ASMP National for feedback.



# NTID Grad Carves Her Own Niche in Woodworking

*This is another in a series of articles about people who have made a difference at NTID in commemoration of its 25th anniversary.*

Like each piece of wood furniture that she shapes and paints, Wendy Maruyama is unique in her approach to her work.

Maruyama, the first deaf master of fine arts graduate of the School for American Crafts, creates furniture that reflects her break from what she considered in the late 1970s to be a traditional, conservative woodworking program. "I wanted to do something different and unconventional," she explains. "Back then, no one painted furniture. Color is a very important part of my work."

Her RIT experience was positive in that it gave her the opportunity to rebel and develop her own sense of self. As an older student at RIT, Maruyama, 40, felt somewhat isolated even as she took advantage of notetaking and counseling services.

"I felt stuck in the middle," she explains.

"I had to work hard to break into the hearing community because it seemed that NTID students were sequestered from the rest of the university."

Compelled to find her own way in her studies as well as her art, Maruyama conveys hard-earned self-confidence in her work, which has been displayed in more than 65 exhibitions throughout the U.S. and Europe and in more than 40 publications. She has worked with wood for 20 years, teaching her craft to others around the world.

In her work, Maruyama addresses not so much her hearing loss as her differences with the male-dominated world in which she lives and works. "I'm motivated to do 10 times better than men," she explains. "I don't want my work to look obviously like a woman's work, but I want it to be many things in one package."

Furniture by Maruyama always has a distinctive appearance, whether because of shape or color, and always is functional,

never frivolous. Her current art is inspired by primitive and organic forms, derivative of plant and animal shapes, using colors reflective of her home city of San Diego.

One highboy made by Maruyama in 1989 is painted a rich forest green, occasionally flecked with bright pink and yellow lines. The highboy also sports a copper-coated pyramid top, prominent sculptured legs, and ornamental "ears" on either side.

Last year Maruyama made a mahogany table with a cast bronze pedestal, titled *A Lesson in Excess from Louis XIV*. The table's pedestal is festooned with large bronze leaves covered with a green patina.

"Wendy's work broadens our expectations of functional forms and captivates both our mind and spirit with her sheer exuberance for life," says Lorry Dudley, director of Peter Joseph Gallery in New York City, which shows and sells Maruyama's work. "There are a great many collectors who vie for her work."

For about five years after she graduated from RIT in 1980, Maruyama devoted a good deal of time to making contacts with galleries by subscribing to various art magazines, reviewing ads, and sending out letters, slides, and photographs of her work. Now she is represented exclusively by Peter Joseph Gallery.

Head of the woodworking and furniture design program at San Diego State University since 1989, Maruyama also continues to design and make contemporary furniture on commission and by inspiration.

A committed artist, Maruyama tells her students that they too can be successful if they are motivated. In addition to working at SDSU, she has taught at the California College of Arts and Crafts and the Appalachian Center for Crafts at Tennessee Technological University. "You have to work for success," she says. "The years have paid off for me. Now the challenge is not to slack off and to keep doing new things in furniture."



A photo from the "Scars of Childhood" exhibit (©1992 David Teplica)

## Photography Exhibit Educates Public on Burns

Burns, intentional or accidental, rank as the second leading killer of children—but most are preventable. That startling information comes from the literature of the Children's Burn Awareness Program, whose photography exhibit comes to RIT Sat., Oct. 16, following its stint in the halls of the Empire State Building.

The exhibit, "Scars of Childhood," by plastic surgeon and photographer David Teplica, M.D., M.F.A., opens with a public reception at 5:30 p.m., Oct. 16, in the SPAS Gallery on the third floor of the Gannett Building. The exhibit first showed in Chicago, home of the Children's Burn Awareness Program. Teplica's reconstructive work with burn victims inspired him to help educate the U.S. on this gruesome toll on America's young.

"We welcome Dr. Teplica's work in our gallery. It brings home the power of photography—in the faces of our children," says Elaine O'Neil, director of the school. "Images like these show how fine art photography can clearly represent issues close to our hearts."

The exhibit comes to RIT as part of the 25th Anniversary Symposium celebrating RIT's Biomedical Photographic Communications Program. (The Oct. 15–16 symposium is open to all interested parties.) Michael Peres, chair of the program, feels such an exhibit fits in not only with his imaging peers who attend the symposium, but also any individual or group concerned with the safety and well-being of children.

"We're communicating with the Finger Lakes Burn Association, area fire and police departments, Strong Memorial Hospital's burn unit, and the Strong Children's Fund," he says.

The exhibit is sponsored by the McGraw Foundation, First Alert, Professional Imaging at Eastman Kodak Company, and the Biomedical Photographic Association's Endowment Fund for Education.

Gallery hours are Mon.–Thurs., 10 a.m.–8 p.m.; Fri.–Sat., 10 a.m.–5 p.m. Admission is free. For more gallery information, call -2716.

**SIMONES EXPLORE 'ADVENTURES' . . .**  
Rochester School for the Deaf superintendent Dr. Harold Mowl (right) discusses the recently held "Adventures in Education" program with President and Mrs. Simone and explorer Ann Bancroft, the guest speaker.

