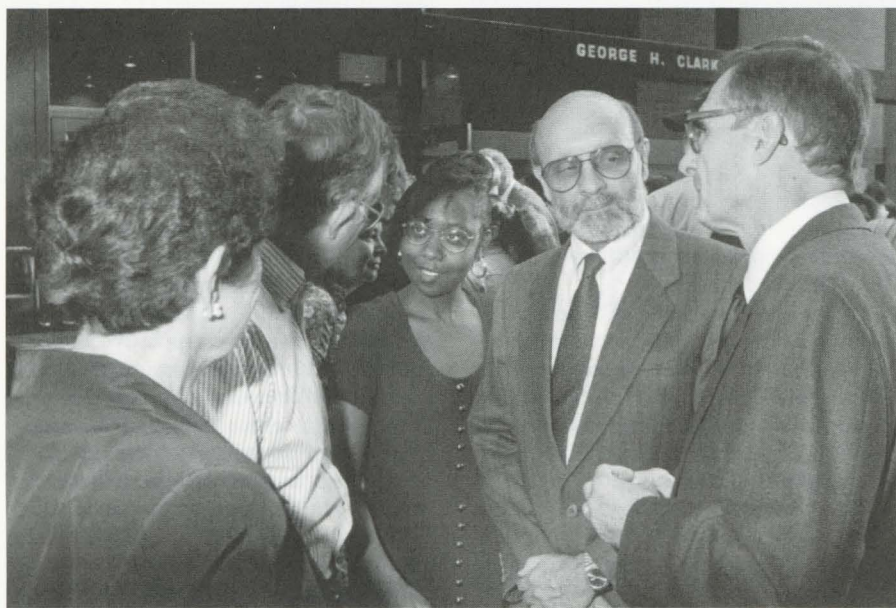


## President Simone Presents Challenges, Priorities



President Simone chats with Faculty Council Chair Bruce Oliver and Student Government President Rhoshawndra Carnes before the start of the annual Community Address.

With unabashed enthusiasm, President Simone shared his vision of RIT and its future in higher education during his annual community address Sept. 5. More than 700 people attended the official opening of the new academic year.

"Now more than ever, I feel genuinely privileged to serve RIT," said Simone. "It's an honor to be the president at a university where faculty and staff are anchored by their commitment to make RIT the very best in higher education. Your combined efforts bring RIT's vision to life."

Advancing RIT's distinctive mission—to lead higher education in preparing students for successful career development over their lifetimes—depends on meeting the many obstacles and challenges that will emerge throughout the university's life, said Simone.

"I realize these are not easy times," he said. "Yet we must be willing to face each issue in a spirit of teamwork. We'll develop the effective solutions that give us, the RIT family, the best hope for the future."

Simone profiled the issues he believed

would most deeply affect the RIT community. He assured that managed attrition is achieving the intended goals of replacing under 20 percent of open positions.

"We are close to reaching the target \$6.8 million in personnel savings for the 1995-96 academic year," said Simone. "Because of managed attrition, we're able to fund one of the largest salary increases in higher education and expand and initiate several strategic programs."

Simone announced that the deans have appointed the faculty to lead college Academic Program Review committees; they will identify indicators of academic program quality and centrality. As a group, they will assess financial viability and marketability.

"The goal is to shape our program portfolio so that it is consistent with our vision," said Simone. The target date for completion is January 1996.

The vice presidents will initiate administrative reviews of their divisions, to be completed by July 1996. Together with the vice presidents and objective outsiders, Simone says he will be looking for activities that can be eliminated, replaced, combined or performed in parallel.

And the Board of Trustees have not at all distanced themselves from this process of evaluation, Simone added. With outside counsel, it has just concluded a demanding self-assessment, setting guidelines for evaluation, feedback and improvement.

A campus-wide Middle States Association self-study, already under way by RIT's accrediting group, will review the university based on its ability to meet the Strategic Plan's goals and objectives.

"It will take a vigorous spirit of cooperation and collaboration if we are to advance beyond being a university in transition," said Simone.

But even amid the change, RIT forges ahead on new staff and faculty development initiatives, crucial to its vision of the future—such as designing a technological infrastructure to enhance all programs.

"The Center for Digital Media is a fine example," said Simone. "Born out of the colleges of Imaging Arts and Sciences and Applied Science and Technology, the center will teach our faculty how to use digital media technology to increase their teaching effectiveness."

Simone announced several new Student Affairs initiatives, including

- transforming Shumway Dining Commons into a multi-purpose eatery, enter-

## Campus Leaders Look Ahead to the Future

### Stanley McKenzie

The official opening of the academic year, the president's Community Address, was preceded by remarks from a number of campus leaders (see following summaries). Stanley McKenzie, interim provost and vice president for Academic Affairs, moderated the proceedings.

"Welcome to what promises to be another challenging and eventful year in RIT's history as we embark on a systematic review of every program at the Institute," McKenzie said.

McKenzie commented on the first Commencement Convocation held on this campus the evening before the college graduation ceremonies last May. A video with highlights of the event was shown. He introduced the various speakers, as well as those who are assuming major new responsibilities for 1995-96.

### Alfreda Brooks

The start of the new academic year finds the country in a period of social and cultural transition, marked by frank discussions of topics such as affirmative action, income disparities and crime rates. Helping members of the RIT community adjust and adapt to these external factors, as well as to internal changes that are shaping the Institute, is what the Commission for Promoting Pluralism is all about. (See p. 4 for a list of commission members.)

"We carry a message of hope in the midst of change," says Alfreda Brooks, chair of the commission. "Our challenge is to continue to enhance the respect, acceptance and appreciation for cultural differences in all aspects of the university environment so that common objectives can be fully realized."

In asking for the support of the entire RIT community, Brooks outlined several initiatives that the commission will be working on during the coming months. Among those she cited were the beginning of a funding campaign for the Isaac L. Jordan Fund, which will provide scholarships for students and develop program activities with Rochester public libraries; the Martin Luther King Celebration in January; and the second Conference on Racism in April.

"Let us work together to make pluralism a reality for at least this small corner of the world," Brooks told the audience. "Becoming partners with you, pluralism can become a reality on our campus."

### Bruce Oliver

Implementing an academic governance structure that creates an academic senate tops a busy Faculty Council agenda for the 1995-96 academic year, according to chair Bruce Oliver. The academic senate would be responsible for recommendations on academic matters and align RIT's governance structure with the faculty's responsibilities.

"Faculty Council requested that the president and interim provost appoint a committee, including representation of all governance groups," Oliver says. "They accepted the request and the committee is at work."

Other priorities for Faculty Council include deliberating the Faculty Evaluation and Development Proposal, with an emphasis on faculty development and reinforcing existing evaluation procedures, and taking an active role in the implementation of the Strategic Plan's academic program review.

"The agenda items we are working on all can be gathered under the umbrella of enhancing efficiency," Oliver says. "We must ensure that this drive for efficiency doesn't steer the academy away from its most fundamental missions—the search for truth and wisdom, and the continual transfer of knowledge."

### Cliff Dickinson

Ready for his second year as RIT Staff Council chair, Cliff Dickinson, master locksmith in Physical Plant, shared the past year's accomplishments and the challenges ahead.

RSC presented two major task force reports and recommendations to the president and administration. "RSC's task force child care report, survey results and documentation will be invaluable in any future decisions to expand services," says Dickinson.

RSC's training task force worked closely with the Personnel Department to present

a report on RIT's training and professional opportunities. The report identified training opportunities available and recommended a course of action so that all members of the RIT community have the opportunity to achieve their potential.

RSC will continue to work with the Personnel Department as it revamps RIT's compensation structure and administration.

"The last year has been a challenging one," says Dickinson. "This year promises to be equally challenging as RSC continues to serve on the Agenda for Action Committee and helps articulate RIT's future." Fall will bring academic and administrative program reviews and Middle States accreditation preparations; the AAC will resolve many interim positions.

"All this and managed attrition to boot," says Dickinson. "We're approaching a time of rapid change at RIT. By working together RIT will continue to be a dynamic force both responding to and driving growth internally and in the greater Rochester community."

### Rhoshawndra Carnes

Today's youth confront many deeply complex and life-threatening issues, says Student Government president Rhoshawndra Carnes. "It makes me proud to be a member of Generation X," she says, "with the courage, dedication and ambition to catalyze positive changes not only at RIT, but in the world."

SG's job, says Carnes, is making sure the RIT motto "You're our #1 priority" prevails. But student concerns about managed attrition inspired a new SG motto—"We're making sure you don't get lost behind the dollar sign."

