

## Manufacturing Leader to Head CIMS

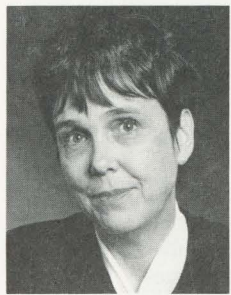
A veteran of numerous manufacturing leadership roles, Judith Wren Gustinis has been named director of RIT's Center for Integrated Manufacturing Studies (CIMS), effective May 15. Gustinis comes to RIT following a year as director of the New York Manufacturing Extension Partnership of the New York State Science & Technology Foundation in Troy, where she directed the activities of 10 regional offices and managed a \$14 million budget.

According to President Simone, "She brings a range of manufacturing experiences that will launch our CIMS program into the next level of effectiveness as the premier educational manufacturing center in the Northeast."

Gustinis was selected by a search committee headed by Information Technology professor Guy Johnson, chair of the CIMS Advisory Group, who said, "We were extremely excited to find such a qualified candidate who truly has a passion for manufacturing." Johnson added, "The director search has been under way for the past year and was charged with locating an experienced manufacturing manager to build internal partnerships, expand upon partnerships with industry and to develop a steady revenue source for the program. We feel that Judith Gustinis will provide the leadership to achieve that."

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, there are 20 laboratories that will be staffed and managed

by the colleges of Applied Science and Technology, Engineering, and Business.



Judith Wren Gustinis

"I'm most impressed with Judy's plan for bridging the world of CIMS with Academic Affairs, including opportunities for every college at the Institute," says Stanley D. McKenzie, interim provost

and vice president for Academic Affairs.

Construction of the \$22 million, 157,000 square-foot facility is currently

under way and scheduled for completion in July 1996.

A Rochester native, Gustinis received a bachelor's degree in business administration, graduating *summa cum laude* with special honors in management, from Fairleigh Dickinson University in 1978. She also obtained her MBA there in 1983. After completing her undergraduate degree, she joined Westinghouse Electric Corp., where she worked her way through a number of manufacturing positions, advancing to hold a number of senior management positions. Her final position with Westinghouse was manager of production and inventory control for the Unimation Division, a \$50 million subsidiary that was one of the first companies in the

nation to produce industrial robotics.

In 1987 she joined Pitney Bowes, Inc., as manager of the Parts Operation Copier Division and served from 1987 to 1994 as vice president of operations in the shipping and weighing systems division.

In addition, she is past executive vice president and board member of the American Production & Inventory Control Society and past finance director of the League of Women Voters in Morris County, N.J. She and her husband, Al, an RIT alumnus, currently reside in Brewster, N.Y.

Paul Hauler has served as interim director for the past year. He will return to his duties as associate director of CIMS and director of Strategic Relations.



**SHOW ME YOUR BEST STUFF** ... Before choosing what company's "clock to punch," graphic design students check out interviewing firms at Portfolio Day, held this year on April 6. But before that can happen, students spend years building work samples. In recent years, juniors did gratis design work on logos, stationery, publications and brochures for dozens of United Way agencies. David Saifman (left), president of Saifman, Richards & Associates, discusses senior Kim Governali's (right) work.

## Emergency Efforts Aid Young Visitor

When a 13-year-old Rochester City School District student fainted and stopped breathing outside the Student Alumni Union while attending the E<sup>3</sup> (Engineering, Experimentation, Exploration) Fair on campus April 11, Officer Brad Leason from Campus Safety responded immediately. He initiated rescue breathing techniques that restored the girl's vital signs. RIT Ambulance and National Ambulance advanced life support units responded and transported the girl to Strong Memorial Hospital, where she was listed in stable condition at press time.

## Slaughter to Visit On Student Aid

Congresswoman Louise Slaughter will visit campus on May 1 to discuss federal student aid programs with Rochester-area students. RIT will host the forum from 9:15 to 11:30 a.m. in the auditorium of the Carlson Center for Imaging Science. Other area colleges and universities will be invited.

