

## Student Affairs Plans User Friendliness

By Laura Mikols

Students will find programs and services more accessible and visible this fall under a restructuring plan created by Linda Kuk, vice president for Student Affairs.

Her plan addresses three significant challenges in Student Affairs: use of limited resources, the decision-making structure, and communication. "The staff works hard and the services are high quality, but communication and collaboration aren't where they should be," says Kuk.

With the new structure, Kuk seeks to avoid overspecialization and to coordinate programs in a way that saves resources. Under the plan, as currently envisioned, staff members develop mutual expertise so that more than one person can address highly specialized issues, allowing for more effective and expanded student services.

Kuk feels the present hierarchical structure—a 23-person administrative team—tends to isolate her from ongoing feedback on daily operations. Creating an active decision-making body by streamlining the reporting chain is a priority in her new plan.

"I want to reduce the bureaucracy," she says. "I want a flatter organization so staff communicate directly with directors, and directors communicate directly with me."

Keeping sight of the Student Affairs Division mission—providing high-quality programs and services to foster an intellectually rich, culturally diverse, and

socially responsible collegiate experience—Kuk proposed a two-dimensional restructure of the division.

First, the proposed vertical reorganization consolidates departments into 10 centers:

- **Campus Life**, directed by Helene Manglaris: campus activities, student organizations, campus-life policies, student leadership development, Student Alumni Union, and other campus programming facilities
- **Campus Ministries**, directed by Rev. James Sauers: religious and spiritual programs and services
- **Counseling Center**, directed by Harry Merryman: personal and career counseling, psychological services, and consultation with the RIT community on these areas
- **Learning Development Center**, directed by Irene Payne: learning skill instruction and academic support for students, and consultation to the RIT community on issues related to academic performance, assessment, skill development, and student retention
- **Physical Education, Recreation, and Intramurals**, directed by Fred Bleiler: physical education curriculum, intramural and club sport activities, physical fitness programs and services, and administration of campus facilities used for these activities
- **Intercollegiate Athletics**, directed by Lou Spiotti

• **Residence Life**, directed by John Weas: residence halls and apartment complexes, and educational and developmental programs related to the residence life experience

• **Student Health**, directed by Cassandra Jordan: clinical care services, health education, student ambulance service, and consultation with the RIT community on general health and wellness issues

• **Student Support, Community Integration, and Transition**, directed by Barbara Letvin: services for student transitional needs and integration into the RIT community—including new students, ethnic students, international students, and adult learners—in addition to general campus issues of student persistence throughout college. It educates the RIT community on topics such as diversity, inclusion, and global awareness.

• **Special Educational Programs**, consisting of stand-alone programs providing special services for specific student populations. These units include HEOP, directed by Linda Meyer; English Language Center, directed by Rhona Genzel; Special Services, directed by Marie Giardino; and Horton Child Care Center, directed by Anne Hoenig. These directors report to one of the associate vice presidents.

The proposed second dimension, a horizontal reorganization, creates cross-functional networks or work teams, pulling together experts from the 10 centers to address broad issues holistically. These networks may include the Major Campus Events and Calendar Coordination Network, the Alcohol and Drug Education Network, or the New Student Experience Network. Some networks will be ongoing; others will be developed for a specific issue and lifespan.

The networks will be coordinated by team leaders chosen from any level within the staff according to qualifications. "This creates opportunities for staff to expand professional responsibilities and share their expertise across unit boundaries," says Kuk. Team leaders will report to one of the associate vice presidents.

H. Preston Herring and Elaine Spaul continue as associate vice presidents, with broadening duties. Kuk will also have three assistants: Michael Ehi Ayewoh for research and development, Stan McKenzie for judicial affairs, and Kathy Routly for benefits and personnel.

At this stage in the reorganization Kuk has asked directors to set the structure of the center based on needs; identify roles and goals in each position within the center; develop networks; and develop an assessment model to measure goals.

"At this point," she says, "we've laid the foundation and we're ready to build."

## B'STRONG Conference Theme Hinges on Power

Learn by positive, strong example. Carefully observe successful people in the field. Seek a mentor who can help navigate the swift waters of corporate life. Great advice for college students? Absolutely, but actively doing those things is the name of the game, say coordinators of B'STRONG's third "From Power to Power" conference, April 15-16, at RIT.