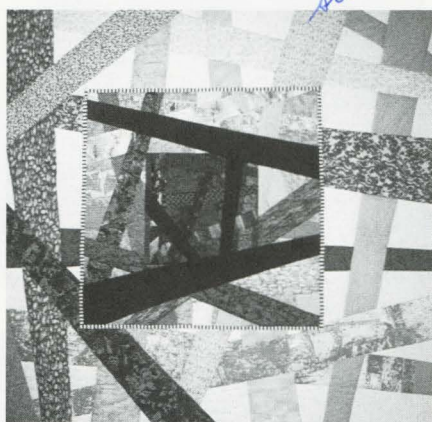
"I truly hope managed attrition works for RIT in the long run," says Carnes. "But when a position is lost to managed attrition, students are the ones that feel the loss—especially if the valuable service they need is no longer available."

Other issues on Carnes' agenda for the year include increasing student spirit, understanding annual tuition increases, improving computer facilities' hours and improving student relationships with administration, faculty and staff.

*continued on page 6*

*continued on page 5*

## Quilt Exhibition



Winter Season by Theresa Matteson Coughlan.

"The Art Quilt: Celebrating Women's Visions and Energies" international exhibition comes to the Bevier Gallery this month. See page 3 for more.



## Staffer Helps Save Baby's Life

Ray Stemmer, an 1982 RIT alumnus and his wife, Sarah, used to think all Campus Safety officers did was keep students from partying on campus. Their view radically changed when Campus Safety officer Steve DiFiore helped save their daughter's life.

On Aug. 21, Sarah was picking Ray up after his workout at the Student Life Center when their 16-month-old daughter Christine began choking on a piece of candy. While secured in her car seat, Christine had managed to get her hands on a Sweet Tart Sarah had given to their daughter Carly, 4.

Both parents, extensively certified in first aid, attempted the Heimlich maneuver several times to dislodge the candy. But it didn't work, and Christine was turning purple.

A woman passing by put in an urgent call to Campus Safety. DiFiore immediately appeared on the scene, gathered Sarah and Christine in his car, turned on his siren and sped them to Strong Memorial Hospital. He advised Sarah to stay calm and to hold her daughter's face down.

During the entire drive, DiFiore kept in contact with the Campus Safety dispatcher and asked him to call ahead to the hospital. Strong's pediatric team was waiting at the door when they arrived. The team quickly dislodged the candy; Christine is perfectly fine.

"There's just no way to express the gratitude we feel towards this man," says Sarah. "It wasn't simply a ride to the hospital it was our daughter's life that he saved." And he forever changed their perceptions of Campus Safety officers, she adds.

"I really believe what we do in Campus Safety is a team effort," says DiFiore. "I didn't do this alone. Everybody had a hand in it."

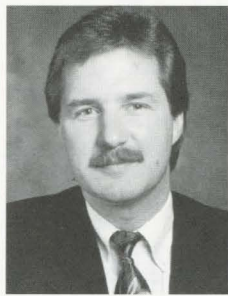
## Photo Gallery Posts Fall Schedule

A brief look at available information for the School of Photographic Arts and Sciences Gallery on the third floor of the Gannett Building offers an interesting variety of artists for fall shows:

- thesis exhibit by Wataru Okada, Sept. 7 through 13
- thesis exhibit by Deborah Reiters, Sept. 16 through 21
- digital imagery art by guest artist lecturer Ryszard Horowitz, Sept. 23 through Oct. 4
- thesis exhibit by Julie Kinzelmann, Oct. 7 through 12
- fine art photography by Patti Ambrogio, faculty, Oct. 18 through Nov. 7
- thesis exhibit by Phil Goldwhite, Nov. 10 through 15

Gallery hours are Mon. through Thurs., 10 a.m. to 8 p.m.; Fri. and Sat., 10 a.m. to 5 p.m.. Call -2772 for more information.

## Perspectives: Creating Alumni, Not Just Graduates



By Edward A. Lincoln  
Executive Director, Alumni Relations

At a gathering of directors and department heads last year, Dr. Francis Domoy, director of food, hotel and travel management in the College of Applied Science and Technology, stated that "RIT is very good at creating graduates, but not very good at creating alumni!"

Taking some license with Fran's comment, I would like to explain the difference between a graduate and an alumnus.

A graduate leaves campus willing to acknowledge that he or she has received an excellent education but possibly has little affinity for RIT. An alumnus leaves campus heralding his or her education but

with a certain element of sadness because the direct connection with RIT is ending. A graduate will reflect on experiences at RIT and appreciate the knowledge and skills gained from interaction with us but lack a sense of nostalgia. An alumnus, on the other hand, has the same level of appreciation but also desires an opportunity to stay connected and involved in the life of the campus.

Graduates and alumni alike comment that their preparation has given them a performance edge over graduates of other colleges and universities. Our strength as an institution lies in our ability to shape the skills and talents of the students who study and learn with us. That strength is derived from a talented and dedicated faculty, career-focused programs and experiential education. These factors contribute to the development of an affinity to departments and/or colleges.

On the other hand, little is done to develop an affective attachment to the collective RIT. This is not to say that we should diminish or replace the college or department attachment but simply that we need to complement that attachment with a collective RIT connection.

When I first became executive director of Alumni Relations, people told me that our alumni were angry and that the anger stemmed from the perception that the only time they heard from us was when we wanted a donation. Some interpreted this to mean that alumni do not want to support RIT. The truth is that a few *are* angry, but the majority of our alumni are simply disconnected. As an institution, we have not done enough to build and maintain a relationship with them.

Our alumni are a tremendous resource for us. They can and do support RIT in many ways. Last year, approximately 200 alumni participated in the admissions process; dozens of alumni volunteered to participate in a graphic design career advisory network; several alumni volunteered to assist the Freshman Seminar program and act as alumni mentors. In addition, last year nearly 7,500 alumni made a donation to the Annual Fund.

The fact is we have supportive and enthusiastic alumni. We simply need to do a better job of creating more of them, maintaining a relationship with them and keeping them connected to the campus. Newsletters, programs and activities and World Wide Web home pages keep them connected, but using alumni to assist us in carrying out our educational mission will keep them engaged in the life of RIT.

Creating alumni begins with the initial contact with RIT as a prospective student and is a long-term process. Students are with us for several years and will have countless interactions with the collective RIT. Each interaction is a "moment of truth" in creating alumni, and these interactions determine the type of affinity that a person will have for RIT. As with a house of cards, it doesn't take much for that relationship to crumble.

We can create alumni by demonstrating to students and alumni that RIT is committed to a lifelong relationship of mutual support. Our primary means of supporting alumni is to sustain the lifelong value of their degrees by providing opportunities for them to keep their knowledge and skills current. At the same time we must demonstrate that we value and actively seek alumni involvement, feedback and support in all its forms.

Creating alumni comes from taking pride in RIT and in displaying an attitude of caring, compassion and commitment toward students and one another. This may be difficult as we go through the wrenching processes of reorganization, reallocation and downsizing, but we cannot allow our short-term challenges to let us forget the long-term benefits of a strong alumni attachment to RIT.

## Development Announces Strategies To Enhance Fund-Raising Efforts

RIT's Development Division has developed new strategies that should advance the university's future fund-raising effectiveness. Based on close collaboration with RIT's eight colleges, Development will, as one strategy, focus appeals around the natural interests of graduates—colleges and specific programs.

"The strategies for our total development program will be based on programs that will ensure long-term effectiveness," said Phil Mazzara, vice president for Development and Government Relations. "In addition to our external focus, it's clear that students, faculty and staff need to be educated about the tradition, need and importance of philanthropic support to the success of RIT."

Under a new structure, major gift donor prospects will be either assigned to individual colleges or become university prospects. This is part of a new Moves Management program that will move prospective donors through a cultivation process to a willingness to support one or more RIT or college fund-raising objectives.

In addition to reestablishing a major gifts program, the RIT Annual Fund will be revamped to include both mail and Telefund activities. RIT's appeal to alumni to date has centered exclusively around the annual Telefund project. A new devel-

opment/alumni database package is being sought to enhance overall productivity.

In a meeting last week with RIT's trustees, Mazzara spelled out goals for this year. Completion of the College of Science campaign is seen as a top priority, along with the Moves Management program, reestablishment of the major gifts program and rebuilding the Annual Fund. Additional Gleason Building renovation funding also will be a goal, along with continuing the National Technical Institute for the Deaf campaign.

Development also plans to establish a planned giving society, implement a charitable gift annuity program, establish uniform guidelines for named endowments and seek additional funding for CIMS labs. The College of Business development program will be rebuilt, and an increased effort will be made to secure additional government funding support.

The division's specific fund-raising objective will be to exceed \$11.5 million in gift revenue this year.

## CIMS Alliance to Provide Industry With Access to Federal Resources

By Bill McKee

RIT's Center for Integrated Manufacturing Studies has reached agreement with the U.S. Department of Energy's Oak Ridge Centers for Manufacturing Technology. According to Judith Gustinis, director of CIMS, RIT will serve as a conduit for small manufacturing facilities around the country to reach and use the resources of the federal government available through the Oak Ridge center in Tennessee.

