

## Bills' Kelly to 'Camp' Here

Praising the facilities and people at RIT, Buffalo Bills quarterback Jim Kelly announced at a news conference last week that he would bring his summer youth football camp to the RIT campus beginning in 1994.

Before a crowd of media and 50 cheering spectators, Kelly and President Simone made the announcement in the lobby of the Hale-Andrews Student Life Center. "We chose RIT because of all the great things we've heard about the university and its great academic reputation. My mother told me to always associate with the best, and that's why I'm here at RIT," explained Kelly.

Simone presented Kelly with an RIT sweatshirt and cap and was on the receiving end of a Kelly pass for an autographed football. "We're delighted to host a winner like Jim Kelly and his camp. Jim is known as a football player, but he's also a leader in the community. He cares deeply about the youth in the community, and football can teach so many lessons. That's why

we're proud to host it. We see it as another opportunity for RIT to engage in the educational process," said Simone.

The camp was previously held at St. Bonaventure University in Olean, but Kelly said it outgrew the facilities. He

wanted a more central location and closer access to air transportation.

The RIT campus played a key role in the decision to move, said Kelly. "The facilities are first-rate—the athletic fields and the weight room. Even the professional athletes will appreciate them." He also applauded the very warm reception he received from faculty, staff, and students during a surprise visit to campus last month.

Kelly's camp will host approximately 1,000 to 1,500 children ages 10–18 for four weeks during the summer, with guest appearances from more than 25 fellow Buffalo Bills and such quarterbacks as Dan Marino, Warren Moon, and Bernie Kosar. The camp runs June 23–July 1, and Kelly says he participates in the camp 24 hours a day, every day.



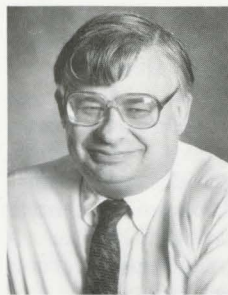
President Simone welcomes Buffalo Bills quarterback Jim Kelly and his summer football camp to RIT during last week's news conference.

## Faculty Work to Improve Advising

By Charlene O'Hanlon

Advising students can sometimes be a frustrating, thankless job. It can also be a worthwhile, gratifying experience to help a student in need. RIT recognizes the importance of faculty advising and has implemented some innovative programs to ensure students and faculty get the information they need to succeed.

### Engineering



Dr. Richard Reeve

The College of Engineering recently began using a standardized student assessment form for incoming freshmen in the college's five departments. Called the College Student Inventory (CSI), the form assesses student needs in different areas such as academics, social motivation, general coping, and receptivity to support services. Freshmen who took part in Summer Orientation were given the inventory and results were tallied by the beginning of Fall Quarter.

"The CSI has allowed us to address issues in the first session that otherwise would not have been approached at all," says Dr. Richard Reeve, assistant dean of the college and coordinator of the CSI.

Faculty using the CSI received extensive training from Learning Development Center and Counseling Center personnel, as well as information on different services for students who are experiencing problems or have questions about school-related or personal issues.

"I know it has made me a better adviser," Reeve says. "It took me 20 years to figure out where to send students for different services, and now I feel pretty confident about helping and referring students."

### Continuing Education



Bette Ann Winston

Because the College of Continuing Education deals with a number of non-traditional students, academic advising can often be a real challenge, says Bette Ann Winston, manager of student services and advising for the college. As a result, CCE has come up with a number of innovative methods for advising students who are coming back to college after 15 years, who live in distant cities or countries, or who need a little more help than the average student. "We have developed our advising program around the individual," Winston says. "Because many of our students are non-traditional, we have to look at what they have and what they should pursue."

Rather than use faculty members to advise students, CCE employs about 15 permanent and adjunct advisers chosen because of their knowledge of an academic discipline and their counseling skills. Those advisers go through an extensive training process and regularly meet with Winston to discuss pertinent issues. "Because of the nature of the students we have in CCE, we feel extensive training is necessary," says Winston.

Distance learning students receive the same amount of advising as do other CCE students, but in other ways. Telephones, fax machines, and the VAX system are used to bring students together with their advisers. "The sharing process still happens even though the students are not face-to-face with their advisers," Winston says. "Our advisers try to be as accessible as possible for all students. We are not here just for CCE programs; ultimately we are here for the students."