"From Power to Power: A Conference for Women of African Descent" presents 28 successful black women professionals as speakers, and 16 seminars on topics ranging from careers in business, law, communications, and engineering to mastering the graduate school maze. Local renowned professionals on the roster include Judge Teresa Johnson, Carolyn McZinc (Xerox Corp.), Mary Frances Winters (The Winters Group), Delores Jackson Radney (Memorial Art Gallery), Linda Dumas (Rochester Community Savings Bank), and Maxine Childress-Brown. Other speakers hail from Lockheed IMS, Digital Equipment Company, Cornell University, and the *Ithaca Journal*.

The two-day event includes a keynote address by Evette Beckett, general manager of Avon, Inc.; dance, musical, and poetry presentations; a vendor gallery; African dance lessons; and an African dinner. Conference goers can also attend a speech by Rev. Jesse Jackson, sponsored by Student Government, at 8 p.m., Fri., April 15.

"The conferences revolve around the theme of black women's power throughout time," says Michelle Taylor, B'STRONG's adviser and key conference coordinator. Founded by a former RIT

student, Joy Houck, now studying for a Ph.D., B'STRONG—Black Sisters Together Reaching Out for New Goals—exists for black undergraduate and professional women.

Prior conferences have "booked out," notes Taylor, drawing hundreds of students from eastern and central U.S. universities. Advance registration fees for students are \$30 and for all others \$55, due by April 4. For a brochure listing each seminar and activity, or to register, call Taylor at -5505.



**SERVING STUDENTS . . .** Nicholas Thireos (above), director of the Biomedical Computing Department, and communication professor Pat Scanlon (right photo, left) participate in Faculty at Your Service, a program in which faculty and staff serve up student meals at Shumway Dining Commons.



### Take Your Pride For a Ride!

Judy Pratt, MBA program coordinator, was the first person to order an RIT custom license plate. Hers will be #100. Orders can be placed by calling 1-800-364-PLATES and using a MasterCard or Visa or by filling out an application at the Alumni Relations Office.

## Compensation Changes Proposed

RIT's Compensation Advisory Committee has submitted revised recommendations to proposed changes in retiree and active employee health care benefits.

Based on input from faculty and staff, the original draft proposal made in January was modified to recommend that:

- The age, points, and service requirements for retirement be left unchanged for all employees hired prior to July 1, 1994;
- For employees hired prior to that date and retiring beginning July 1, 1996, premium sharing be eliminated for retirees age 50-55. Employees retiring at age 50 would be offered participation in RIT's group health insurance plan and pay the complete cost until age 55, when RIT would pay the same share for retirees as for active employees;
- For all employees hired July 1, 1994, and after, the minimum age for retirement benefits be changed to age 55;
- Prescription drug coverage be added to the age 65-and-older benefits of one of the current HMO plans;
- RIT increase its current premium share of active employee health insurance from the average 55 percent of family health plans to 60 percent, and from the average 75 percent of single health plans to 80 percent.

The committee will submit its final recommendations on retiree health care benefits—along with recommendations for improving other fringe benefits and salaries—in mid-April. A copy of its first report is available in Note 3.0 in the Faculty conference and in Note 15.0 in the Staff Council conference in VAX Notes.

## Alumni Colloquium To Feature Curley

Student Government and the Office of Alumni Relations feature Tom Curley, president and publisher of *USA Today*, in the Distinguished Alumni Colloquia Series, 5:30-7 p.m., Mon., March 14, in room 1125 of the Carlson Center for Imaging Science.

Curley will present "The Changing Global Media." Peter Dobrivitz, news director for Greater Rochester Cablevision station WGRC-9, and Dave Neumann, chairperson of the Professional and Technical Communication Department, will respond to Curley's presentation.

A graduate of the College of Business, Curley is one of four original researchers who eventually created *USA Today*. He became president of the newspaper in 1986 and was named publisher in 1991. Under his direction, the paper's circulation grew to over two million, the nation's largest.

Interpreting services are available upon request.