As the original center for U.S. nuclear weapons development efforts, Oak Ridge became synonymous with extremely precise measurement expertise. Gustinis says, "RIT will be a conduit to extend the availability of those precision measurement techniques to industry manufacturing to extremely high tolerances."

In addition, RIT's manufacturing center provides a logical northeastern focus that extends Oak Ridge's southeastern regional activities. Gustinis says CIMS will be able to assist Oak Ridge in providing its services, which link the Department of

Energy through technical assistance agreements, cooperative research and development agreements, licensing and educational participant agreements.

Created to assist small- and medium-sized companies in enhancing manufacturing competitiveness, the Center for Integrated Manufacturing Studies will provide manufacturing bays for testing and training in such areas as imaging, electronics, printing and publishing, mechatronics and advanced materials. The bays will allow companies to design and manufacture products and develop alternative manufacturing methods on prototype assembly lines.

In addition, 20 laboratories will be staffed and managed by the colleges of Applied Science and Technology, Engineering and Business.

Construction of the \$22 million, 157,000-square-foot facility is currently under way and scheduled for completion next July.



**TEEN ARTISTS AT WORK** . . . Summer brings out the best in young artists from Rochester's School of the Arts, even on sweltering dog-day afternoons. RIT's Visual Arts Experience drew more than 40 teens—whose work can be seen Sept. 19 to Oct. 3 at their school—to study painting, computer graphics, drawing, metalcrafts, ceramics or glass. Hard at work in a metals class (left to right): Felix Holmes, instructor and sculptural jewelry artist Robin Yates, Lisa Tandle, Denis Lepel and Larisa Shelysheva.



# RIT Forms Alliance with Industrial Management Council to Offer Training to Business and Industry

RIT and the Industrial Management Council have formed the Alliance for Training to offer the broadest array of specialized training programs found anywhere in the nation. The cooperative venture merges what each organization already provides separately and will produce jointly developed new offerings, allowing RIT and IMC to provide "one-stop shopping" for business and industry's training needs.

"This unique alliance is another example of how RIT partners with industry and the public sector," said President Simone in announcing the partnership at a press conference held Aug. 18. "We're proud to be able to maximize resources to advance the productivity of the community through joint training initiatives both nationally and internationally."

IMC offers more than 125 courses a year to 340 member companies and the community focusing on supervisor training and the areas of health, safety, environment, TQM, human resources and customized training. In partnership, IMC's offerings will complement RIT's niche in high technology, business and management, engineering and manufacturing, graphics and imaging, and customized educational and training programs onsite and at RIT.

"We're pleased to team up with an institution like RIT that has such an outstanding reputation in training," says Art Aspengren, IMC president. "Combining talent and resources, we will offer industry a large array of cost-effective training programs to significantly affect individual and company productivity. I am not aware of a business/university alliance like this in the nation."

RIT's Training and Professional Development Division also serves as an educational broker, pulling together the educational resources of the entire university in developing specialized programs for business and industry. RIT annually offers 437 training programs to 6,000 people regionally, nationally and internationally. Training is offered in Turkey and Canada, and seminar participants travel to RIT from around the world.

## 1996 College Guides Tell High Schoolers RIT Is Place to Be

The 1996 college guide books are on bookstore shelves around the country and are telling high school seniors that RIT is the place to be. The following are excerpts:

**The Fiske Guide to Colleges**—"If you want to spend four years at a mellow liberal arts college 'finding yourself,' don't go to Rochester Institute of Technology. This is a fast-paced, high-tech school for go-getters who already know where they want to be. After rigorous training, more than 90 percent of RIT graduates go into the job market, with a significant boost from the school's cooperative education program."

**The Princeton Review: The Best 309 Colleges**—"Looking for a demanding arts and technology school, one that has valuable relationships with major industries, state-of-the-art facilities, and an intense (but not cutthroat) student body? Rochester Institute of Technology just might be the place. . . . The school is very prestigious and graduates are in demand."

**Peterson's Competitive Colleges: Top Colleges for Top Students**—"Respected internationally as a leader in career-oriented education, RIT has been setting an innovative pace since 1829."

**Education for the Earth—The College Guide for Careers in the Environment**—The guide includes RIT's environmental management, civil engineering technology and packaging science programs and says, "Graduates of the program(s) are sought by a wide range of employers in a variety of positions."



Signing a letter of agreement to form the Alliance for Training are (left to right) Interim Dean of the College of Continuing Education Raymond Santirocco, President Simone and Industrial Management Council President Art Aspengren.

"We're competing in a world arena," said Simone. "We're establishing ourselves as an international resource."

The partnership enables each organization access to a wider pool of potential business and industrial accounts. Companies, in turn, will find a broader array of training available to them, from introductory to advanced. "No two programs will be alike," said Aspengren. "Each will be tailored to the company's individual needs."

All RIT colleges and their faculties participate in developing and presenting programs. In addition, RIT, like IMC, utilizes

external experts. Independently, RIT and IMC are the two largest non-profit training organizations in upstate New York.

"While we don't overlap in what we offer, it is logical to mesh what we offer in the best interest of upstate New York," says Dr. Raymond Santirocco, interim dean of the College of Continuing Education.

For more information and to receive a catalog of programs, call the RIT/IMC Alliance for Training: Barbara Cutrona at 475-6600, or Lynn Barber at 482-1263, ext. 208.

## Liberty Hill Kicks Off Breakfast Series

President Simone's 1995-96 Liberty Hill Breakfast Series kicks off with a presentation by Dr. Graham Mitchell, deputy undersecretary of technology for the U.S. Commerce Dept. The Sept. 13 event is by invitation and begins the third year of the program.

Mitchell is responsible for increasing the role of technology in enhancing economic wellbeing and competitiveness in the U.S. He is the author of more than 20 papers and articles and has served as director of planning and forecasting for GTE Laboratories.

This year's series will include 25 presentations during the academic year. Each begins at the Simones' home at 7:15 a.m.

## Library Orientation Set for Sept. 11-15

The library orientation program for fall takes place from Sept. 11-15 from 9 a.m. to 4 p.m. Included in the program are door prizes, classes, tours and Infonet overview sessions. VAX accounts will be created upon request. The information desk will have a staff member available to answer questions.

A detailed list of tour and class times is available on the World Wide Web page <http://wally.rit.edu> and at Wallace Library.

## International Art Quilt Show Celebrates Women

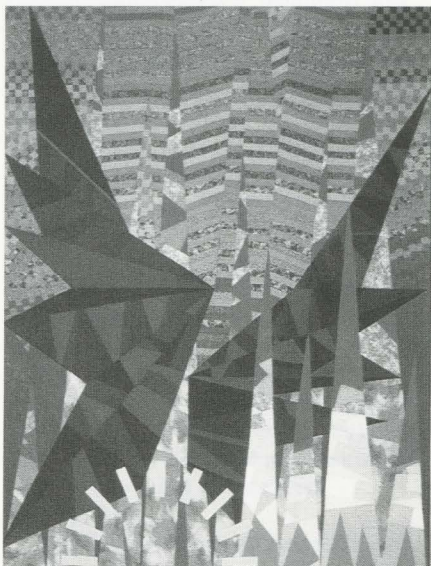
By Laurie Maynard

The quilt, a craft of pioneer women that has given birth to its own traditions and lore, has become an art form. Always an expression of the work-worn hands that made it, the quilt of yore has spun off a counterpart: the contemporary art quilt, created purely for art, in abstract to figurative motifs, some bearing beads, metallic threads, found objects, metal or paper, all built upon traditional pieced layers of stitched cloth.

This type of art well marks the 75th anniversary of women's suffrage. With that in mind, the Art Quilt Committee for the national 95/75 year-long celebration brings an international juried art quilt exhibition to the Bevier Gallery from Sept. 9 through 27.

"The Art Quilt: Celebrating Women's Visions and Energies" presents 32 contemporary art quilts (chosen out of 348 submissions from as far away as Africa to as nearby as Holley) and two invitational quilts. Renowned fiber artist Elizabeth A. Busch from Bangor, Maine, blind-juried the show, sponsored by General Railway Signal Corporation.

Timed for the 1995 Annual Galleries Week openings in the Rochester area, the public reception is set for 6 to 8 p.m., Fri., Sept. 15, in the gallery of the Booth Building.



Demons I: The Fall by Natalie Wargin

ing. Gallery hours are Mon. through Fri., 9 a.m. to 4:30 p.m.; Mon. through Thurs., 7 to 9 p.m.; Sat., 1 to 4:30 p.m.; and Sun., 2 to 4:30 p.m. For more information, call -7680 or -2646.

Judges will choose winners for best of show, Susan B. Anthony Award of Excellence, most powerful visual expression, juror's choice, technical merit award and right-to-vote prize. Prize sponsors are (in order given above) GRS, the art quilt show directors (Sharon Buzard, Joan Parker and Carolyn Maruggi), RIT, Gianniny Associates, Fisons Corporation and a shared sponsorship by Citibank and Wesley-On-East.