## Ecology Talk Set for Oct. 21

Preserving and maintaining the ecological diversity of Oatka Creek, one of the state's best streams for trout fishing, is the subject of the eighth Institute of Fellows Symposium, scheduled for 5:15 p.m., Thurs., Oct. 21, in Ingle Auditorium. The RIT community is invited to attend.

Speaker for this year's symposium will be William L. Sutton, retired senior vice president and board member of Eastman Kodak Company, whose presentation is "What the Bugs Say: Biological Monitoring of Oatka Creek." An avid fly fisherman, Sutton has fished the creek for more than 25 years and been involved in its

monitoring for almost three years. His research has received the approval and support of the New York State Department of Environmental Conservation.

The Institute of Fellows was created by RIT in 1977 to provide opportunities for intellectual and scholarly activity to selected retired Rochesterians who have served with distinction in business and professions. Fellows pursue projects of their own interests in areas of scholarship or public service with the assistance of a network of interested campus advisers. Symposia are held every two years.

## Grants Encourage Diversity

Cultural diversity at RIT marches on, thanks in part to the Provost's Cultural Diversity Grant Program. The program matches funds from faculty members' colleges or departments when they invite a minority professional on campus for a workshop, seminar, or lecture. Faculty arrange for these professionals to chat informally with students as a stipulation of the grant funding.

Along with encouraging faculty to invite minority professionals to speak at RIT, the program offers more exposure for prominent African, Hispanic, or Native Americans as role models for students, as well as helping the Institute create strong contacts with minority community members. Since the program's inception in September 1990, some 30 on-campus minority speakers or events received

co-sponsorship from the Provost's Office.

Some of those activities in the 1992–93 academic year included the October 1992 visit from novelist J. California Cooper; the November 1992 Bevier Gallery exhibit by artist Howardena Pindell; and the December 1992 visit of Dorothy Malaka from South Africa. Other activities were the February 1993 performance of local poet Bobby Johnson; the March 1993 theatrical presentation of the Borinquen Dance Theatre's "Many Faces of Our Culture"; and the April 1993 visit from author James Welch.

The Provost's Cultural Diversity Grant Program's activities for the 1993–94 academic year include a return visit from Welch and a lecture by illustrator Jerry Pinkney. Dates and times will be announced.







**AREN'T THERE ANY CORNERS?** . . . Thanks to the efforts of Physical Plant workers, RIT has a new astronomical observatory. The round building has a five-meter dome roof and will house a reflecting telescope with a 16-inch-diameter mirror, expected to arrive this month. The observatory is mostly funded by the National Science Foundation and is a shared project between the College of Science and the Center for Imaging Science. Viewing should begin in Winter Quarter.

## Student Leaders Set Goals

Student Government officers and senators spent a weekend at an Owasco Lake retreat recently as part of their annual effort to set an agenda for the year, learn about RIT, and form new friendships.

By the end of the weekend at Camp Cosowasco near Auburn, the students agreed on goals like increasing attendance at student government meetings, increasing awareness of its purpose and missions, and gaining support for student issues, said president Todd Delaney.

"Our main goal right now is to publicize," he said. Students already approved an experiment to broadcast student government meetings live via closed-circuit television in the Student Alumni Union.

More than that, student leaders want to improve RIT community spirit and awareness, Delaney said. They want to create more informal events to draw the campus—students, faculty, staff, and alumni—

together, he said. "That's very important to [vice president] Liz Luc and me," he said.

The weekend retreat was a first step in bringing new Student Government and Senate members up to speed on procedures and the budget, and to form work groups. Those groups will tackle business like getting approval for coed apartment living, a leading student issue for the coming year, Delaney said.

Students also had a chance to get better acquainted with President Simone and Linda Kuk, the new vice president for Student Affairs. Both traveled to the camp for an afternoon visit that included a game of touch football with Simone.

"I'm very impressed with the quality of student leadership here," Kuk said. "The students have a real commitment and sense of responsibility," and are interested in getting students from all the academic areas involved in student government, she added.

## Enrollment . . .

*Continued from page 1*

"The downturn in enrollment reflects the volatility of the external marketplace."

The impact of the enrollment profile on next year's budget is yet to be determined.

"The budget action will not preempt the strategic planning process," Simone said.

In November of 1992 a slight increase in enrollment was forecast, and was based primarily on 1992 results, which were 185 students greater than originally expected. This summer, the original projection was revised downward, considering changes that could be observed in incoming freshman, transfer, and graduate students. Those changes led RIT officials to anticipate that the original forecast for fall was optimistic by about 130 students, according to Miller.

"What was unanticipated was the degree of the decline in corporate-sponsored students for fall, a shift that can be attributed primarily to the economic conditions and work force dynamics occurring in large manufacturing firms," Miller added.

Clearly, RIT has fewer corporate-sponsored learners attending this fall. The decline in those learners is expected to be approximately 436, with the effect most pronounced in RIT colleges in which programs are closely aligned to manufacturing industries.