## Liberty Hill Breakfast Topics

Liberty Hill Breakfast Series 1994 topics to be covered in upcoming weeks include:

- "Non-Profits: Who Needs It?" by Jennifer Leonard, president and executive director, Rochester Area Foundation, March 31
- "Dead Sea Scrolls: Looking Back into the Future" by Dr. Robert Johnston, interim director of the Center for Imaging Science and assistant to the president for International Affairs, April 7
- "CIMS Revisited" by Dr. Paul Hauler, director of strategic relations at CIMS, April 14
- "Ups and Downs in Higher Education" by John Neter, professor emeritus, University of Minnesota, April 21.

If you are interested in attending a breakfast session, contact Barry Culhane, Student Ombudsman, at -7200. The Liberty Hill Breakfast Series 1994 receives support from RIT's Army and Air Force ROTC detachments, Campus Safety, Catering Services, and the Office of the President.

## Painter Lectures, Exhibits at City Center

Paul Russotto, abstract expressionist painter, will lecture and show slides of his work from 2-4 p.m., Thurs., March 17, in room 3130 (the auditorium) of RIT's City Center, 50 W. Main St. His visit is sponsored by the School of Art and Design, and free to the public.

## Free Shows From Sunshine Too

Sunshine Too, RIT's touring theatre company of three deaf and three hearing actors (recently featured on the "CBS Sunday Morning" program with Charles Kuralt), will perform two free shows at 8 p.m., Fri., March 11, and 2:30 p.m., Sat., March 12, in the Panara Theatre. On Friday night, the group's variety show will be featured. Faculty and staff members, students, and members of the Rochester community are invited. Seating is on a first-come, first-served basis. The Saturday afternoon presentation will feature a show for school-aged children.

All NTID performing arts presentations are accessible to both deaf and hearing audience members. For more information, call -6254 (V/TTY).

# Students Design Sit-Ski Trainer

By Laura Mikols

The Olympic Winter Games may be over, but the Paralympics Winter Games for physically disabled athletes have just begun. Qualifying for the U.S. Ski Team only two months after his first "sit-skiing" race, Bob Balk approached the Mechanical Engineering Department for help. Four students responded, designing an off-season cross-country ski trainer for Balk, who soon realized obtaining ski equipment was as great a challenge as qualifying.

Monica Marrocco, Stephen Meissner, and James Regelsberger, mechanical engineering students, proposed the design to meet the requirements of their Senior Design Project course. They enlisted the aid of Anita Casale, an industrial design student in the College of Imaging Arts and Sciences.

In developing their design, the team sought to remove the obstacles Balk faced in preparing for the races in Lillehammer. Balk trained in a standard sports wheelchair, which bears little resemblance to the competition ski-sled. The wheelchair tipped easily when Balk attempted to steer and became unstable at speeds of 30-40 miles per hour, creating a safety hazard.

Focusing on quality of training and safety, the team designed a land training vehicle simulating the mobility, handling, and structural specifications of a ski-sled. "We're going to get [Balk] in the same position he will be in when he competes," said Regelsberger.

The standard wheelchair limited Balk's training benefits to building overall physi-



This ski-trainer, designed by Anita Casale, Stephen Meissner, Monica Marrocco, and James Regelsberger, will be presented to Bob Balk, a Paralympics sit-skiier, in May.

cal endurance. Offering greater efficiency, the new design develops specific muscle groups used in competition. The team customized the trainer to Balk's physical dimensions. "Now Bob's arms will be pushing the same way with the trainer as with the sled," said Regelsberger.

With a standard wheelchair, training was costly. Balk's long ski poles, costing \$90 a pair, regularly caught in the spokes of his wheelchair and broke. The team designed the frame of the trainer to match the span of Balk's shoulders, and positioned it to prevent the wheels from chewing up ski poles.

Incorporating greater safety measures, the team added bike caliper brakes and a front-wheel steering mechanism. A variable resistance device allows Balk to monitor the ease or difficulty of the workout. "Bob was involved in every phase of the design process," said Marrocco.

The student team budgeted the trainer at under \$500. Because of the labor-intensive process of design and the individualized nature of the apparatus, the team estimates costs would ordinarily have run about \$3,000.

The project, now in the assembly stage, spans a 20-week time frame (two academic quarters). The trainer will be presented to Balk in mid-May, as he begins off-season training workouts.

## Mayor: Make Government Efficient

In his role as the new mayor of Rochester, William Johnson sees himself as "a political scientist on sabbatical." His recent speech at Ingle Auditorium, "Rebuilding Community," indicates Johnson certainly isn't a typical career politician. In fact, he says he's limiting himself to two terms in office and won't seek re-election if he doesn't feel progress is being made toward achieving his objectives.