## Show Opens New Bevier Season

From art quilts honoring women's visions to the annual "100 Show" from the American Center for Design to the "Clay, Industry and Technology" National Council on Education for the Ceramic Arts exhibition—the 1995-96 season at Bevier Gallery explodes with variety and talent.

Following the art quilt show, the art Faculty Exhibition opens Oct. 6 with a 6 to 9 p.m. public reception. A strong range of media by full- and part-time RIT faculty in the schools of Art and Design and American Crafts will fill the gallery—from industrial design pieces to paintings to metal sculpture to woodworking. The exhibit closes Nov. 1.

The gallery next opens the photography Faculty Exhibition with a 7 to 9 p.m. reception on Fri., Nov. 10, presenting work by 25 faculty members from the applied, biomedical, film/video, fine arts, and technical imaging departments in the School of Photographic Arts and Sciences. From electronic to video to traditional imaging, the show will include fine art, photojournalism and biomedical photography. It closes Dec. 20.

Dates of remaining exhibits:

- **Jan. 12-Feb. 7**—18th Annual "100 Show"; opening reception 7 to 9 p.m.,

RIT welcomes the 95/75 contemporary art quilt exhibition, appropriately closing the School for American Crafts' 50th anniversary. And there's a bonus: to the delight of SAC weaving and textiles professor Max Lenderman, 1994 MFA alumnus Theresa Matteson Coughlan numbers among the chosen quilt artists. "I'm so proud of her and very pleased a recent graduate of ours was selected for a major exhibit like this," he says, noting he will conduct a tour of the weaving/textiles facilities at 9 a.m. on Sat., Sept. 9, followed at 9:30 a.m. with a walking tour of the exhibit and slide lecture by fibers artist Elizabeth Busch.

Fri., Jan. 12; sponsored by the American Center for Design to recognize significant and emerging trends in communication design

- **Feb. 23-March 26**—"Triaxial Blend: Clay, Industry and Technology," 1996 NCECA Exhibition; opening reception 2 to 4 p.m., Wed., March 20; sponsored by the National Council on Education for the Ceramic Arts at its 30th annual conference, March 20-23 in Rochester; highlighting studio and industry work by 20 ceramic artists
- **April 1-10**—Graduate Thesis Exhibition; opening 7 to 9 p.m., Fri., April 5
- **April 15-24**—Graduate Thesis Exhibition; opening 7 to 9 p.m., Fri., April 19
- **April 29-May 8**—Graduate Thesis Exhibition; opening 7 to 9 p.m., Fri., May 3
- **May 25-TBA**—Undergraduate Honors Exhibition; best art students' work; through the summer.

Regular gallery hours are 9 a.m. to 4:30 p.m., Mon. through Fri.; 7 to 9 p.m., Mon. through Thurs.; 1 to 4:30 p.m., Sat.; and 2 to 4:30 p.m., Sun., with no weekend or evening hours during summer and RIT breaks. Call the gallery at -7680 or -2646 for exhibit hours during holiday breaks.



## United Way Golf Set for Sept. 18

Warm up for the Ryder Cup at RIT's eighth annual United Way Golf Tournament, Mon., Sept. 18. Spend the day playing golf at Shadow Lake Golf and Racquet Club to support the 1996 RIT Employee United Way campaign. Participants should be prepared for the 12:30 p.m. shotgun start.

The \$60 entry fee covers greens fees, golf cart, beverages on the course, a buffet dinner at 6 p.m., awards and door prizes. All proceeds benefit the United Way of Greater Rochester. For more information call -4987.

## Correction

In an article on the new Lawyers Co-operative Publishing scholarship for information technology students in the last edition of *News & Events*, the first recipient of the award was misidentified. Craig Prosser, a third-year student, is the actual recipient.

## Serving Students With Disabilities Focus of Japan Visit

Speaking invitations abroad don't come easily, especially now that video teleconferencing and the Internet transcend geographic boundaries. But Keio University in Tokyo wanted David Watson, a counselor in the Special Services Office, to share "in the flesh" RIT's success in accommodating students with disabilities.

What's so special about RIT's Special Services? "The university recognizes that it takes doing things a little differently to provide appropriate support for students with disabilities," says director Marie Giardino. "RIT makes that commitment."

"Doing things a little differently" might mean simply giving a learning disabled student extended time to take a test or improving accessibility to the Eastman Building entrance (as Physical Plant did last year).

"It really takes collaboration to form an interconnected network of support that permeates a campus," says Giardino. "RIT's success stems from the underlying belief that there's room for everyone here."

Dave Watson, who serves on the board of directors of the Association on Higher Education and Disabilities, an international organization, spent July 22-30 at Keio University. He presented "Serving Students with Disabilities" to faculty and administrators, outlining strategies and concrete examples, and met with Keio students to discuss improving campus accessibility.

"Japan is about to experience the birth of its own disability rights movement," says Watson, "similar to the one the United States experienced in the 1970s."

## City Center Schedules Main Gallery Exhibits

As calendars start to fill, save time to check out exhibits at RIT's City Center at 50 West Main St. in downtown Rochester, where painting majors use the seventh floor as studio space. The area includes a small new computer lab. A brief look at the center's Main Gallery 1995-96 shows:

- Prints and drawings by Denise Heischman, faculty; reception 5 to 9 p.m., Fri., Sept. 15; through Oct. 2
- Fine art faculty show by 10 RIT artists; reception 5 to 9 p.m., Fri., Oct. 14; Oct. 12 through Nov. 11
- Paintings and drawings by Paul Garland; reception 5 to 9 p.m., Fri., Dec. 2; Nov. 26 through Jan. 5

## Galapagos Expedition Explores Roots of Biology

By Brad Rye

Charles Darwin declared that the Galapagos Islands were the source of all his ideas about evolution. In the spirit of that legendary scientist credited with developing the theory of natural selection, Bob Rothman, associate professor of biology, leads a group of inquisitive and adventurous RIT students and staff to the fabled islands each spring.

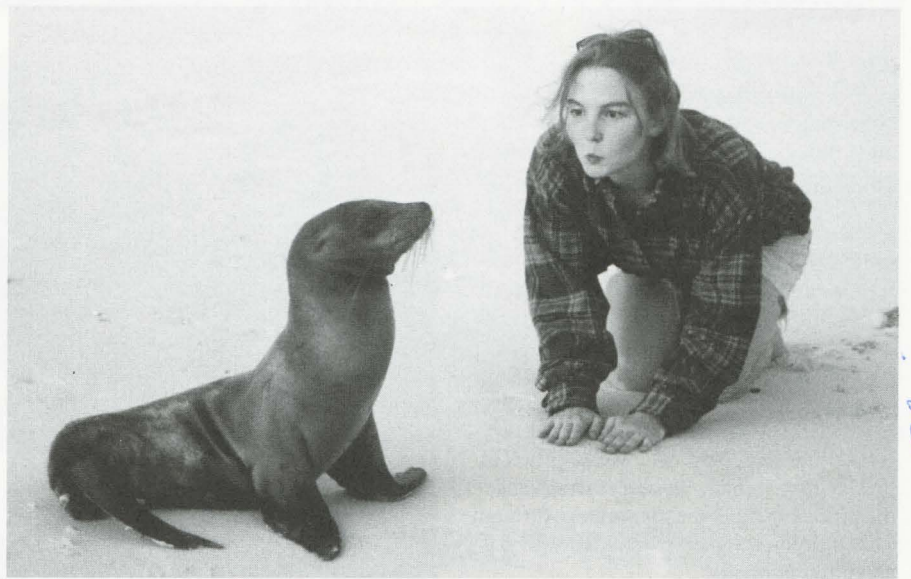
"Visiting the Galapagos is probably the most incredible nature experience a person could ever have," Rothman says. "For the biology student the trip is an opportunity to go back to the roots of biology, observing living organisms in their natural environment. For the nonbiologist, it's an opportunity to experience the natural world in an intimate and personal way."

During the annual 11-day expedition, participants live on a boat that takes them to six of the 11 islands. Activities at "Darwin's Laboratory of Evolution" include watching exotic birds and reptiles, making friends with giant tortoises, exploring a lava cave and snorkeling with sea lions and penguins.

"The wildlife that we saw was unbelievable," says Ken Rosenthal, a fourth-year biology major who went on the most recent excursion. "The trip, though, was more than a unique opportunity to go out in the field and observe; it was a once-in-a-lifetime experience."

Planning is under way for next year's visit, scheduled for May 27 through June 6, and is open to all RIT students, staff and alumni. Up to four credits can be earned for the interdisciplinary field course, which is limited to 11 participants. An informational meeting and slide show will be held at 1 p.m., Tues., Sept. 19, in room 1174 of the College of Science. Slides from last year's trip will be displayed in showcases in the Student Alumni Union through Oct. 23.