### Photographic Arts and Sciences



Bill DuBois

The School of Photographic Arts and Sciences never had a structured advising system until about three years ago, when it became apparent that the existing system was not helping students. "We had felt for some time that students needed a more structured method of tapping into the advising system," says associate director Bill DuBois. "We looked at the entire advising process, and from that, faculty created a new system."

Using what DuBois terms the "check-book approach to advising," faculty came up with a system that puts all a student's information in one place. They keep a notebook containing information including personal records, grade transcripts, and degree audits for each student they advise. Forms are filled out and a copy kept in the notebook for any official action or request made such as change of grade, extension of an incomplete grade, or withdrawal from a course. "The basic philosophy behind this system is 'Fill in the blanks, get your degree,'" he says.

Now in its third year, the system is used for all incoming students in the Applied Photography Program and all students in the other programs. "Faculty are more prepared to handle academic questions and field other non-academic questions with the students as they arise," DuBois says. He adds that while the process hasn't been officially evaluated yet, indications say structured advising is working. The success of the system, however, lies with the student.

"It is still the responsibility of the student to initiate the advising process. Faculty are responsible for the advising, but the student is the one who gets the process started," he says.



## License Plates To Show Pride

By John Tonello

No matter what you drive—whether it's a Mustang, a Cougar, or a Colt—your car can now sport a pair of tigers.

RIT Tigers, that is.

Friends and fans of RIT will soon be able to show their pride with custom license plates featuring the tiger mascot. The plates are being made available through the New York Department of Motor Vehicles Custom License Plate program.

RIT is among the first universities in New York State and the first in Upstate New York to participate in the program. The new license plates will be available to faculty, staff, trustees, alumni, students, and friends of the university who have vehicles registered in New York. For early subscribers, the first 999 plates ordered will feature the letters "RIT" as part of the plate number itself. Each plate is red, white, and blue, and spells out "Rochester Institute of Technology" along the bottom. An orange-and-black prowling tiger above the RIT logo is positioned to the left.

The \$59.50 initial cost includes a one-time, tax-deductible \$20 gift to RIT.

Thereafter, the annual cost of renewing the plates is \$25, in addition to the regular cost of vehicle registration. Fees are higher for those who want personalized plates.

"The license plates are part of a broader effort to build RIT community spirit," said Ed Lincoln, executive director of Alumni Relations. Proceeds from the program will be used to support special events that bring members of the RIT community together. "Special speakers, entertainers, informal and formal get-togethers, and other community-building events are just a few examples of activities this program will support," Lincoln said.

The plates are expected to be available in January. Order forms and more information about the plates will be sent out to members of the RIT community shortly. For further information, contact the Office of Alumni Relations at -2586.

## Rochester Tel Exec Named Trustee



Janet Sansone

Janet Sansone, corporate vice president of human resources, excellence, and corporate services at Rochester Telephone Corporation, has been named the newest member of the Board of Trustees. She was appointed during the board's annual meeting Nov. 18–19.

A resident of Brighton, Sansone joined Rochester Telephone in 1993. She is

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## Mayor-Elect to Speak On Community

Rochester mayor-elect William A. Johnson Jr. and Matthew Augustine, president and CEO of Eltrex Corporation, will speak on "Challenging Times: Negotiating Systems that Drive Our Community" from 5-6:30 p.m., Wed., Dec. 8, in Clark Dining Hall in the Student Alumni Union.

Johnson, the 1993-94 College of Continuing Education Frederick H. Minett Professor, and Augustine, the 1992-93 Minett Professor, will speak about their experiences as two successful men who have negotiated their careers through the educational, business, and political communities. The talk is sponsored by CCE and the Division of Student Affairs in collaboration with the Black Awareness Coordinating Committee and the African-American Leaders Council. A reception will be held in Fireside Lounge following the presentation.

## Campus Connections Appreciation Day

It's that time of year again... time for Campus Connections' annual Student/Faculty/Staff Appreciation Day. From 8:30 a.m.-8:30 p.m., Thurs., Dec. 9, the store will offer a 10 percent discount (in addition to the faculty/staff discount) on all purchases except computer hardware and software, photo equipment, textbooks, and Institute purchases when an RIT ID is presented at time of purchase. Free popcorn will be offered from noon-2 p.m. If you're a kid at heart, have your picture taken with Santa from 11 a.m.-2 p.m. Families are welcome. The store will also hold drawings for door prizes throughout the day—no purchase necessary.