The objectives Johnson has set—all geared toward making government more efficient throughout Monroe County—appear to be nothing short of a complete shake-up of the status quo. As examples of what he said are flaws in the current system, Johnson pointed out that there are 659.3 square miles in the county, with a government entity dedicated to each 1.14 square miles. Put another way, \$3,200 in government money is spent per person countywide. Johnson said that solutions to social and budget problems must involve everyone's commitment and participation.

"People are all for cutting government spending, just not the parts that affect them personally," he said. "To continue to provide services we need to restructure and consolidate our present system rather than simply raise sales or property taxes."

Johnson suggested using public schools as sites of community-based services—such as opening the pools after class hours to Boys' and Girls' Clubs—and taking more county police out of supervisory roles at jails and putting them back on the streets as ways to make more efficient use of taxpayer money.

Johnson's speech was presented by the Commission for Promoting Pluralism.



Missy Keast and Andy Vasnich of the National Theatre of the Deaf star in Dylan Thomas's *Under Milk Wood*, March 19-20 at the Panara Theatre.

## NTID Sponsors Under Milk Wood

The National Theatre of the Deaf, a touring theater group from Chester, Conn., will present Dylan Thomas's *Under Milk Wood* at 8 p.m., Sat., March 19, and 2:30 p.m., Sun., March 20, in the Panara Theatre. The presentation, sponsored by NTID, provides a humorous keyhole peek at life in a small Welsh fishing village. David Hays, the company's founding artistic director, says the play is perfectly suited to the troupe's unique dramatic style, which blends sign language with spoken words. This performance is designed for both deaf and hearing audience members.

Tickets for *Under Milk Wood*, at \$3 for students and \$5 for others, go on sale Mon., March 14, at the NTID Box Office in the Johnson Building. The box office is open from 10 a.m.-4 p.m. weekdays. For more information, call -6254 (V/TTY).

## Photo Profs Brewing Exhibit on Coffee

Johann Sebastian Bach's *Coffee Cantata*, written around 1732, paints pictures with its notes. Visiting fine art photography professors Linda Levinson and Alex Miokovic have taken the music to heart and interpreted it in a "carnavalesque, contemporary" installation of images, exhibited March 24-April 11 in the School of Photographic Arts and Sciences photo gallery.

As it presents "Café," the gallery transforms its space into an actual café serving cappuccino and espresso. The exhibit presents a three-part "chorus of voices," says Miokovic, only in visual form, looking at "the relationship between coffee and intellectualism, capitalism, drugs, art, eroticism, the grotesque, the festival, colonialism, hierarchic barriers, prohibitions, utopian freedom, table talk, consciousness, hell, laughter, luxury, poverty, marriage, incest, weakness, taboo, the gaping mouth, the protruding eyes, sweat, trembling, suffocation, the swollen face, the harlequin's gesture," write Levinson and Miokovic in their artists' statement.

The free exhibit, open to the public, begins with a reception at 7 p.m., Thurs., March 24, where—of course—free coffee, cappuccino, and espresso will be served. Gallery hours are Mon.-Thurs., 10 a.m.-8 p.m., and Fri.-Sat., 10 a.m.-5 p.m. The SPAS Gallery is on the third floor of the Gannett Building.

## ALBANY UPDATE: Write to Increase State Support

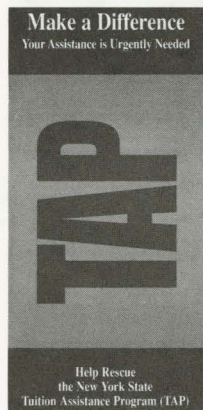
At a recent meeting of area college presidents, students, and legislators, the message was quite clear. If independent colleges and universities are to be successful in getting additional funding in the new state budget (to be approved by the legislature by March 31), they must be sure the voices of students, parents, faculty, and staff are heard in Albany.

On Feb. 18, representatives of eight independent colleges and universities in the Rochester region met with members of the state Senate and Assembly to discuss the need for increases in the Tuition Assistance Program and the Higher Education Opportunity Program. President Simone addressed the need for investing in higher education and the critical role these colleges play in the economy

of the region and of the state as a whole. Students from several campuses gave testimonials to the importance of TAP and HEOP in enabling them to achieve their college and career goals.