For more information about the Galapagos Islands trip, call Rothman at -5215 or send e-mail to RHRSBI@rit.edu.



Tracy Kress, a fourth-year biotechnology major, gets an up-close look at a sea lion during last spring's visit to the Galapagos Islands.

## Art Schools Welcome New Associate Director

Linda Hightower, formerly head of the art department at Mississippi State University, joined RIT Aug. 1 as associate director of the schools of Art and Design and for American Crafts. Thomas Morin, director of the art schools, welcomes Hightower to RIT as "we embrace an era of exciting growth in art careers."

"Linda brings not only a rich background in the crafts, she has cutting-edge knowledge in computer animation that bridges art and technology fields," he says. At MSU, Hightower worked with the National Science Foundation Engineering Research Center for Computational Field

Simulation to develop student teams of artists, architects and engineers. Merging art with Silicon Graphics computer technology using such software as Wavefront and Softimage, she worked with faculty and students to "computer-visualize" issues like global warming as well as create innovative student animation pieces that have toured Siggraph and Super Computing conferences.

With a BA in printmaking from Columbus College in Georgia and an MFA in weaving and textiles from Georgia State University, Hightower offers equal emphasis on fine arts and the crafts. Her doctoral studies through the University of Georgia focus on art education in professional practices and education for the visual artist. Her thesis was titled "Art Career Planning."

She has headed three college art departments, founded two art galleries (one of which has grown to a \$3 million community center), applied art therapy in detox and mental evaluation units, designed and woven apparel and taught all age and economic levels. "I've taught art from early learning to geriatrics, to the affluent and to ghetto populations," she says, supporting her belief that visual analysis skills enrich everyone.

## RIT to Host New On-Line Group

As more and more Rochester companies take advantage of the business and promotional opportunities offered by the Internet and the World Wide Web, a professional organization to support on-line practitioners is being formed. The department of information technology will host the first meeting of the Rochester Internet and Web Developers Association from 6 to 8 p.m., Mon., Sept. 18, in the Carlson Auditorium.

The first meeting will be organizational, including the election of officers and the establishment of goals and committees. Anyone actively involved in the creation of Internet services and content for the commercial, educational or nonprofit sector is encouraged to join the organization. The group will meet monthly to share information and techniques and to help build a strong local WWW development organization.

A draft agenda for the Sept. 18 meeting can be found on the World Wide Web at <http://www.cs.rit.edu/~sxj>. For more information about the Rochester Internet and Web Developers Association, call Stephen Jacobs, assistant professor of information technology, at -7803 or 473-0389 or e-mail to [sxj@cs.rit.edu](mailto:sxj@cs.rit.edu).

## Pluralism Commission Lists Members

Members of the Commission for Promoting Pluralism are:

- Joan Beale, NTID Affirmative Action, 2633 Johnson
- Eric Bellmann, College of Continuing Education, 4375 City Center
- Wendy Benjamin, Personnel Office, 5008 Eastman
- Peter Boulay (ex-officio), 17 Split Rock Rd., Pittsford, NY 14534
- Eric Brumfield, Imaging Arts and Sciences, 2101 Gannett
- Richard Chu, Liberal Arts, History, 3170 Eastman
- Michelle Cometa, Telecommunications Services, Building 99
- Donna Cullen, Information Systems & Computing, A291 Ross
- Patricia Durr, NTID Student Life, 1071 Ellingson
- Eva Garrick, 176 Kimball Drive,

Rochester, NY 14623

R. Ray Gehani, College of Business, 3332 Lowenthal

Marie Giardino, Special Services, 1112 Union

Carrie Marlin, 139 Northmore Ave., Rochester, NY 14606-5623

Aristotle Ogoke, NTID Applied Computer Technology, 2321 Carey

Paul E. Petersen, College of Engineering, 2103 Gleason

Shelley Pitter, 240 Kimball Drive, Rochester, NY 14623

Marilu Raman, NTID Physics and Technical Math, 1269 Johnson

Sarah Reynolds, Wallace Library, 1445 Wallace

Theresa White, NTID Science/Engineering Support, A140 Science

Tonya Wilburn, Secretary for the Commission, 2228 Eastman



# Presentations to Trustees Offer In-Depth Look at RIT

At the summer Board of Trustees meeting, presentations were given by the deans of all eight colleges and the director of the Center for Imaging Science. It was the first time in recent years that trustees received an in-depth look at RIT's academic programs: their current status, the challenges they're facing, and a look at their future.

Here is a summary of each college presentation:

## Applied Science and Technology

Following a year of input and feedback from all departments, the College of Applied Science and Technology recently developed a five-year strategic plan. The mission, as identified in the plan, is to deliver a variety of laboratory and co-op based academic programs that prepare graduates to be competent professionals in fields of technology and service management and to adapt to changing technology and social environments throughout their lifetimes.

The plan calls for the college to achieve its mission by capitalizing on its strengths—a focus on delivering technology and service management career education in a variety of formats; innovative academic programs targeted to the emerging needs of business and industry; and a faculty heavily involved in their professions as well as their disciplines.

Applied Science and Technology is committed to maintaining strong enrollments and achieving higher productivity in the delivery of its academic programs and student services. One of the greatest challenges facing it is maintaining its vital laboratory and computing facilities, particularly in light of expenses and obsolescence, at a level that supports the college's high-quality academic programs and instruction.

## Business

The College of Business will distinguish itself nationally and internationally as the premier source of graduates fully prepared for employment by organizations committed to Total Quality and continuous improvement.

In all endeavors the college is committed to the philosophy and process of TQM.

TQM practices, principles and concepts are integral to the curriculum. The college encourages, supports and rewards research directed toward understanding, explaining and enhancing the management practices associated with TQM.

The college's goal is to supply employers with business managers and professionals that have a solid basic education and business foundation and expertise in a business discipline. In addition to preparing graduates for new careers, students are also prepared to learn over a lifetime as the needs for skills and competencies change in modern organizations both at home and abroad.

## Continuing Education

Originally RIT's exclusive unit for part-time adult students, the College of Continuing Education is smaller than it was but more diverse. Today's CCE competes aggressively against low-price competitors with new programs and new ways of delivering them and pursues new markets.

CCE responds by emphasizing unique, value-added credit and noncredit programs, distance delivery to reach a national market and new products and brokers products from other colleges as well as producing its own. The college's students are full-time and part-time, on campus and off—some earning degrees right where they work.

CCE distinguishes itself by recognizing the employer as a customer as well as the student, is customer-driven with a short response time and offers multidisciplinary products.

## Engineering

The College of Engineering's future success depends on anticipating its students' needs, addressing Institute needs for increased productivity and fostering synergistic relationships.

Engineering prepares its students to be successful contributors to their chosen profession immediately upon graduation. The college uses student and industry feedback to evaluate its success and Total Quality to improve all aspects of its program.

By creating strong, effective partnerships, Engineering has developed several new options within existing programs without adding faculty. It teamed up with the College of Business to offer a new master's program in manufacturing management and leadership. It is teaming up with the computer science department to propose a software engineering curriculum.

Amidst national declines in engineering enrollment and rapid advancing technologies, Engineering has fared well. Challenges lying ahead include improving program quality and reputation while reducing costs, working with the Career and Counseling Center to improve its advising process, maintaining a steady enrollment of qualified engineering students and integrating appropriate graduate level and applied research programs.

## Imaging Arts and Sciences

The College of Imaging Arts and Sciences may be viewed as an intersection for all programs at RIT. More than ever, the work place requires integrated skills and talent. Addressing that need, the college uniquely offers the latest technology built upon foundation aesthetics; consults with industry advisers; networks with alumni; and garners external partners' guidance in curricula evolution.

Consistent with RIT's Strategic Plan, within five years the college plans to fully integrate acknowledgement of content overlaps and similarities, eliminate program duplication and make it routine and easy for students to enroll in CIAS courses. At the same time, specialized co-ops (like running the QE2 print shop onboard) and clinical experiences (such as the new alliance with Strong Hospital for ophthalmic photography majors) grow in quality and career importance.

In full stride towards the future, the college focuses its unique blend of art and technology with initiatives like the new RIT Center for Digital Media, an example of RIT community cooperation.

## Liberal Arts

The College of Liberal Arts dedicates its efforts to grounding all RIT students in a solid base of general education that will

serve as a template for lifelong learning and growth. Its mission: to provide a humanities and social science knowledge base with related critical thinking and analytical skills, and to deliver applied social science degree programs with a career focus. With its curricular and co-curricular programs, the college will complement fully the extensive technology-based educational programs offered at the Institute.

The college will undertake a strategic curricular review and revision, expecting, by the year 2000, three new liberal arts programs in the applied social science degree portfolio. Already in conceptual stages, they are a multidisciplinary degree combining humanities and engineering; environmental studies with three foci—public policy, science and engineering technology; and a psychology degree with a choice of perception or cognition.