Installation of a new student record system at RIT has resulted in some changed processes and some revisions of prior definitions that have contributed to some delays in completing a final comparative analysis for fall enrollment.

RIT's enrollment currently stands at 12,637, down 367 students from 21-day figures of fall 1992. The full-time equivalent enrollment decline, using similar methods of calculation, is expected to be approximately 290.

At the same time, the College of Science is experiencing a banner year with a larger than expected freshman and transfer class—a class that was enhanced, in part, by the new Physician Assistant Program.

The 1993 day-programs admission results show that the freshman class is 1,229, down 6.3 percent from the 1,311 figure in 1992. The transfer class numbers are 849, down 1.5 percent from 862 in 1992 and 908 in 1991. Entering graduate students number 583 in 1993, compared to 600 in 1992 and 540 in 1991, a difference of -.3 percent and +10 percent respectively.

Miller said these changes will have an effect on both this year's enrollment and on future forecasts as well. He said that the external environment is extremely volatile and RIT must exercise caution in trying to project with certainty enrollment from these sectors until the business climate has stabilized.

## Ambulance Corps Relies On Student Volunteers

The RIT Ambulance Corps has entered its 13th year of operation with 35 active members, all of whom volunteer their time and energy to assist with emergency medical situations within the RIT community.

Volunteerism is the backbone of the Ambulance Corps, which relies almost entirely on students to answer the approximately 700 calls it receives per year. Students sometimes volunteer as many as 200 hours a month with the corps.

The corps is a New York State-certified volunteer ambulance that serves the RIT-Henrietta campus community and can provide emergency medical care and transportation to Student Health Service or to a local hospital. An auxiliary of Student Health Service, the corps consists primarily of specially trained volunteer students. Many are emergency medical technicians, and with the acquisition of a defibrillation unit, all EMTs are in defibrillation training.

Two members recently achieved New York State Critical Care Technician certification. Daniel S. Blom, a third-year criminal justice major, and D. Kitt Diebold, a fourth-year business administration major, received more than 350 hours of lectures and labs and 50 hours of in-hospital training for this advanced certification.

Critical care is the third level of emergency medical technician training, above the basic and intermediate EMT. Critical care technicians are trained in dealing with life-threatening emergencies such as cardiac care, respiratory problems, and allergic reactions and practice at the same level as paramedics. Blom and Diebold join Robert Kanaley and consultant James Sheehan as the only members of the RIT Ambulance Corps to achieve this level.

The corps is always looking for new members. Students interested in joining can call -2605 or leave a message at Student Health Service, -2255.



**TOMBSTONE? OLD EASTMAN BUILDING CORNERSTONE? NOT QUITE . . .** Digging up just where this large pink granite stone once stood on RIT's downtown campus has been quite a challenge. Wallace Library archivist Lois Goodman is fairly sure it was part of the Manual Training Building (later known as Eastman Annex) at RIT's forerunner, Mechanics Institute. No photos have been found to prove it, but conversations with "RIT loremasters" suggest the stone fits the building—"the style and lines of the [old] Eastman Building just didn't go with it." The stone is on display in the current Eastman Building.

## NTID Presents *The Miser*



Ethan Sinnot (left), Donald Clupper, and Judy Brint are among the stars of NTID's production of Molière's *The Miser*.

One of the funniest plays in dramatic literature, Molière's *The Miser*, will be presented by NTID's Performing Arts Department at 8 p.m., Thurs.-Sat., Oct. 28-30, and 2:30 p.m., Sun., Oct. 31, in the Panara Theatre, Johnson Building.

Adapted and directed by Jerome Cushman, associate professor in the Performing Arts Department, the play focuses on a scheming miser, Harpagon, who starves his servants, refuses to pay them, and cheats his own children to save (or make) a few coins. When his gold cache disappears, he insanely accuses himself

of being the thief. Suspense, plot twists, and a tale of young love abound in this production.

Tickets, at \$3 for students and \$5 for all others, go on sale beginning Mon., Oct. 18, at the NTID Box Office, also located in the Johnson Building. The box office is open 10 a.m.-4 p.m. weekdays. All NTID performing arts productions are accessible to deaf and hearing audience members. For more information, contact the NTID Box Office at -6254 (V/TTY).



## Fore! RIT Golfers Raise \$2,000+ for United Way

Ninety people in 22 teams raised more than \$2,124 at the Sixth Annual RIT United Way Golf Tournament, held Sept. 20 at Salmon Creek Country Club in Spencerport.

Eleven of the 18 holes were sponsored by area businesses, including C & A Pavement Marking; C.A.R.R. Decoration; CF Interiors; Detection Systems, Inc.; Farash Corp.; Griffin Technology; The Knoll Group; LeCesse Construction Co.; Nixon Hargrave Devans & Doyle; John V. Sally Nationwide Insurance; and Window Flair, Inc.