The area legislators, while generally sympathetic to the role and importance of higher education, also noted the keen competition for limited state resources among a wide range of state-supported services and programs.

In order to achieve the goals of increased state funding for independent college students, constituents must let legislators hear from them about the importance of these programs. Members of the RIT community can help make this a top priority for the legislature by writing their state senators and assemblymembers.



RIT faculty and staff will receive through campus mail a brochure describing the proposed increases in the Tuition Assistance Program. Additional information can be obtained from the Office of Government and Community Affairs (-5040), including the names of senators and assemblymembers for those who may not know their legislators' names.

## Polymer Research Project Devoted To Extending Satellite Life



Dr. Marvin Illingsworth (left), associate professor of chemistry, and chemistry major John Terschak work together on a polymer research project for NASA.

By Brad Rye

A billion dollars. That's the potential savings to NASA if a polymer research project conducted by Dr. Marvin Illingsworth in the College of Science attains its goal.

Half of a \$301,800 grant from NASA's Joint Venture Program (JOVE) funds Illingsworth's experiments, which, if successful, will significantly increase the life of satellites and other space vehicles. Presently, upper atmospheric atomic oxygen erodes materials used to construct satellites. NASA's charge to Illingsworth is to introduce an inorganic substance into a particular polymer that will result in a material much more resistant to atomic oxygen's harmful effects.

Illingsworth spent 10 weeks last summer initiating the research with NASA scientists at the Lewis Research Center in Cleveland.

"It's exciting to conduct this series of experiments in collaboration with the expert scientists at NASA," Illingsworth says. "Depending on the outcome of our

preliminary experiments, we could eventually be invited to submit some of our samples for testing in low-earth orbit on a space shuttle flight."

John Terschak, a third-year chemistry major working with Illingsworth since last September, will be joined by two of his peers this quarter. Terschak—who is adapting the inorganic substance so it can be bonded to the polymer—says projects like this provide RIT students with unique opportunities to enhance classroom education.

"This project gives me invaluable 'real-world' research experience," says Terschak. "It's preparing me for both graduate school and my career."

Another RIT faculty member is doing research as part of JOVE. Dr. Zoran Ninkov, an assistant professor of imaging science, is leading the study of astronomical imaging using electronic arrays. An update on Ninkov's project will appear in the next issue of *News and Events*.

RIT is one of 21 colleges selected by NASA for the three-year JOVE program.

## Staffer Takes Steps To Help Student

Judd Shore says three stairsteps taught him two things not to underestimate: the power of gravity and the compassion of RIT staff.

Shore, a fifth-year computational mathematics major, took a serious fall while walking between the second and first floors of the College of Science building. "All of a sudden I found myself on the floor, in a lot of pain," he says. "Sue Sousa spotted me hobbling up the stairs and immediately came to my aid."

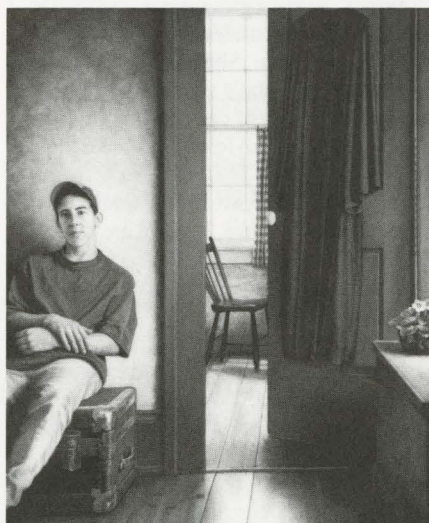
Sousa—a Mathematics Department secretary—called an ambulance, made phone calls to Shore's parents and fiancée, and sat with him while paramedics prepared to take him to Strong Memorial Hospital. "Sue went above and beyond the call of duty to help a student," says Shore. "She came to check on me at the hospital and sent e-mail messages during my convalescence at home. It's nice to know that RIT employees genuinely care about the welfare of students like me."

## Paintings on Display at NTID

An exhibit of paintings that focus on family relationships, politics, and societal controversies by Canandaigua artist Christine Henehan will be displayed through March 25 in the NTID Switzer Gallery on the second floor of the Johnson Building.