Through Institute-wide programs such as Senior Seminar and its community-service emphasis; interdisciplinary classwork in ethics and morality by the Ezra A. Hale Professorship in Applied Ethics; and the Gannett Lecture Series' 1995-97 environmental citizenship theme, the college focuses on graduating socially conscious thinkers prepared for career success.

## National Technical Institute for the Deaf

In the year 2000, NTID's primary mission is to provide deaf students with outstanding technical and professional education programs, complemented by an innovative arts and sciences curriculum that prepares them to live and work in the mainstream of a rapidly changing global community and enhance their lifelong learning.

In the coming years, NTID will adopt a new arts and sciences framework, which will broaden students' experience in the liberal arts, as well as several new technical programs, thus increasing students' career options. Additionally, NTID will be a leader in graduate preparation and education for teachers of deaf students at the secondary level through its Master of Science Program in Secondary Education of Students who are Deaf or Hard of Hearing.

All academic programs will continue to be fine tuned to reflect the changing technologies of business and industry and the college will continue to upgrade equipment so that students can gain experience using state-of-the-art technology.

Continuing to form and maintain strong partnerships with business and industry will remain one of the college's key objectives, along with sharing knowledge and expertise through outreach and applied research.

The number of deaf students who enroll in other colleges of RIT will continue to increase in coming years. NTID's student body will become increasingly diverse as the Institute attracts greater numbers of international and minority students.

## Science

The mission of the College of Science is to provide students with the fundamental and practical aspects of mathematics and the sciences, attuned to the dynamics of a technological world. The college's primary responsibility is to prepare students with the comprehensive education required to meet the increasing levels of expectations in both the work place and advanced programs of study.

Along with enhancing cooperative education, internship and continuing education programs, the college envisions an increased role in fostering an environment that encourages enrollment of students with diverse cultural and economic backgrounds and a means for the advancement of non-traditional students.

The College of Science plays a central and unique role because virtually all RIT students are required to take mathematics as foundation courses or as part of the Institute Mathematics and Science General Education Curriculum. In addition to complementing other RIT programs, the college strives to become a showcase for innovative curricula through the development of the Center for Excellence in Science, Mathematics and Technology.

The center will house a technological infrastructure that will enable courses to be delivered more efficiently and effectively and to free students and faculty from restrictions of time and place. Establishing the center is a major challenge facing the college over the next two years. Current plans call for construction of the 60,000-square-foot facility, an addition to the present College of Science building, to begin in early 1996.

## Center for Imaging Science

Established as a center of excellence at RIT, the Center for Imaging Science is envisioned as being the eminent international center for research and education in imaging science and systems. Housed in the 70,000-square-foot Carlson Building, the Center for Imaging Science has 15 faculty and an additional seven extended faculty from other RIT colleges.

Over the past six years, imaging faculty have generated more than \$6.2 million in research grants that have supported graduate students, postdoctoral fellows, equipment and salaries.

Undergraduate enrollments are increasing as a result of a concerted recruitment effort initiated last year and continuing this year. There are currently 23 freshmen and transfers who have paid deposits, a 70 percent increase from the previous year and a turnaround in a four-year decline in enrollments.

At the graduate level, the faculty have approved a new curriculum for the master of science in imaging science that will enable students to complete the program in one year.

## President Simone . . .

*continued from page 1*

- tainment and student center
- renovating residence halls, planned to begin in June 1996, with completion anticipated within a three-to-five year period.
- planning to move and expand RIT's current child care center, a consequence of a generous donation from one of RIT's strongest supporters
- introducing an on-line student events registration process, revised to save time and simplify organizing and managing events and facility use.

"We've just attracted the second-largest class in our history," said Simone. "But the bigger challenge lies ahead—retention. We must create a campus climate where students receive academic advising that is second to none, personalized support services, and genuine faculty interest and concern, inside and outside of the classroom."

RIT's synergistic partnerships continue to grow as the Center for Integrated Manufacturing Studies facility takes shape and the new "Alliance for Training" venture with the Industry Management Council of Rochester begins.

Simone placed great emphasis on "the great fund-raising challenge of the year,"—raising \$850,000 to complete the College of Science campaign; the successful completion of the provost search; and the settling of leadership responsibilities in remaining interim positions.

"There are no limits to which RIT can soar if we assess ourselves realistically, plan together in a spirit of mutual respect, appreciate the important role each person plays at RIT, and have the courage to make tough decisions," said Simone. "I challenge you to make this vision a reality."



**THESE SNEAKS WERE MADE FOR—EVERYTHING!** . . . Forty pairs of very diverse sneakers—from a "sidewinder" with side lacing and snakelike slithers in the tread to styles for skateboarders, rock-climbers and wet-walkers—lined up for critique spring quarter. Assigned by industrial design faculty as a final challenge for 40 seniors in the School of Art and Design, the sneaker project exemplifies cooperative learning projects with industry. Mentored by 1992 alumnus John Mosher, the project culminated in awards from his employer, Mercury International Trading Corporation, which own Spalding, Jordache, Dunlop, Chic, Members Only, Franklin and Snoopy sneaker brands. The industrial design program also has past and ongoing partnerships with Tylenol jointly with the Arthritis Foundation, Gunlocke Furniture Company and Fisher-Price.



# Staff Compensation Project Outlined in Open Forum

By Laura Mikols

Kathy Bello, director of Personnel, updated the RIT community on the Staff/EDF Compensation Project (the Mercer Project) at a Staff Council Open Forum July 27. More than 150 people attended.

The project will create a new job evaluation and compensation plan. "It's time," says Bello. "RIT's job evaluation system is 15 years old; it's outdated, lacks credibility and doesn't reflect RIT's priorities in the Strategic Plan."

Bello reviewed the project's objectives, which include:

- developing a compensation philosophy
- updating RIT's 15-year-old job evaluation plan
- updating RIT's 15-year-old position descriptions
- evaluating staff positions based on strategic objectives to determine appropriate levels and pay ranges
- developing a new salary structure
- revising the performance appraisal system
- developing salary administration guidelines for managers

The new job evaluation plan may use a "point factor" method; that will assign points to compensable factors based on their value to RIT's mission and the Strategic Plan. A list of proposed compensable factors for the new plan includes education, related experience, complexity, independent judgment, creativity/resourcefulness, impact on institutional mission, financial responsibility, revenue generated, student interaction and internal and external contacts.

The points for the compensable factors included in a job evaluation are added together to determine the level of that position. "But before positions can be weighed against the final list of compensable factors, new position descriptions must be written," says Bello.

The project's position description process will require all employees to fill out a position questionnaire which their supervisors will review. The supervisor and employee may then meet with a personnel representative for a final review.

In August, the colleges of Applied Science and Technology and Engineering and the Student Affairs Division served as test sites for the questionnaire. "As of Aug. 27, we've received overwhelming feedback from the test site participants," says Bello. "They recommended that we develop a simpler version of the questionnaire."

The updated position descriptions will be used in the project's next stage, the position evaluation process. This stage involves:

- weighting compensable factors
- measuring positions against factors
- determining a salary structure
- externally benchmarking up to 200 RIT positions to determine market pay ranges

The project will establish the number of levels and width (ranges) for each position and set salary administration guidelines—hiring rates, merit guidelines and promotional guidelines.

"The plan may not look drastically different—some processes of compensation just don't change very much," says Bello.

"What'll be different is RIT's application of them to address our objectives and position levels will be different because we have new strategic objectives to work with."

Bello says the analysis will be completed by Dec. 31, the plan finalized, and then communication of the new plan to the RIT community will begin.



Student Kim Parkhurst, mural artist, and friend Morris

## Illustration Student Creates 'Noah's Ark'-Type Mural

By Laurie Maynard

Fine arts illustration student Kim Parkhurst spent spring and early summer cavorting with a menagerie, but not as a zookeeper. She won a unique commission to paint a "Noah's Ark"-type mural in the waiting room of the Pittsford Animal Hospital.

The just-completed 48' x 5', L-shaped mural brings the world's favorite creatures to life in nearly-life-size, true-color paintings.

It's been an exciting "first" opportunity for Parkhurst, a junior in the School of Art and Design. She painted the mural at night accompanied by resident cat Morris. "I think he likes someone to hang with after hours," said Parkhurst in an interview in May, as she stroked orange-red color on the fox she drew rolling gleefully on its back. The fox joined a dachshund, zebra, guinea pigs, a lion, tiger, long-eared bunnies, a ferret, sheepdog, kangaroo and baby, monkeys, a turtle, an alligator and a lovable panda, polar bear, penguin and scarlet macaw.

"I use illustrations in books for reference," she explained, adding she plans to work in commercial art, specifically in children's books. "I've never done

anything like this before. Learning all about the right paint for walls like these was really an experience." She first sketched, then scored the outline with tape before priming each animal and applying a color coat. ("I was never good at staying inside the lines!" she laughed.)