Store director John Roman says, "We first held this event in 1985 to express our appreciation to the RIT community. It was so well received that we've been doing it every year since then."

## Last Call to Compete In College Bowl!

The answer is: "A tournament resembling 'Jeopardy!' that will take place from 11 a.m.-6 p.m., Sat., Dec. 11, in Ingle Auditorium, and offer prizes." The question: "What is the third annual RIT College Bowl?" The quick-recall competition of knowledge, open to all full-time RIT students, will include topic categories such as science, history, literature, geography, religion, current events, social sciences, the arts, and popular culture, as well as multicultural questions.

Students will compete in four-member teams, with one member acting as coach. Registration will run until the competition date or until 12 teams sign up; forms are available at the College Activities Board office, room A402 in the Student Alumni Union; the registration fee is \$10. Prizes for the top three teams in this "Varsity Sport of the Mind" include gift certificates, tickets to on-campus events, and possibly a trip to the regional championships. For more information, call -2509 or -5761.

## Art Explores 'Inner Politics'

Five contemporary artists' works in environmental sculpture, organic collage, and painting media star in the Dec. 10-Jan. 19 Bevier Gallery exhibit "Inner Politics." The artists—Mari Oshima, Stephen Aljian, Carole Spelic, Elizabeth Knowles, and Hester Simpson—describe their work as personal and political: everything from a spiritual quest for perfection to a disturbance of the spirit. Call the gallery at -2646 for exhibit hours.

# NTID Convenes, Presents Honors

By Beth Pessin

As NTID marked its 25-year anniversary, faculty and staff members gathered in a two-day convocation Nov. 11-12 to recognize RIT's service to deaf students through NTID as well as share ideas and works-in-progress, reflect upon the past, build upon the present, and gain glimpses of the future.

Keynote speaker was U.S. Sen. Tom Harkin (D-Iowa), who discussed his role in the 1991 passage of the Americans with Disabilities Act (ADA) and its implication for deaf people.

"In the past, no matter how hard young deaf people worked, they faced tremendous obstacles in life because of their disability," said Harkin, whose older brother, Frank, is deaf. "Many young people were almost afraid to dream. I recognize and applaud NTID for all it has done in the past and for its continued commitment to assisting people who are deaf to achieve their dreams."

The convocation also included myriad workshops on such topics as diversity at NTID, use of video technology, representation of interpreters in the media, perspectives of deaf minority students, and NTID students returning as faculty. In addition, several individuals were recognized for their contributions and accomplishments.

Dr. Mervin Garretson, well-known educator, scholar, and author, received an honorary doctor of humane letters for devoting 45 years to the education of and service to people who are deaf.

Dr. T. Alan Hurwitz, associate dean for student affairs, and Peter Reeb, audiovisual technician in NTID's Instructional Television and Media Services Department, both received the National Advisory

Group's Outstanding Service Award. Hurwitz was recognized for his contributions to interpreting services and his leadership with organizations for deaf people. Reeb was recognized for providing extensive technical audiovisual support to students, faculty, and staff members, and special events, such as the 1990 International Congress on Education of the Deaf and the National Symposium: Educational Applications of Technology for Deaf Students in 1992.

Dr. William Castle, NTID director and vice president for Government Relations for RIT, and Dr. D. Robert Frisina, direc-

tor of the International Center for Hearing and Speech Research and first director of NTID, received RIT Presidential Medallions for their early and continued efforts to establish NTID as an international model for technical education for deaf students.

"Some 25 years ago, when NTID was being implemented, many said, 'Deaf people can't. Deaf people won't. Deaf people don't. It won't work,'" Dean James DeCaro said during closing ceremonies. "Today, it has worked. Deaf people can. Deaf people have. Deaf people will continue to. NTID has not betrayed the trust of the American people."



**CLIMBING THE WALLS**... No, these students weren't photographed while studying for end-of-quarter exams. They were trying out the new climbing wall in the Red Barn built by the Outdoor Experiential Education program. The wall, available for use by novices and experts alike, can be used from 7-9 p.m., Mondays, Wednesdays, and Fridays.