Henehan's latest work, *As American As . . .*, represents her personal frustrations with guns and violence. Another piece, *The One in Nine?*, depicts her "too close encounter" with breast cancer. "Painting is something I do to work my way through the process of understanding life," says Henehan. "I become very involved with each work. I absolutely live the painting. For me to paint an object well, I must really know it, dream it, and be able to feel it without it being here."

Henehan has participated in exhibitions at numerous locations, including the Memorial Art Gallery, Nazareth College Arts Center, and Finger Lakes Community College. The NTID Switzer Gallery is free and open to the public from 8:30 a.m.—4:30 p.m. weekdays. For more information, call -6855 (V/TTY).



Christine Henehan's *Congratulations*, on display at Switzer Gallery until March 25.

## MFA Candidates Present Works

Master of fine arts degree candidates in the School of Art and Design and the School for American Crafts present their works in three spring shows beginning March 14. Exhibit dates are: March 14–30, opening reception 7–9 p.m., March 18; April 4–20, opening reception 7–9 p.m., April 8; and April 25–May 11, opening reception 7–9 p.m., April 29. Call the Bevier Gallery for more information and hours at -2646 (-6344 TTY).

## Film Department Screens on Sundays

The Film/Video Department presents a Sunday Screening Series for the month of March, all free, at 2 p.m. in the Carlson Center auditorium.

**March 13**—films by Italian animator Bruno Bozetto, known for his irreverent wit and unique style: "An Award for Mr. Rossi" (1977), 11 minutes; "Ego" (1972), 11 minutes; "Fantabiblical" (1977), 11 minutes; "Happy Birthday" (1979), 10 minutes; "Mr. Rossi Goes Camping" (1973), 11 minutes; "Mr. Rossi in Venice" (1977), 16 minutes; "Self Service" (1975), 11 minutes; "The Swimming Pool" (1977), 7 minutes

**March 20**—*The Seduction of Mimi* (1972), directed by Lina Wertmuller, starring Giancarlo Giannini, 89 minutes

**March 27**—*Woman in the Dunes* (1964, Japanese with English subtitles), directed by Hiroshi Teshigahara, 127 minutes.

Call the Film/Video Department at -2743 for descriptions of the films.

## Phone Book Corrections

Clip and save these changes to the RIT 1994 phone directory. Corrections to listings are in bold type:

Brooks, Joyce	-2382
Jenkins, Keith	-6347
<b>Lang., Lit., Comm. KBJGPT Liberal Arts</b>	
Jones, Andrea	-5457
Lampley, Valerie	-2270
<b>Manuf. Eng. Tech. VDLMET 2167 Gleason</b>	
MacAulay, Mary	-2963 V/TTY
<b>Moszak, David Assistant Controller DRM8279 6046 Eastman</b>	-6105
Ogut, Ali	ADOEME
Rubel, Linda	-6849 V/TTY
<b>Acting Chairperson NTID Liberal Arts Support LARNGE 2242 Liberal Arts</b>	
Slutsky, Jack	Chairperson CIAS Support (formerly Vis. Comm. Support)
Vankataraman, P.	-6975 PNVEME

## CALENDAR

**March 11**—workshop: "The Hero's Journey" by Craig Bullock; part of Noon Hour Health & Wellness Series; noon-1 p.m., 1829 Room, Union

**March 11**—workshop: "Crime Prevention—Reduce Your Risk;" part of Noon Hour Health & Wellness Series; noon-1 p.m., Clark Meeting Room, Union

**Begins March 12**—Spring Quarter Children's Swim Lessons; half-hours between 10 a.m.-1:45 p.m.; Woodward Pool; fee must be paid at registration; call -5972

**March 13-April 2**—exhibit: "A Need for Structure," paintings and preliminary work by MFA candidate Allen Fowler; 7:30 a.m.-11 p.m., Mon.-Fri., 11 a.m.-11 p.m., Sat.-Sun., Wallace galleries

**March 14**—discussion: "How to Cope with PMS"; noon-1 p.m., Hale-Andrews Conference Room

**March 14**—lecture: "The Changing Global Media" by RIT alumnus and *USA Today* publisher Thomas Curley; part of Distinguished Alumni Colloquium Series; 5:30-7 p.m., 1125 Carlson