She had to make adjustments here and there. "See that sheepdog? He started out as a greyhound. That just wouldn't work, so I turned him into this shaggy guy." The staff loves it all, suggesting Parkhurst print business cards for them to give to pet owners who ask about the mural artist. "All veterinary offices should be so lucky," said one visitor with her pet.

Parkhurst gives credit to fellow student Tony Bacchiocchi for his "prep help" and cites her professors as "really cool about this." Mentor Luvon Sheppard, professor and chair of the fine arts department, recommended her for the job. "He's been great," she says, noting all her teachers' support during her spring course overload, part-time job at Michaels Arts and Crafts and mural work.

"It's been fun! I wish I had more animals to fit on the wall," she says wistfully.

## Faculty Invited To Submit Papers For Nat'l. Conferences

The College on Innovation, Technology, Entrepreneurship and Engineering Management is planning three national conferences that RIT faculty may want to consider for papers. The conferences are planned for New Orleans in fall 1995, Washington in May 1996 and Atlanta in fall 1996. Faculty interested in presenting a paper at one of these conferences are invited to contact Ray Gehani in the College of Business at -6072.

Gehani was elected by a national ballot as the chairman of the College on Innovation Management and Entrepreneurship in The Institute of Management Science/Operations Research Society of America. COLIME was recently merged with the College on Technology and Engineering Management to become ITEEM, with Gehani as its joint chair.

## Campus Leaders...

continued from page 1

"I see many motivated men and women working not only to better themselves here, but RIT as a whole," says Carnes. "Many times today's youth just need to know that somebody cares and is willing to support their success in life. I hope RIT will be that place not only for me but for a generation that needs to be understood and accepted more than ever."

## RIT United Way Campaign Cited for Excellence

A pacesetter United Way campaign earned RIT its first Award of Excellence from the United Way of Greater Rochester. RIT's campaign raised \$178,048, an 8.6 percent increase from last year's campaign (that's \$14,228).

United Way chair Lee Struble, associate director of Campus Safety and co-chair Gretchen Burruto, associate director of Cooperative Education and Placement,

spearheaded RIT's "Help Write a Success Story" campaign.

"Lee's enthusiasm and energy were contagious," says Cindee Gray, community relations coordinator, Government and Community Affairs. "The committee members outdid themselves in creativity and dedication as they led RIT's most successful campaign to date."

The committee set the campaign goal at 2.5 percent over last year's goal. The RIT

community responded generously; more than 62.9 percent of employees (1,535) contributed to the campaign. Individual contributions increased by 8 percent.

"I'm truly grateful and proud of the generous response and community spirit exhibited during the campaign," says President Simone. "Rochester's designation as 'most helpful city' on 'Dateline NBC' is, in large part, because of community support for the United Way campaign. This campaign success story is a very happy ending for the recipients of human services in the Rochester community."

RIT campaign highlights include:

- With the support of the Educational Technology Center, Bill Stratton, chairperson of RIT's Ad Hoc Study Group on Institutional Information and associate professor of Information Technology, led a subcommittee that produced a video to educate RIT students on volunteerism and the United Way
  - Student participation increased. Kappa Phi Theta, Phi Kappa Tau and the RIT wrestling team, hockey team and Computer Science Clubhouse hosted fundraising events or volunteered time
  - More than 60 RIT employees and students participated in United Way's Annual Day of Caring
  - Fifteen new individual members joined the Leaders Circle, a group of 131 donors who contribute a minimum of \$250
  - United Way introduced the Family Leadership program to recognize the combined contributions (\$350 minimum) of two-income families; 11 RIT families joined the Leaders Circle
- Struble continues as chair of RIT's 1996 employee campaign.



**EXECUTIVES ELECTED...** The 1995-96 Executive Board of Women's Council was elected at the council's annual meeting in May. They are (front row, left to right) Jean Porter, Barbara Elliott, Libby Stanton, Jane Hopkins, Betty Jane Fritsche, Nancy Staples, (back row, left to right) Sue Miller, Barbara Riethmeier, Ann Marie Leonardi, Louise Carrese, Tina Murray, Mary Kay Matteson, Norma Snyder, Betty Altier, Helen Rockwell and Suzanne Nash.



## DONATIONS/GRANTS

## HP Gives Students Experience With Ultrasound Scanning

Students in the diagnostic medical sonography (ultrasound) program will have a unique opportunity to work with one of the most technologically sophisticated ultrasound machines for the next month. Hewlett-Packard Company has loaned an HP Sonos 2000 imaging system, including vascular and color Doppler, to the department of allied health sciences in the College of Science to give students hands-on experience with techniques used in all aspects of ultrasound scanning.



**AWARD WINNER . . .** Awards Committee Chairperson Dick Eisenhart (left) presents the Nathaniel Rochester Society Award to Charles Ferrau Cala (ME '30). The award was given during a ceremony at George Eastman House this summer.

## Scanner to Be Used in Testing Printing Software

By Brad Rye

When Takashi Numakura arranged for the recent loan of an Isomet mid-range drum scanner to the School of Printing Management and Sciences, it was just one of many ways in which the Japanese businessman has actively supported RIT over the years. The scanner, which Numakura split the cost of bringing to RIT with Isomet, will be used in part to test tone reproduction software developed by his company, Yamatoya & Co., Ltd.

Numakura first became associated with RIT in 1980, when his son was a student in

the School of Photographic Arts and Sciences. He later met Miles Southworth, a professor in the School of Printing Management and Sciences, at a trade show where his printing supply company was exhibiting. After subsequent visits to campus, he established the Numakura Fund, which annually provides \$5,000 fellowships for printing graduate students. He also has been personally responsible for recruiting numerous students from Asia to RIT.

"By arranging for equipment donations and providing fellowship funding,

## Remanufacturing Grant Awarded

When designing a new product, Nabil Nasr, associate professor of industrial and manufacturing engineering, considers how a product can be taken apart—before it's created. The Automotive Parts Rebuilders Association just awarded Nasr \$25,000 to fund his Design for Environment projects.

Remanufacturing, Nasr says, is the ultimate form of recycling. "For every kilowatt of energy you consume in remanufacturing, you claim six," he says. "It saves material energy, capital and labor that went into making the product the first time around."

Nasr's APRA projects will evaluate design practices that affect the remanufacturability of products.

From Nasr's case study of remanufacturing clutches, he will establish guidelines on remanufacturing practices that enable products to be easily disassembled and then remanufactured at a substantially lower cost than the new product, maintain the original quality and reliability throughout the life cycle, and then easily be sent to their resting place.

His second project, developing a database and newsletter on environmentally conscious manufacturing technology (designing products for disassembly, remanufacturing and recycling), will keep engineers updated on case studies, implemented technologies and government regulations on global manufacturing.

A third project studies the feasibility of rebuilding units of antilock brake systems.

Nasr recently helped pioneer the national Remanufacturing Industries Council, supported by the United States Department of Energy. The council set a national research agenda for "green" manufacturing practices in March and will work to increase public awareness of the environmental and technological value of remanufacturing.

## Fulbright Fellowships Awarded to Professor and Administrator

John Sanders

By Laurie Maynard

John (Jack) T. Sanders, a professor in the philosophy department in the College of Liberal Arts, has won a 1995-96 Fulbright Teaching and Research Fellowship to the Polish Academy of Sciences. He will be a visiting professor in the academy's Graduate School for Social Research at the Institute of Philosophy and Sociology. Sanders will teach the philosophical foundations of property rights, an important concern in post-Communist Eastern Europe.

"I'll be writing a book on the subject, too," says Sanders, who will also teach an intensive one-week graduate seminar on the topic at the University of Helsinki as part of its inter-Nordic graduate courses in philosophy. His interest in the topic began in 1987 when he wrote an article, "Justice and the Initial Acquisition of Property," published in the *Harvard Journal of Law and Public Policy*. In the last few years he has focused on the topic in lectures at Oxford, Helsinki, and University College of London and in Moscow.

Sanders' family will accompany him. As luck will have it, even his 19-year-old twins will be nearby in their college junior year abroad—one in Germany, the other in London.

A champion and teacher of telecourses and distance learning, Sanders' interest in the latest technology exemplifies his joy of learning. "I'm so fortunate in my profession that I get to pursue different things I'm interested in . . . the perfect reason for being a philosopher! I was going to be an engineer, but I discovered philosophy and was delighted I could make a living at it."

From earning a Bronze Star in 1970 for "meritorious service" in Vietnam as a social work/psychology specialist in the U.S. Army to creating modern-day videos on business ethics, Sanders lives his philosophy. An active member of 14 national and international philosophy groups, he communicates all over the world via the Internet.

Among his many awards and grants, is a Rotary International Grant for University Teachers to Serve in Developing Countries (\$10,000) in further support of his year in Poland. Last summer he won enrollment at the National Endowment for the Humanities Summer Institute at the University of California at Santa Cruz, "Embodiment: The Intersection of Nature and Culture."