A Discovery Channel film crew hailing from Australia spent five days at RIT last month taping "mad professor" Doug Winton, College of Continuing Education physics instructor, and Bob Johnston, acting director of the Center for Imaging Science, and Rob Gayvert, Research Corporation scientist, at their computer work with the Dead Sea Scrolls. The Cary Library supplied the "right setting" for narrative on the scrolls segment (shown). The stories will run Down Under early in the new year and later in the U.S.; News & Events will print the air dates as available.

## Publications, Broadcasters Feature RIT Projects, People

RIT has appeared in a number of national publications and broadcast outlets this past month.

- *The Wall Street Journal*—The new imaging project with the RIT Research Corp. and the U.S. Census Bureau appeared on the front page, and the *Journal* also included comments from Andrew DuBrin, College of Business, on managing your career.
- *Forbes*—Thomas Hopkins, College of Liberal Arts, was included in a story on government regulations.
- *The Chronicle of Higher Education* visited campus last month and published a major story in its Nov. 17 issue featuring Archie Provan, College of Imaging Arts and Sciences, and the

Goudy International Center for Font Technology and Aesthetics.

- The CBS Radio Network interviewed Riad Ajami, Business, on international marketing. National Public Radio used comments from Frank Romano, Imaging Arts and Sciences, on the new Xerox film, and The Discovery Channel visited campus.
- CNN and radio and TV stations in New York City, Philadelphia, Pittsburgh, and Chicago broadcast a story on RIT being on the "studious side," or bottom, of a list of the nation's top party schools featured in a magazine.

## NTID Programs Win Award

The Accreditation Board for Engineering and Technology, a federation of 27 professional engineering technical societies that represents more than 1.8 million engineers, recently presented NTID's associate degree programs in architectural technology, civil technology, electromechanical technology, and industrial drafting technology with one of two 1993 Awards for Educational Innovation. NTID was selected from a field of 164 programs at 53 educational institutions.

"This award, instituted in 1990, recognizes creative, innovative programs that enhance the education available to students in engineering, engineering technology, and related areas," says Albert T. Kersich, ABET president. "NTID's programs provide innovative top-quality education tailored to the specific needs of its deaf students."

"Our faculty members are pleased that the innovations they have worked so hard to implement are being recognized by such a prestigious award," says James Jensen, chairperson of NTID's Department of Construction Technologies. "Along with ABET accreditation, this award for innovation assures deaf engineering technologies students that they can be proud and confident of the education they receive from NTID." Dr. James DeCaro, dean, accepted the award on NTID's behalf at ABET's annual meeting in New Orleans Nov. 4.



# Trustees: Key to Institute Mission

They're called RIT trustees—but some see them as names without faces. They're individuals who have responsibility for RIT—but what responsibility? President Simone says, "They are the most dedicated, involved group of trustees I've ever seen."

The fact is, the RIT trustees represent a broad spectrum of constituencies ranging from business and industry to civic and community leadership. One factor that distinguishes RIT's board is a history of individuals whose family service stretches back to the founding of RIT in 1829 as the Rochester Athenaeum.

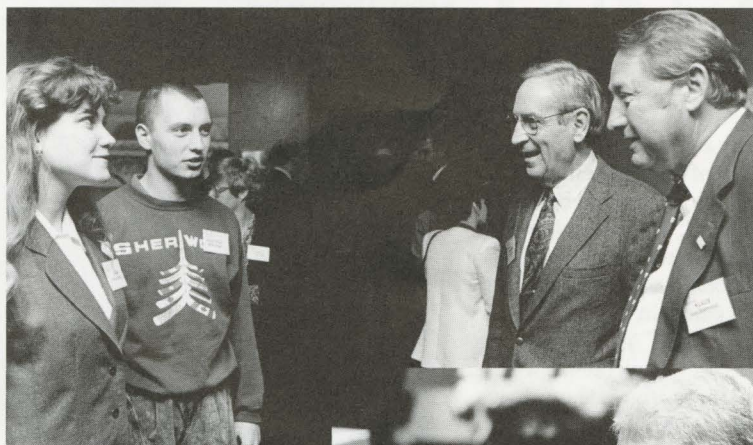
RIT's trustees are legally responsible for both the program effectiveness and fiscal health of the university. Much of the board's work occurs in its 15 committees. Most trustees serve on one of the "core committees," which are concerned with education, finance, institutional development, and student life.

As volunteers, RIT trustees dedicate time, expertise, financial resources, and personal and business contacts in a variety of ways that advance the university.