## New Center for Digital Media Model of Collaboration

By Brad Rye

Unique and as revolutionary as the multimedia technology it encompasses, the recently announced Center for Digital Media promises to be a model for Institute-wide collaborative initiatives.

Initiated through a partnership between two colleges (Applied Science and Technology and Imaging Arts and Sciences) and Academic Services and Computing, the nontraditional "center" doesn't have one central location. Instead, it serves as a personnel and technological resource to provide leadership, development and support of interdisciplinary digital media applications across the Institute.

Under the auspices of the Office of the Provost, the Center for Digital Media is headed by a director; supported by an advisory group made up of academic deans, faculty and professional personnel; and staffed by four faculty associates. The director and faculty associates will be on partial release time from courses in their home departments to work and teach in the center for one year. During the next few weeks, the center will accept applica-

tions for faculty associate positions for the 1995-96 academic year.

The first-year management team, which has been instrumental in conceiving and creating the new organization over the last two years, consists of Malcolm Spaul (director), associate professor, School of Photographic Arts and Sciences; Steve Kurtz, associate professor, Department of Information Technology; Roger Remington, professor, School of Art and Design; Frank Romano, Cary Professor, School of Printing Management and Sciences; Christine Geith, associate director, Educational Technology Center; Reno Antonietti, associate vice president, Academic Services and Computing; Margaret Lucas, dean, Imaging Arts and Sciences; and Wiley McKinzie, dean, Applied Science and Technology.

"The Center for Digital Media was deliberately designed to be of service to students from every major, to faculty from every college and to staff from every division," Spaul says. "RIT's renowned degree programs in computer-media disciplines such as information technology,

## NSF Grant To Add Women In Sciences

By Brad Rye

RIT has received a \$681,000 grant from the National Science Foundation to increase young women's participation in science, engineering and mathematics. The proposal, "Project EDGE (Eliminating Discrimination by Gender in Education)," will receive immediate funding of \$213,000, with the remaining money to be renewed each of the following two years.

Project EDGE focuses on 10th-graders and college freshmen—two levels studies show are crucial to retaining female science students. As part of the program, RIT will host area high-school teachers, counselors and university faculty for a summer workshop on promoting gender equity in the classroom. To follow up on the seminar, RIT faculty will observe high-school teachers in the classroom, via the Rochester Area Interactive Television Network, to help them integrate what they have learned.

"The way teachers present information and interact with students is critical to encouraging women to study science," says Laura Tubbs, associate professor of chemistry in the College of Science. "We want to do everything we can to make sure we don't lose the gifts of half of the country's potential scientists."

Tubbs and Susan Rogers, director of the Educational Technology Center, were co-principal investigators on the proposal. Carol O'Leary, institute liaison for K-12 programs, serves as project manager, and Marion French, software specialist in Wallace Library, is data network and information manager. Carol Goldsmith, a teacher at Pittsford Sutherland High School and high school coordinator for the project, will coordinate public school participation.

In addition to the teacher project, the mentoring of young women explored in RIT's Women in Science, Engineering and Mathematics program will be continued as one of the components of this grant. The grant also provides funds for young women to participate in the "Faces of Change" program, which promotes careers for women in the sciences.

In awarding the grant, NSF cited RIT's ongoing programs to encourage women in science and the proposal's use of technology to assist in high-quality teaching techniques.

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## United Way 5K Set for April 28

With the weather warming up, consider heading outdoors for your lunch hour, Fri., April 28, to run, walk or skate the "5K for United Way." Look for sponsor sheets in the mail. Don't miss the official gun-shot start at 12:15 p.m. in the administration circle. Prizes will be awarded. For more information, call Jan Reich at -2856.

Also on April 28, the Skycoasters will play at the Creek at 7 and 10 p.m. A \$5 donation at the door benefits the Greater Rochester United Way campaign.