Elaine Spaul

By Laura Mikols

Elaine Spaul, associate vice president of the Student Affairs Division, won the Fulbright Academic Administrator Fellowship for the 1995-96 academic year. She will travel to England next June to spend three months at Sheffield Hallam University researching changes in university judicial systems.

Spaul's Fulbright research delves into the roles played by advocacy and mediation in resolving conflicts in judicial and disciplinary systems at several British and American universities. In her research, she will explore the role of the victim and the sensitivity of the university to the increasing litigiousness of society.

"The role of the judicial officer is changing as universities inherit the problems of society," says Spaul. "We need to mirror external legal systems in our approaches. By using advocacy and mediation as tools, we can make a good system even better."

Many U.S. campuses are still adjusting to The Student Right to Know and the Campus Security Act mandated by federal and state legislation, says Spaul. The legislation requires universities to keep crime victims informed about the judicial process. "We're seeing a much higher involvement in judicial matters from external parties like parents, legal advisers and government officials," says Spaul.

As chair of RIT's Judicial Review Task Force, Spaul created a new system of response and advocacy at RIT. "We serve as a strong model in the approaches we

take judicially," says Spaul. "RIT's system affords victims a safe opportunity to confront their perpetrators, particularly in sexual misconduct cases." For less serious offenses, mediation offers an educational process for the parties involved.

RIT keeps victims informed of the judicial process and encourages their participation."

Spaul joined RIT in 1976 as a faculty member in the College of Liberal Arts; she taught English composition and literature. During her ensuing 18-year tenure in Student Affairs, Spaul created the Freshman Seminar program, faculty grant programs, alcohol awareness and sexuality programs, coordinated the parents program and devised a model Greek pledge program.

## Former Profs Exhibit Photos

Fourteen former professors in the School of Photographic Arts and Sciences will exhibit recent work at the Eighth Annual Emeritus Show from Mon., Sept. 11, to Mon., Oct. 2, in the second-floor hall gallery of the Gannett Building. Anyone can view the free exhibit during daily building hours.

"We're not working to a theme or criteria, just putting up prints of our latest efforts," says John Trauger, who's coordinating the show. The retired professor and Canandaigua resident calls himself a "photographer/sailor" on note pads. His peer contributors are Ira Current, Charles Arnold, Neil Crum, Les Stroebel, James MacMillan, Dick Zakia, Don Smith, Ed Cohen, Tom Hill, Dick Norman, Lothar Engelman, Doug Lytle and Dave Engdahl. Works will vary in style and format; each entrant has two display cases at his disposal.

For more information, call Trauger at 396-3151.

Sanders and Spaul join approximately 2,000 U.S. grantees who will travel abroad for the 1995-96 academic year under the Fulbright Program. Established in 1946 under Congressional legislation introduced by former Senator J. William Fulbright of Arkansas, the program aims "to increase mutual understanding between the people of the United States and the people of other countries."

## Classroom Lighting Upgraded for Fall

Students in the Booth, Eastman and Gannett Buildings will find a new look in their classrooms this fall, thanks to a major upgrade project performed this summer by Physical Plant. Under the direction of the Energy Department, the lighting systems in 74 classrooms and labs were replaced with more effective and efficient systems.

The updated lighting systems feature versatile switching/dimming controls and fixtures designed to reduce glare. The same rooms also received new suspension-type ceilings, along with improved cooling and ventilation air supply.

"The project was unique because of the short time frame for completion and because it was basically an all-RIT effort," says Lou Boyon, director of energy management. "Four co-op students performed individual room surveys and prepared CAD blueprints, which helped minimize project costs while providing students with excellent job experience. Our staff designed the new lighting systems and the bid and contract specifications, jobs that are normally done by an outside engineering firm."

Another project currently under way will upgrade the lighting systems in the remaining rooms in the Booth, Eastman and Gannett buildings by retrofitting lighting fixtures with high-efficiency lamps and ballasts. Both projects, which have received financial incentives from Rochester Gas and Electric, will save RIT a total of \$43,000 per year in energy costs.



## CALENDAR

- **Dr. Douglas Meadows**, associate professor, Department of Mathematics and Statistics, College of Science, presented the talk “Semicyclotomic Polynomials and Trigonometric Algebraic Numbers” at the spring meeting of the Seaway Section of the Mathematical Association of America at Hobart and William Smith Colleges. Also at the event, **Dr. Marvin Gruber**, professor, Department of Mathematics and Statistics, College of Science, presented “An Important Breakthrough in Statistical Estimation Theory,” and **Dr. Maurino Bautista**, associate professor, Department of Mathematics and Statistics, College of Science, gave a workshop on “Teaching Linear Algebra with Technology.”

- **Albert Paley**, holder of the Charlotte Fredericks Mowris Endowed Chair, College of Imaging Arts and Sciences, received Institute Honors from the American Institute of Architects. Paley, the first metal sculptor to earn the recognition, has created more than 40 works for public and private clients, including the portal gates for the Smithsonian

• **Michael Prosser**, Kern Professor in Communications, College of Liberal Arts, has been selected for inclusion in three Who's Whos: *Who's Who in the South and Southwest* (1995–96), *Who's Who in American Education* (1996–97), and *Who's Who in America* (1996, Golden Anniversary Edition).

Cindee Gray, community relations coordinator in the Office of Government and Community Affairs, will serve as interim campus events coordinator for the next academic year. In this role, Gray will be the primary contact and coordinator for the use of campus facilities by external groups and will assist in arranging all new academic related conferences and special events. Gray has coordinated several major events at RIT, including the Empire State Games, Special Olympics and the Jim Kelly Football Camp and assisted with the Faces of Change Conference, among others.

Groundbreakings, dedications and special events related to the Office of the President will continue to be handled by Bonnie Travaglini, senior communications coordinator. Sue Provenzano, coordinator in Academic Affairs, will continue to have overall responsibility for Commencement activities and other academic ceremonies. Gray and Travaglini serve as vice chairs for Commencement.

The Center for Campus Life will still handle all student events.

**Sept. 21**—sports: women's volleyball vs. St. John Fisher; 7 p.m.

## PROMOTIONS

**Promotions:** **Maureen Arquette**, assistant director/coordinator, Admissions; **Mark Emblidge**, assistant director, Admissions; **Jean Ferrara**, assistant director, Admissions; **Debra Hoock**, leader operator, Information Systems and Computing; **Deborah Resch**, operations manager, Cooperative Education and Placement; **Terri Stevens**, assistant director, Admissions

CAB has lined up comedian Bill Maher, host of "Politically Incorrect," at 8 p.m., Fri., Sept. 15, in the Student Alumni Union

Also CAB-sponsored, George Carlin will perform at 8 p.m., Fri., Sept. 22, in Clark Gymnasium. Opening for Carlin will be Dennis Blair. Tickets, at \$5 for students and \$10 for faculty and staff, go on sale at noon, Wed., Sept. 13. Tickets for the general public, at \$12, go on sale Sept. 20.

- *The Chronicle of Higher Education*—story, with photo, of mechanical engineering students who, for their senior design project, invented a tap to alert users when beer in keg is running low
- *The Chronicle of Higher Education*—President Simone featured, with photo, on faculty and tenure
- *The Wall Street Journal*—Andrew DuBrin, College of Business, quoted on the Unabomber threat
- *Money*—Manny Contomanolis, Cooperative Education, quoted in a story on job search strategies
- Knight Ridder News Service (including *Chicago Tribune* and *Los Angeles Daily News*)—Andrew DuBrin, Business, quoted on worker relations
- Los Angeles Times Syndicate (*Philadelphia Daily News*, *Tampa Tribune*, *Newark Star-Ledger*, *Indianapolis Star*, *Fort Lauderdale Sun-Sentinel*, *Cincinnati Enquirer*)—Tom Hopkins, Liberal Arts, included in a Cal Thomas column dealing with regulations

- Gannett News Service (*Sunday Chicago Sun-Times*)—Janet Barnard, Business, quoted in a story on the Kodak/Fuji trade battle
- Gannett News Service—Kyle Mattson, Business, part of a story on Wall Street lingo
- *Meeting News, Corporate Travel, Sunday Houston Chronicle, Sunday Detroit News Free Press, Sunday Buffalo News*—food, hotel and travel management's annual Corporate Travel Index
- *Gannett Rochester*—story on RIT's large incoming freshman class
- *Gannett Rochester*—feature on distance learning
- *Gannett Rochester*—story on Judy Gus-tinis, the new CIMS director
- *Gannett Rochester*—story, with photo, of an illustration major who painted a mural at a Pittsford veterinary office
- *Gannett Rochester*—story on the RIT/Arc Enrichment program
- *Gannett Rochester*—Riad Ajami, Business, part of a story on Japanese trade
- *Gannett Rochester*—Ray Gehani, Business, part of a story on global approaches for long-range trading strategies

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