"We become trustees because we believe in RIT and its mission," says chairman Colby Chandler. "While we have legal responsibility for the university's contractual obligations and fiscal policies, we become involved because we want to help shape the direction of RIT through advice and counsel. The satisfaction of this volunteer effort is knowing we make a substantive contribution to the vitality of the Institute."

The board is considered fairly large (43 members). Actual participation is enhanced because its 27 emeriti and three honorary trustees are encouraged to continue active roles in board affairs. Eleven trustees are graduates of RIT who are highly successful in their career fields.

The administration and board members recommend individuals for membership consideration based on long-range needs



Above: Exchange students Julia Velikina and Rostyslav Boutchko of Ukraine talk with trustees Theodore J. Altier (second from right), and Klaus Gueldenpfennig, MA '77. Right: Richard H. Eisenhart (left), and Bruce B. Bates (center), chairmen emeriti, and William B. Hale, honorary board member, at a computer lab demonstration led by Dr. Terry Dennis in the new IBM computer lab in the College of Business.



of RIT. The full board then votes on recommendations from a nominating committee.

The entire Board of Trustees meets three times a year. Meeting topics typically range from a president's report and academic and non-academic program presentations to discussion sessions on issues central to RIT's future. A trustee executive committee meets monthly. In addition, in-

dividual trustees also volunteer to serve on an array of university-wide committees named by Simone.

"The investment by trustees makes a lasting difference to our students and RIT's impact on business, industry, and society," Simone said. "At the same time, we want RIT's outstanding reputation to provide great satisfaction for our trustees."

## DEATHS

A memorial service will be held Dec. 18 for Margaret W. Davis, wife of retired longtime RIT vice president Alfred L. Davis. She died Nov. 21.

An active member of the RIT Women's Council, Margaret Davis was also a member of the Twelve Corners Presbyterian Church and the Century Club.

The service in her memory will be held at 2 p.m., Sat., Dec. 18, in the Kilian J. and Caroline F. Schmitt Interfaith Center.

All members of the RIT community are invited to attend.

Friends may contribute in her memory to the Horton Child Care Center. According to Horton director Anne Hoenig, Margaret and Al Davis had been active supporters of the center for more than a decade. The "Margaret Tree" was planted approximately eight years ago, in her honor, to provide shade for the playground. They were frequent visitors and donors to scholarships and a special endowment established by Margaret Davis.

## Trustees Give Green Light To Continue CIMS

The RIT Board of Trustees, at its November meeting, authorized President Simone to proceed with negotiations, design, and construction of a new Center for Integrated Manufacturing Studies (CIMS) facility and CIMS programs. Trustees also stated that Institute funds should not be used for construction, equipment, and other improvements for the facility.

A ground-breaking ceremony for CIMS was held in September. Gov. Cuomo was among the guests.

President Simone told trustees that CIMS "has the potential to be a signature program at RIT. We have experience in the technologies to be the best in advancing manufacturing.

"Industry's destiny is RIT's destiny," Simone added. "Through good and bad times, industry can count on RIT's partnership."

Last month, President Clinton approved another \$5 million appropriation for the facility. Federal, state, and industrial support now totals \$32.55 million.

## Board Re-elects Officers, Names Chairmen

Officers re-elected at last week's Board of Trustees meeting were Colby H. Chandler, chair; Alfred M. Hallenbeck, vice chair and chair of the Executive Committee; William A. Whiteside Jr., vice chair; Harris H. Rutsitzky, treasurer and chair, Finance Committee; and Gary J. Lindsay, secretary. Also renamed were Kent Damon, honorary chair, and Lucius R. Gordon, honorary vice chair.

Chairpersons elected for 1993-94 committees were Bruce B. Bates, chair emeritus and chair, Nominating Committee; Joseph C. Briggs, Finance Committee; William A. Buckingham, Endowment Committee; Thomas Curley, Alumni Relations Committee; Mrs. James C. Duffus, Awards, Honors and Memorials Committee; James S. Gleason, Education Committee; Thomas F. Judson Jr., Student Life Committee; Robert J. Kohler Jr., Government Relations Committee; Lawrence J. Matteson, Strategic Planning Committee; Nathan J. Robfogel, Institutional Development Committee; John J. Wehle Jr., Audit Committee; and Thomas C. Wilmot, Buildings and Grounds Committee. Named to the honorary and emeritus boards were Theodore J. Altier; Burton S. August; Richard H. Eisenhart, chair emeritus; Thomas H. Gosnell, chair emeritus; William B. Hale; Alexander D. Hargrave; Frank M. Hutchins, chair emeritus; and Ernest I. Reveal.