## Math Week Features Lectures

"Mathematics and Symmetry" is the theme of the national Mathematics Awareness Week, April 24 through 28. To mark the event, the Department of Mathematics and Statistics is sponsoring a mathematics competition for area high school students, a faculty colloquium by Dr. Stan Zions of SUNY Buffalo on April 25 in the College of Science Building, Room 2154. Nobel laureate Dr. Herbert Hauptman will also present a special lecture at 1 p.m., May 9, in room 1030 of the Gleason Building.

Hauptman is a world-renowned mathematician who pioneered and developed a mathematical method that revolutionized the field of chemistry and opened a new era in research in the determination of molecular structures of crystallized materials. His application of this mathematical method to a wide variety of chemical structures earned him the 1985 Nobel Prize in Chemistry.

For more information, call the Department of Mathematics and Statistics at -2498.

## Info Tech Expo Set For Union April 28

The Information Technology Student Organization will present its second Information Technology Exposition from 9 a.m. to 6 p.m., Fri., April 28, in the Student Alumni Union. The event is free and open to the public.

Students and companies will offer a variety of exhibits and demonstrations, such as the Internet's World Wide Web, videoconferencing; graphic design and animation; mobile communications; customized jazz improvisation software; and state-of-the-art voice, image and telecommunications technology and applications.

Industry and faculty speakers also will be featured, including a representative from Silicon Graphics discussing the future of digital imaging. Other companies among the more than 10 hosting exhibits include AT&T, Digital Design Solutions, Media Play and Page New York.

For more information, call A'isha Ajayi at -7281.

## Enrichment Raffle Helps the Disabled

For only a dollar you have a chance at one of three prizes and at the same time help developmentally disabled adults attend RIT for a special summer program.

Enrichment '95, a college-style program for ARC of Monroe clients, is raffling off a 15-speed mountain bike, a \$100 gift certificate to Snow Country and a \$20 gift certificate to the Spring House restaurant.

Tickets will be available in the lobby of the Student Alumni Union from 10 a.m. to 3 p.m., April 24 through 26 and May 1, or by calling Pat Whalley at -7056 or Jim Papero at -2065.

The prizes will be raffled off at an auction to be held at RIT May 10 to benefit Enrichment '95 and will be led by Gannett Rochester Newspapers columnist and auctioneer Carol Ritter. You needn't be present at the auction to win.



*The following is the seventh in a series of "Perspectives" columns from faculty, staff and administrators. Anyone is welcome to reply to any of the ideas presented. Responses to: News & Events Editor, Communications Department, Eastman Building.*

**By Ray Santirocco**  
Interim Dean  
College of Continuing Education

Now a common word in our vocabulary, "partnership" is taking on a new significance at RIT. Relations between academia and other institutions in our society now have a fundamentally bilateral character.

Plainly put, our friends want something for their money. Purely philanthropic gifts from corporations are being replaced by targeted grants for specific purposes. Federal support is tied to specific policy

## Rosett to Take Leave; Nowlin Acting Dean



Richard Rosett

"I hoped, when I came to RIT's College of Business five years ago, that I would find a way to make a lasting contribution to the college and to the Institute," says Business Dean Richard Rosett. "Quality Management Education was a vision of what I had in mind. It took dedication and hard work by the whole college—faculty, staff, students, alumni—to transform the vision into a fact. I am grateful to all the people who gave me the opportunity to lead them these past five years."

This quote from Rosett reflects his decision to take a leave of absence from his duties as dean, effective July 1. At that time, Rosett will focus on development and RIT/USA Today Quality Cup activities for the college. During the next year Rosett will establish a timeline for his retirement from RIT, and then a national search will begin for a new dean.

Rosett's contributions include: developing the Quality Cup and the U.S. Business School in Prague, the Czech Republic, and pioneering a course of Total Quality Management education and a major redesign of the business curriculum.

"I am especially grateful," says Rosett, "to Bill Nowlin [associate dean] who, as my partner, willingly accepted the burdensome and demanding portions of the partnership. In other words, he did the work and let me have the fun." Nowlin has been appointed acting dean, but will not be a candidate for the permanent dean's position.

Nowlin joined the business faculty in 1981 and also served as chair of the Department of Management and Marketing before becoming associate dean in 1992.