Winners in the men's division were Nick Charles, Carl Hohman, Pat Dugan, and Pat Altavela, all from CF Interiors. In the women's division, winners were Meredith Ray, Interpreting Services, and Flip Dinapoli, Bev James, and Carol Schmitz, all of Physical Plant. Winners in the mixed division were Dave Murdock, Cindy Northrup, Joe Nassar, and Lillian Schoppe, all from Liberal Arts. Northrup and John Hoffman of CF Interiors won prizes for the longest drive, and Northrup

and John Sally of John V. Sally Nationwide Insurance won the "closest to the hole" contest. John Simon of Accounting won "shortest drive," and Chuck Dispenza of Cooperative Education and Placement won the "At Least I Looked Good" category.

Prizes were presented at a dinner following the tournament. Donors included Genesee Brewery, Crescent Beach Hotel, Sugar Creek Stores, Woodcliff Sports and Golf Club, Grisanti's Italian Restaurant, Hyatt Regency Hotel, Delta Sonic Car Wash, Campus Connections, Farash Corp., ROC Communications, Oscars, Bobby Rubino's, Comfort Inn Airport, Putt Putt Golf & Games, Coco's Carousel, Delta Airlines, Radisson Inn Rochester, John V. Sally Nationwide Insurance, Shanghai Restaurant, Marriott Thruway Hotel, and Day Tours, Inc.



Dick Sterling of Campus Safety, Mary Bedosky of Marine Midland Bank, and John Simon of Accounting show their support for United Way during the golf tournament. Simon took home the prize for the shortest drive.

## Food, Hotel Travel School Accredited

The programs in the School of Food, Hotel, and Travel Management have received accreditation by the Accreditation Commission for Programs in Hospitality Administration, a specializing accrediting body.

According to Dr. Francis Domoy, director of the school, "We now represent one of the few schools in the nation to attain such accreditation status. This three-year process of self-evaluation and site visitations reinforces how our school has become a national leader in the food and hospitality industry. We are continuing to evolve and meet the changing needs of business, and providing our graduates with the opportunity to be leaders in their field."

Domoy adds, "It has been the hard work and dedication of the faculty, coordinated by Dr. Carol Whitlock, and staff that has allowed us to receive this important distinction. It is this group that will keep the school in the forefront as we head to the 21st century and become a global leader in the food and hospitality industry."



**AN ENERGY-FILLED FUTURE . . .** Rochester Gas & Electric Corp. chairman Roger Kober (left) gets a warm thanks from President Simone last week after dedication of CIMS' million-dollar gas-energized fuel cell, paid for by RG&E. The cell, which provides the Center for Microelectronics Engineering with a portion of its power and heat, was built as an experiment to see how similar cells might be used in commercial and industrial applications.

## Engineering Reaccredited

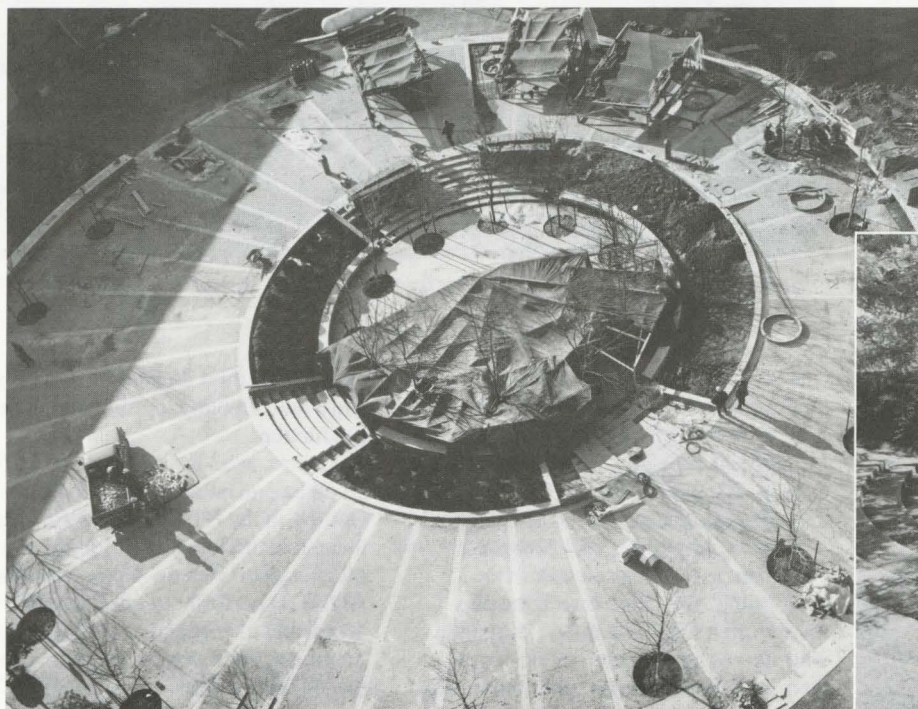
All five programs in the College of Engineering have been reaccredited by the Accreditation Board for Engineering Technology (ABET) after an extensive one-year review process. The College of Engineering was last reviewed six years ago, when all the programs received accreditation.

Each program in the college was reviewed individually for course content as well as whether the proper foundations for engineering education had been laid, such as mathematics, physics, and chemistry courses. ABET looked at all aspects of the engineering programs, including both core courses and foundation courses such as science and liberal arts classes.