**March 15**—Graduating Student Orientation, 9-10 a.m., 3335 Eastman

**March 15**—workshop: "Portfolio Presentation"; 1-2 p.m., first-floor conference room, Bausch & Lomb

**March 15**—music: Roxanne and Mitzie; noon-1 p.m., Union lobby

**March 16**—workshop: "This, Too, Shall Pass," by Carol Ritter of Gannett Rochester Newspapers; part of Noon Hour Health & Wellness Series; noon-1 p.m., 1829 Room, Union

**March 16**—meeting: Policy Council Interim Executive Committee; 2:30 p.m.

**March 17**—conference: Arthur J. Gosnell Conference for High School Seniors in AP Economics; 8 a.m.-1 p.m.

**March 17**—meeting: General Information Session on the Executive MBA Program; noon-2 p.m., Hyatt Regency Rochester, 125 E. Main St.; advisers available for one-on-one sessions 2-6 p.m.; RSVP at -7435

**March 17**—seminar: "Interviewing Techniques"; 4-5 p.m., 3319 Eastman

**March 18**—workshop: "The Positive Voice of Pain in the Body/Mind," by Mark Sandler; part of Noon Hour Health & Wellness Series; noon-1 p.m., 1829 Room, Union

**March 18**—lecture: Clare Romano and Tim Ross; presented by Department of Fine Arts; 2:30-5 p.m., Carlson auditorium; call -2649

**March 18**—lecture: "Women Sex Workers in Thailand and HIV/AIDS" by Jackie Pollock of International Voluntary Services; sponsored by Peace & Justice Education Center, RIT Take Back the Night Organizing Committee, and Student Affairs; 7:30 p.m., Webb

**March 19**—Minority Alumni Advisory Committee Career Fair; 10 a.m.-2 p.m., Union cafeteria

**March 19**—theatre: Dylan Thomas's *Under Milk Wood*, presented by National Theatre of the Deaf; \$3 students, \$5 others; 8 p.m., Panara; call-6254

**March 21**—seminar: "Résumé Writing"; 9-10 a.m., 3287 Eastman

**March 21**—workshop: "Self-Care"; noon-1 p.m., Hale-Andrews Conference Room

**March 21**—"The Implications of Hitching a Ride on the Superhighway," part of 1994 Faculty Colloquium Series; 3-4:30 p.m., 1125 Bausch & Lomb; for interpreters call -2395

**March 23**—workshop: "Spring Straw Broom" craft-making session; pay \$5 supply fee to Dawn House, 1200 Gannett, by March 14; noon-1 p.m., Clark Meeting Room A, Union

**March 23**—Graduating Student Orientation; 4-5 p.m., 3287 Eastman

**March 24**—lecture: "Gambaru: The Legacy of Japanese Americans in U.S. Concentration Camps," by Ikura Loveridge-Sanbonmatsu; part of Gannett Lecture Series; 7:30-10 p.m.; includes reception; Webb

**March 24**—"wRITing Day"; day-long faculty symposium on writing issues; 9 a.m.-4 p.m., Clark Meeting Room, Union

**March 24**—workshop: "Portfolio Presentation"; 4-5 p.m., first-floor conference room, Bausch & Lomb

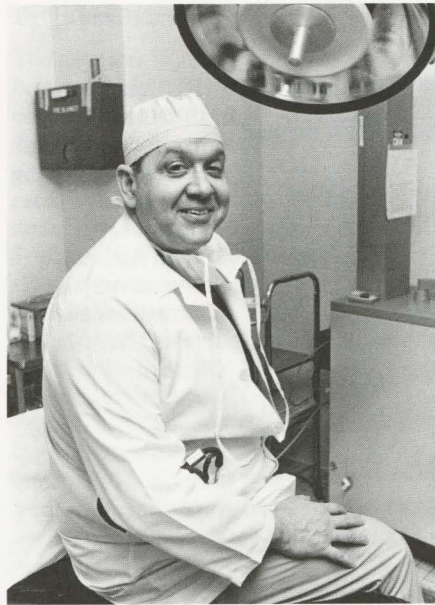
**March 24**—meeting: Staff Council; 2-4 p.m., 1829 Room, Union

## Summer Quarter Phone Registration

Call -6717.