## Photo School Sponsors Exhibit

The School of Photographic Arts and Sciences brings work to the SPAS gallery next month that defies conventional portrayals of women. Linn Underhill's shutter empowers her subjects in "Claiming the Gaze," open Dec. 3-20. The show, featuring photos of real women on their own terms (no foundation makeup, designer labels, or smiles required) is on exhibit Mon.-Thurs., 10 a.m.-9 p.m., and Fri.-Sat., 10 a.m.-5 p.m., in the school's gallery on the third floor of the Gannett Building. The exhibit is free and open to the public.

Underhill, a visiting assistant professor at Colgate University's art and art history department, taught photography courses at Syracuse, Rutgers, and Cornell universities and RIT. Her work has appeared in more than 30 exhibitions since 1980. She also served as a panelist for the Eclect-O-Matic Performance Festival and the National Endowment for the Arts Visual Artists' Fellowship Program.

## Crafts Sale Offers the Unique

For that one-of-a-kind gift—silver-wrought earrings, flowing silk scarves, intricately crafted wood boxes, sparkling blown-glass ornaments—holiday shoppers must visit the School for American Crafts student sale, from 9 a.m.-5 p.m., Dec. 9-11, in the Student Alumni Union. The array of craft creations offers interesting, affordable gifts. Prices, based on student experience, materials, and time invested, typically range from \$10 to \$50. Many students rely on the sale to defray expenses throughout the school year.

A special series of floral-theme glass vessels will sell for more than \$100. The vibrantly colored glass pieces required two students to sync the hot glass assembly and to "blow" parts simultaneously.

## CCE/TPD Hosts State Quality Meeting

The College of Continuing Education's Training and Professional Development division hosted more than 60 business leaders from across the state at City Center Nov. 4. The group shared Total Quality Management ideas and techniques, learned about new TQM strategies, and discovered how quality concepts can be applied to non-profit and service organizations as well as manufacturing companies.

The leaders, clients of RIT's Energizing Quality training and implementation program, are part of the Energizing Quality Network, an extension of the program. "TPD is committed to supporting our clients long after the actual training sessions end," said Raymond Santirocco, executive director. "This network meeting gives TQM users an opportunity to talk about their successes and challenges with their peers. That's especially helpful to leaders who head organizations in industries that are just now adopting quality concepts, such as non-profits, service companies, and government agencies."



**HONORING OUR ACHIEVEMENTS . . .** United Way of Greater Rochester President Joe Calabrese (far right) presents a certificate of appreciation for RIT's efforts in the 1993 United Way fund-raising campaign to President Simone during a reception to honor RIT's highest donors Nov. 8 at Liberty Hill. Also pictured with Calabrese and Simone are Cindee Gray, RIT campaign coordinator, and Jan Reich, Steering Committee chair.



## PERSPECTIVES: Diversity Is Not a Budget Issue

The following article was written at the request of Dr. Isaac L. Jordan, chair of the Commission for Promoting Pluralism. It was written by Marie Giardino, chair of the Communications and Campus Conflicts Task Force of the Commission and by Sheronda Robinson, a student employee in the Office of Special Services.

What do you do with a problem that doesn't seem to have a clear resolution? How do you deal with circumstances that are very complex, but are often treated as though they are simple? How do you take the broad spectrum of people that exists in our learning environment and turn it on to an idea that is absolutely essential? The answer to all three questions is a resounding "We don't know," because, if we did, more would be happening to support diversity.

Are we among those who think that racism and other forms of oppression have disappeared? If so, we fall into a common trap that serves to reinforce the very wrongs we are trying to eradicate. Equal opportunity, in its broadest sense, does not yet exist for individuals from several different minority groups. These are neglected ideals toward which we must continually strive with the understanding that our efforts must be directed to a continual process of change and not to a problem to be solved. If we are to prepare our students for their careers and for leadership in the next century, we must prepare them to live and to work in a world that is increasingly diverse. If our students are to be competitive in the global community, their education must expand their outlook, broaden their perspectives, and reduce the misconceptions about people who are different (Woolbright, 1989). To be truly educated must include the capacity to work effectively in diverse contexts and with a variety of people.