"This accreditation recognizes the excellence of not only engineering faculty, but other colleges and divisions as well," said dean Paul Petersen. "The ABET review forces us to look hard at our program, which gives us both self-satisfaction in recognizing those areas that are successful and the ability to recognize the areas that need improvement."

ABET, made up of members of engineering professional societies, reviews programs to promote and advance engineering and engineering technology education. Although the review process is not mandatory, most engineering programs across the country belong to ABET.

## The Campus . . . Past and Present



Two views of campus offer a look at the RIT campus then and now. (Left) Lyon Crescent in the back courtyard of NTID in 1966; (right) Lyon Crescent in 1993.







**WHAT HER EYES HAVE SEEN . . .** Privy to the inner hells of abused women and children, photojournalist Donna Ferrato made a book of her work to raise awareness of domestic abuse in the U.S. Her traveling 50-image exhibit and book profits help battered women's shelters and groups nationwide. Ferrato spoke Sept. 30 at RIT's fall William A. Reedy Memorial Lecture in Photography, sponsored by Eastman Kodak Company. Prior to the lecture, she signed books at Campus Connections.

## University Program Helps Students Succeed

"What is life?" That's the question 24 University Program students were asked. They responded in a series of presentations depicting their view of life.

The presentations, made to College of Continuing Education administrators and faculty, ranged from a fictitious game show, "Wheel of Life," to a basketball game and a student's poem—all dealing with important life issues and the choices young people face.

University Program is the new name for the former Basic Studies Program, which began last fall. Administered by the College of Continuing Education, the program opens RIT's doors to students who have applied and show potential, but are not yet ready for the program of their choice.

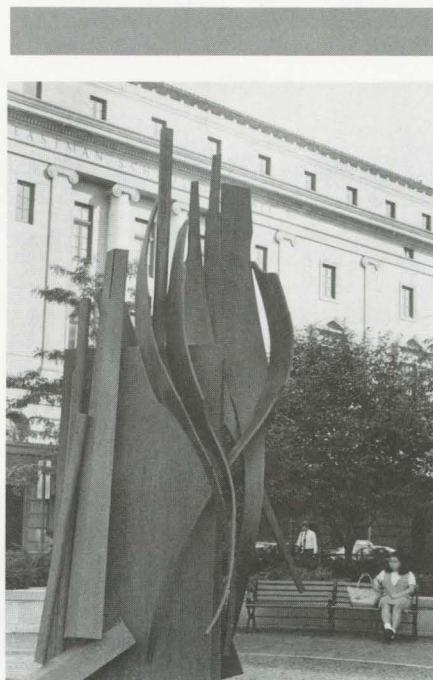
"The students who succeeded last year were hard workers. They were given an opportunity and they utilized it to the fullest," says Nannett Haynes, the University Program student service coordinator. "This year students are receiving a lot more support early on. We've tried to be open and honest about the expectations here with the quarter system and how it's not easy. I hope they come out not only successful academically, but happy personally."

Students arrived on campus eight days earlier than other students to become familiar with campus and prepare for

classes through orientations, Freshman Seminar, and meeting other University Program students.

"It's interesting," says student Mike Paredes. "It helps you to understand more about college studies and time management. It's fun."

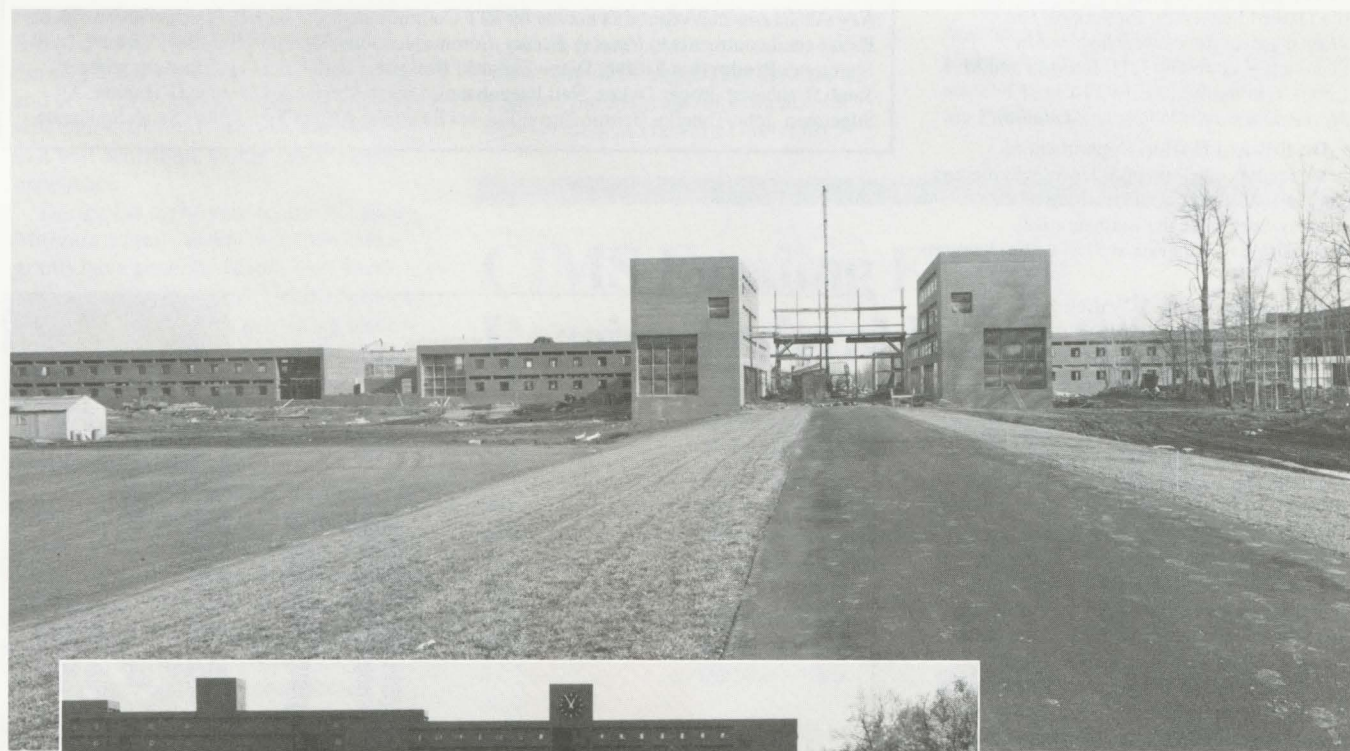
University Program students receive extra academic and personal guidance to help them succeed at RIT. The Alternative Learning Program also plays a major role in providing classes. Students matriculate into their desired programs within one to three quarters.