Dates	Year Level
March 21-April 29	6
March 22-April 29	4, 5
March 25-April 29	3
April 1-29	2
April 8-29	1, 0

# EMBA: Just What Doctor Ordered



The Executive MBA Program makes it possible for Rochester General Hospital chief of surgery Dr. Edward Flickinger to continue his education without interrupting his career.

The costs and complexities of American health care require doctors to think of medicine today as a business, so it shouldn't be a surprise that the chief of surgery at Rochester General Hospital is studying statistics, Total Quality Management, and other business principles in the College of Business's Executive MBA Program.

He doesn't call himself a pioneer, but Dr. Edward Flickinger certainly is at the forefront of a movement by doctors and health-care practitioners to cut the time spent administrating and increase the time spent helping patients.

Learning more about business will help him do that, he says.

Flickinger is a physician who wants to remain a doctor, not become an administrator. "I look at myself as a caring and concerned physician," Flickinger says. "That's what I was trained to do."

He's a surgeon at Rochester General, but as chief he oversees a department of 100 surgeons, surgical residents, and medical students; he's responsible for the hospital's surgical services; and he works with hospital administrators. It's the administrating that's the most time-consuming.

"I want to get better at administration so I can spend more time being a physician," says Flickinger. As one of a class of 23 professionals in the Executive MBA Program, Flickinger shares management and business ideas with executives from Xerox Corp., IBM, and other area firms.

He takes classes Fridays and Saturdays twice a month—scheduling that makes the MBA a possibility for him—covering a variety of disciplines, including accounting, organizational behavior, and a host of business concepts and experiences.

But business principles aren't necessarily a stretch for doctors. "As physicians, we're total quality practitioners," says Flickinger. Helping and ministering to the needs of patients—medicine's customers—has always been a doctor's primary mission, he says.

The Executive MBA program will host a General Information Session on Thurs., March 17, from noon-2 p.m. at the Hyatt Regency Rochester, 125 East Main St. Advisers will be available from 2-6 p.m. for one-on-one sessions. To register, call -7435.

## Do You Know This Face?



By Sarah Breithaupt

For adult students returning to college or attending for the first time, the experience can be exciting, and even frightening—that is, until they talk with a College of Continuing Education adviser who's been there.

Everyone on CCE's Student Services advising team has been or is an adult student, and its manager, Bette Anne Winston, fits the profile of some adult students. She's a single parent who "stopped out" for 10 years and returned to work and to college, studying alongside her son and daughter. "I know what it's like," she says. "I see adults coming in with the fears I had. When they graduate, I also share their joy of academic success."

Winston's background is as richly varied as that of the students who come through her office. She has her feet in both camps at RIT—she's an administrator and also an instructor of courses helping students "learn how to learn . . . I have the best of all worlds. I can see things from the support, administrative, faculty, and student point of view. It gives me the whole picture."

Winston's point of view has changed since the 1960s when she worked for the New York State Department of Labor, counseling unemployed youth in an office in Midtown Plaza. "We were young and liberal, and Job Corps and the Manpower Training Act were brand new." Though her clients are older now, the job gave her a grounding in career counseling and diagnostic testing.

Winston earned a master's degree from CCE in career and human resource development two years ago—a personal achievement of which she's proud and an important asset to her job.

Fourteen years ago, she began her RIT career in the Registrar's Office, doing everything from taking ID photos to hand-tallying registrations. That, too, built a foundation for what she's doing today. "You can't separate career development from the life you're living. Everything you've learned gets tied back in somehow."



SIMONE DOWN, BUT NOT OUT . . . Student Simone Down recently challenged President Simone (sitting on the ice) to a broomball game after his team defeated an Office of Enrollment and Management Services team in January. After a scoreless battle, the president's team remains unscored upon. Simone said, "I accepted the challenge with the anticipation of an opportunity to claim one more victim."

*News & Events* is produced biweekly by RIT Communications; Jack F. Smith, vice president. Please send comments to *News & Events*, Communications, Eastman Building. **Editor:** Trudi Marrapodi **Designer:** Pam King **Contributing writers:** Sarah Breithaupt, Roger Dykes, Neil Fagenbaum, Laurie Maynard, Bill McKee, Laura J. Mikols, Brad Rye, Bonnie Travaglini, NTID Marketing Communications **Typesetter:** Sarah Southgate



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