It is not only that accepting diversity is the right thing to do, but also that it speaks to a question of survival. Our students will not survive unless they are able to deal with a shrinking world and its increasing demands on our daily existence. There are constant challenges to accepting the differences among us. An important point to remember is that diversity already exists. We don't have to foster or to create it; we must learn to embrace it and deal with it more effectively. It becomes a conscious decision to have an openness to the world and to the people around us. From a pragmatic perspective, we need to respond to the increasing demands around us; otherwise, we risk weakening our position in the world. For example, until we find ways

to place a priority on educating a much higher proportion of minority citizens, America's economic future will be severely jeopardized. There simply won't be enough well-educated people to fill the work force (National Task Force For Minority Achievement in Higher Education, 1990).

Where do we begin to recognize what our unique challenges are, and how do we begin to respond to them? A critical question is whether or not we can put our hearts and minds into a process for change. An even bigger question is: Do we know the types of change we want to achieve, and are we willing to do what is necessary to achieve those changes? Diversity truly goes beyond the budget issue of whether or not we can afford what we want to do. We must be ready to put our resources behind our vision for what can be. The only way this can happen is if we develop a community around the diversity that already exists. There must be dialogue among all members of our institution about what the vision should be so that what develops is a shared experience. Once we can open our hearts to this vision, we have the seeds for our community. Differences must not be ignored. We need to learn that to stand on common ground, we must first understand and learn to respect what all members bring. One group should not have to acquiesce to another. In a diverse community, room is made to see these differences as strengths. Most importantly, to develop this common ground and this mutual appreciation is a shared responsibility.

What now? Our institution has a prime opportunity through our strategic planning process. As we create our vision for the future, we want to insure that achieving community, where our diverse members are respected and acknowledged, is a priority. We need to make a conscious decision about how we will make room for the variety of individuals who exist in our world. In many ways, we don't have a choice if we want to continue to be seen as an outstanding educational institution. The shrinking global community is making demands on all of us. We will either respond or we will be left behind. There are two main choices: we can work to foster a vital, vibrant community where learning is a shared experience, or we can choose a slow demise. It's more than an invitation. It's an imperative and it is a choice. We will be cheating ourselves and our students if we don't make the choice to "do the right thing."

resources as program manager for recruiting and university development. She became manager of that department in 1989 and spearheaded worldwide college recruiting activities for the corporation.

While recruiting worldwide for GE, Sansone found "RIT was always at the top of the list for recruiting graduates. Students from RIT came prepared with the skills and maturity to be immediately helpful. When I moved to Rochester Telephone and I had the opportunity to join the RIT board, I didn't hesitate. I'm pleased to have the chance to be helpful to one of America's great universities."



**FAMED JAPANESE SWORDMAKER VISITS . . .** Ken-ichi Ishikawa (left), dean of academic affairs at Kanazawa Institute of Technology, Japan, spoke and presented a video on the ancient art of Japanese sword making for the Nov. 15 Presidential Colloquium. Professor Lewis Barksdale (right) of KIT assisted and gave the English translation of Ishikawa's lecture.

## Superintendent Speaks at Series



Manuel Rivera

Manuel Rivera, superintendent of the Rochester City School District, was a featured guest at President Simone's Liberty Hill Breakfast Series Nov. 16. The series brings together various segments of the RIT and Rochester community to share information and network.

Rivera explained that one of the greatest challenges is to have young people believe in themselves and in adults. "Children need a vision for the future to succeed. The challenge is to create support services to meet the needs of young people. The priority is to create an environment to advance education and provide leadership for the future."

In addition to presenting remarks, Rivera answered a variety of questions. He said he was pleased with the progress toward teacher accountability and the measuring of student outcomes, and also praised RIT's leadership, which he said was enhancing partnerships with the Rochester schools.

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## Trustee. . .

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responsible for corporate-wide human resources policy and programs, coordination of the corporation's quality programs, and for facilities, procurement, corporate communications, and safety and security.

She holds a bachelor of science degree from the College of New Rochelle and a master's degree in industrial/organizational psychology from the University of New Haven.

Before joining Rochester Telephone, Sansone worked for GE Information Services Company beginning in 1982 and held positions in management training, compensation, component human resources, and staffing. In 1987 she became manager of staffing and career development for the corporate audit staff, and in 1988 joined corporate human



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