**PALEY'S "WEDGE" PLACED DOWNTOWN**

. . . The placement of RIT artist-in-residence Albert Paley's sculpture, *Wedge*, in Eastman Plaza, an urban open space across from the Eastman School of Music in downtown Rochester, was celebrated Sept. 21 with speeches by mayor Thomas Ryan; University of Rochester president Dennis O'Brien; cultural center commission chair Arthur M. Richardson; Eastman School of Music director Robert Freeman; and College of Imaging Arts and Sciences dean Dr. Margaret Lucas.

## Continuing the Campus Celebration . . .



Twenty-six years ago, RIT's Quarter Mile (above) was still under construction; (below), the main thoroughfare as it looks today.

## Graphic Designer To Visit, Exhibit

"Fred Troller Retrospective: 30 Years of Design" opens Oct. 25 in the upstairs gallery over the Bevier Gallery in the Booth Building. A freelance designer who has worked with IBM, the U.S. Government, and American Airlines, Troller heads the design program and teaches at Alfred University. Born in Switzerland, he emigrated to the U.S. to become one of America's renowned graphic designers. The show runs until Nov. 11; Troller will talk about his work and career at 7:30 p.m., Nov. 3, in the Carlson Center for Imaging Science auditorium.



## NEWSMAKERS

• **Andrew Davidhazy**, chair, Imaging and Photographic Technology, School of Photographic Arts and Sciences, had the article "Blixtfotografering med bakkantstriggnig" published in the Swedish photographic magazine *Medicinsk och Technisk Fotografi*, No. 1 (1993), pp.14-15, 20; "Slirfotografering" (Schlieren Photography) published in *Tidskrift for Medicinsk och Technisk Fotografi*, No. 2 (1993), pp. 4-6; "Die Herstellung einer Mehrzweck-Stereokamera" in the German magazine *3D-Magazin*, No. 2 (1993), pp. 20-23.; and "Playing with Mirrors at More than 500 Pictures Per Second" in the No. 113/May 1993 issue of *Optical Engineering Reports*. He published an introductory description of a new photographic process, which he discovered and named the "Phoenix Process," in the March/April 1993 issue of *Darkroom and Creative Camera Techniques* magazine, pp. 46-49, and had a peripheral portrait modified by the process included in Issue No. 2 of *The Unit Circle* magazine, San Francisco, Calif. Davidhazy was a guest lecturer at the 25th Annual Practical Short Course "Techniques in High-Speed Electronic Imaging—Video and Film" held at Optik Corp., Waterloo, Ont., May 17-21; conducted a two-day training

session for seven staff members of the NASA Langley photographic staff April 8-9, 1993, in Hampton, Va.; and was a guest instructor at the 1993 Master Photography Workshops at Long Island University, Southampton Campus, presenting a workshop July 19-23 and having his photographs included in an exhibition of instructors' works June 23-July 27. He gave the presentations "A Basic Photogrammetry Project," "Infrared Photography on a Budget," and "The Phoenix Project: Rephotography of Polaroid 3000 Negatives" at the 63rd Annual Meeting of the Biological Photographic Association in Stamford, Conn., July 25-Aug. 1. He also gave presentations and workshops at Franklin High School, Rochester, March 24; Lewiston-Porter Senior High School, Lewiston, N.Y., April 29; and Walt Whitman High School, Huntington Station, N.Y., and participated in the Rochester City Schools' School 23 Science Convention held June 8. He presented two gravity-related demonstrations on WXXI-TV's "Homework Hotline" show aired Feb. 2.

• **William W. DuBois**, associate professor, School of Photographic Arts and Sciences, was an invited speaker at the National Academic Advising Association Northeast Region conference in Newport, R.I., March 25-26. He presented an overview of the new advising system implemented in the school of Photographic Arts and Sciences two years ago and a workshop, "The Checkbook Approach to Career & Academic Advising," about the school's methods of empowering students.

• **Dr. Alejandro Engel**, Department of Mathematics, College of Science, had his paper "On Mortal Light and Its Implications" published in the first 1993 issue of the British journal *Speculations in Science and Technology: An International Journal for Innovation and Creativity*.

• **Dr. David Farnsworth**, Department of Mathematics, College of Science, presented the lecture "An Interesting Feature of the Product-Moment Correlation Coefficient" at the semiannual meeting of the Seaway Section of the Mathematical Association of America held at SUNY Binghamton April 23-24.

• **Dr. Laxmi Gupta**, Department of Mathematics, College of Science, published his poem "Where Thou Art" in the April 1993 issue of the literary magazine *Vishwa*, published quarterly by the International Hindi Association.

• **Dr. Rebecca Hill**, professor, Department of Mathematics, College of Science, reviewed the Oxford University Press book *The Mathematical Revolution Inspired by Computing*, edited by J. H. Johnson and M. J. Loomes, in the Winter 1993 issue of *Mathematics and Computer Education*.

• **Dr. Edward Hofer**, Department of Mathematics, College of Science, was elected secretary-treasurer at the meeting of the Seaway Section of the Mathematical Association of America at SUNY Binghamton April 23-24.

• **Dr. Eugene Fram**, J. Warren McClure Research Professor, and **Dr. Robert Pearse**, distinguished lecturer, College of Business, have published a commissioned article, "Terminating Executive Directors," in the February issue of *Nonprofit Times*. Fram gave a presentation, "The Corporate Model for Nonprofit Organizations," to the board of directors of Genesee Settlement House Feb. 24. He was the featured speaker at the annual meeting of the Rochester Area Association of Homes and Services for the Aging March 24, where he spoke on "The 1990s-Style Trustee." He was also the featured guest on the radio program "The Paul Baker Show" April 12, speaking on the governance and management of nonprofit organizations. He spoke on major marketing trends affecting the photo industry to RIT's Photo Marketing Business Advisory Committee April 21. His article "Stress and Strategic Opportunity" was published in the spring issue of *Marketing Management*, a professional publication of the American Marketing Association.

• **Dr. Ray R. Gehani**, College of Business, was elected executive vice chairman of The Institute of Management Science (TIMS), College on Innovation Management and Entrepreneurship. He was also cluster chairman for the ORSA-TIMS Joint Meeting in Chicago in May.

• **Rhona Genzel**, director, English Language Center, was an invited panelist at the American Study Abroad Fair '93 in Tokyo, sponsored by the American Association of Intensive English programs, of which she is vice president for advocacy, and the Center for International Cultural Studies and Education (ICS).

• **Jim Hammerton**, Department of Information Technology, reviewed the book *The Human Genome Project and Informatics*

by Karen A. Frankel in the May 1993 issue of *Computing Reviews*.

• **Jack Holm**, Imaging and Photographic Technology Department, School of Photographic Arts and Sciences, is co-author with Rachel Goss of the University of Rochester of "Thin-Section Photomicrography," an article describing the results of some of their latest research in improved imaging techniques applicable in photomicrography, in *Kodak's Tech Bits*, Issue No. 1 (1992), pp. 4-7.

• **Robert Shaffer Kerr**, professor of graphic design, College of Imaging Arts and Sciences, was nominated as treasurer of the New York State Conference of the American Association of University Professors.

• **Carolyn Kourofsky**, director of prospect research, Development, won second place and a monetary award for an essay, "Prospect Researchers ARE Development Officers," that appeared in the Winter/Spring 1993 issue of *Connections*, a publication of the American Prospect Research Association. She is president of the organization's regional chapter.

• **Frank Kruppenbacher**, ITV programming coordinator, NTID Instructional TV and Media Services, presented "Campus Cable Television for Deaf College Students, Faculty, and Staff" at the first Conference on Campus Cable Television at the University of Massachusetts June 6-8.

• **Dr. Harry Lang**, NTID Department of Educational Research and Development, participated in the National Research Council's National Committee on Science Education Standards and Assessment Focus Group in Boston Feb. 14. The group makes recommendations regarding access for students with disabilities.

• **Max L. Lenderman**, School for American Crafts, had an original crocheted/knitted cape accepted into a juried exhibition for wearable art at the Oregon Convention Center in May. The cape was on view at Saks Fifth Avenue in downtown Portland May 22-June 5.

• **Dr. Thomas R. Lightfoot**, assistant professor, Foundations Department, School of Art and Design, was an invited, featured presenter of a workshop, "Shamanism and Creativity," at the Fourth National Conference on Creativity in American Colleges and Universities in Midland, Mich., at the Alden B. Dow Creativity Center of Northwood University, July 22-25.

## PERSONNEL UPDATE

Last spring, the Personnel Office conducted an employee survey to evaluate RIT's benefits. The goal was to determine what benefits employees value most, to identify new benefit initiatives, and to assess the office's communication strategy.

Some 53 percent of the 450 surveys were returned. Employees ranked health insurance as their most valuable and important benefit. They ranked the top four:

1. Health insurance
2. Retirement
3. Vacation
4. Dental insurance

In their comments on benefits communications, many employees said they are confused about the benefit plans RIT offers—in particular, the retirement plan and BENEFLEX. Many had questions about dental benefits, for example, and the schedule of allowances.

Employees asked for such improvements as an updated dental schedule of allowances for better coverage; more control over choosing the benefits that are most important to them; credit for the benefits they don't use, similar to the current health insurance opt-out benefit; and child care for a child's sick days and school breaks.

Based on those survey recommendations, the Personnel Office has initiated some changes. During the health insurance/BENEFLEX open enrollment this fall, the office will start to offer RIT benefit plan presentations that review all the benefits RIT offers. Other changes include:

- More frequent in-house retirement plan information sessions that provide a basic overview of the RIT plan, offered mornings, afternoons, and some early evenings
- Investment company presentations by TIAA/CREF and Fidelity Investments that are easier to understand and clarify the advantages of each
- Answering machines so employees can leave detailed messages any time. The office has also started to use electronic mail more to provide quicker responses.

Improvements to the dental plan are under investigation, as well as the feasibility of a flexible benefits program, but as always, cost of the improvements must be reviewed. Personnel appreciates the time taken by those who completed the survey, and wants to encourage all employees to offer ways in which it can enhance service. If you have any questions, please call Kathy Bello at -2428 (-2425 TTY).

## CALENDAR

**Through Oct. 25**—exhibit: photos of Turkey by Eric Bellmann, chair of Fine and Applied Arts, CCE; SAU lobby

**Oct. 15**—music: TGIF in the Ritz with Flea Market; 5-7:30 p.m., Ritskeller; free pizza

**Oct. 15-16**—sports: women's volleyball; RIT Tournament with Eastern Connecticut, Gordon, Juniata, Thomas More, and Wisconsin-Whitewater; 5 p.m. Fri., 11 a.m. Sat.; Clark Gym

**Oct. 15**—lecture: "Your Home: Your Health," with Paul Gardner; noon-1 p.m., 1829 Room, Union

**Oct. 16**—sports: men's cross country; Upstate Invitational; noon

**Oct. 16**—sports: men's soccer; Alumni Game; 2 p.m.

**Oct. 18**—meeting: Executive Board of Trustees; 4 p.m., Visitor Center, Johnson

**Oct. 19**—workshop: "Stopping Procrastination"; noon-1 p.m., 2383 Eastman

**Oct. 19**—music: Tuesday Treats with SUNY Geneseo dean and guitarist Tom Greenfield; noon-1 p.m., Union lobby

**Oct. 19**—sports: women's volleyball vs. SUNY Alfred; 7 p.m., Clark Gym

**Oct. 20**—lecture: "Deaf Olympics: Victory in Bulgaria!" by NTID student Olympians; 4-5 p.m., first-floor Ellingson lounge

**Oct. 22**—Third Annual "Evening With Our NRS Scholars" dessert reception; 7-9 p.m., Henry's

**Oct. 26**—workshop: "Memory Improvements"; noon-1 p.m., 2383 Eastman

**Oct. 28**—theatre: Moliere's *The Miser*, in sign language and spoken English; 8 p.m., Panara; \$3/student; \$5/others; call -6254

**Oct. 28**—sports: women's volleyball vs. Washington; 7 p.m., Clark Gym

**Oct. 28**—music: TGIF in the Ritz with Danny Holms; 5-7:30 p.m., Ritskeller; free pizza

**Oct. 28**—meeting: Staff Council; 2-4 p.m., 1829 Room, Union

## PROMOTIONS/TRANSFERS

**Promotions:** **Mike D'Arcangelo**, associate director, Student Activities/Student Alumni Union; **Rebecca Floyd**, staff assistant, NTID; **Christine Geith**, associate director, Educational Technology Center; **Pamela Giles**, staff assistant, NTID; **Susan Miller**, staff assistant, NTID; **Nancy Nather**, staff assistant, NTID; **Roslyn Palmesano**, staff assistant, NTID; **Lorelei Reed**, senior interpreter, NTID; **David Sell**, program assistant, Continuing Education/TPD; **Nancy Siebert**, program assistant, Continuing Education/TPD; **Cynthia Smith**, database technician II, ISC; **Wayne Southerland**, officer in charge, Campus Safety

**Transfers:** **Margaret Baker**, secretary III, Engineering; **Patricia Billies**, senior career opportunities adviser, NTID; **Ellen Dziekan**, secretary V, Campus Ministries; **Donna Slavin**, secretary III, Business

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# NEWS & EVENTS

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