"The college has made substantial improvements under Dick's leadership," says Nowlin. "Faculty, students and staff have all benefited, and we all look forward to working with him in his new role."

## Perspectives: Focusing on RIT's External Relationships

objectives and now routinely requires significant matching funds from the recipient. No longer content simply to support lofty goals, our benefactors are now talking about "deliverables."

The word "partnership" implies equality among participants, a close mutuality among objectives and a long-term commitment. Since RIT's mission is to train the work force, our natural partners are in business and industry.

The Center for Integrated Manufacturing Studies provides a perfect example. Generously supported by industry and government, CIMS' job is to apply RIT's resident brainpower to solving critical manufacturing problems. The objective is to make and keep American manufacturing competitive. Our external partners benefit by being able to survive, and RIT benefits by sharpening the perspective of faculty and by insuring a continuing market for our technically trained graduates.

At the other end of the spectrum, our emerging relationship with the Thomas

Jefferson Middle School at City Center provides needed space and teaching resources to the Rochester City School District and provides RIT with a window on the local community and a possible future source of well-prepared students.

These are but two examples of many, but they illustrate the central characteristics of external partnerships—common purposes and long-term ties.

The partnership paradigm is disconcerting to some academics because it seems to imply to them that higher education will be driven more by external demands than by its own internal ethic of teaching and scholarship.

However, higher education serves so critical a purpose and consumes so many resources that it must necessarily be closely coupled to the needs of society as a whole. The growth of partnerships helps assure that the resources will always be there and that the energy and intellectual capital of academia will continue to lead the nation into its future.



The 1995-96 faculty professional/career development leaves have been announced by Stanley D. McKenzie, interim provost and vice president for academic affairs. Pictured (left to right) David Hart, David Mathiason and Martin Vaughn, recipients from the College of Science; McKenzie; committee chairperson John Albertini, National Technical Institute for the Deaf; and Eleanor Rosenfield, recipient from NTID.

## Provost Announces Faculty Leaves

Eighteen faculty will take leaves this fall to work on projects ranging from retention to art to criminal justice.

The 1995-96 faculty professional/career development leaves have been announced by Stanley D. McKenzie, interim provost and vice president for Academic Affairs.

Faculty earn leaves for research or scholarship related to the objectives of their department, college and RIT. They use the time to complete books or research projects or other creative works requiring a larger budget of time than is available when carrying a full teaching schedule.

In order to be eligible, faculty must have completed six years of service at RIT and must submit a proposal reviewed by deans, department heads and directors and the Institute Committee on Professional Development Leave. Leaves approved by these groups, as well as by the provost and president, are then awarded by the Provost's Office.

The committee, consisting of chairperson John Albertini, National Technical Institute for the Deaf; Stanley Bissell, College of Continuing Education; Alejandro Engel, College of Science; Elaine O'Neil, College of Imaging Arts and Sciences; and Fereydoun Kazemian, College of Applied Science and Technology, recommended approval of 17 proposals. Representative of these faculty and their projects are the following (with comments from the committee):

- John Klofas, professor, College of Liberal Arts, "Violence/Criminal Justice." His objectives to complete a draft of a book on violence and act as

co-author on a text on criminal justice were called "timely and viable" by the committee. It said the high caliber of his work was indicated by the forthcoming second edition of his book *Criminal Justice Organizations*.

- Robert Morgan, professor, College of Imaging Arts and Sciences, "Art at the Millennium: A Survey of International Visual Artists." The committee decided the project would give Morgan an opportunity to make an important contribution in the field of art criticism and contemporary art history, and to increase RIT's international visibility.
- Eleanor Rosenfield, associate professor, National Technical Institute for the Deaf, "Factors Influencing Retention." Rosenfield plans to complete her doctoral dissertation in factors influencing retention of single-parent college students. The committee determined that the completion of the dissertation would be not only beneficial to her, but also to RIT and its students.
- Hany Ghoneim, associate professor, College of Engineering, "Application of the Electromechanical Surface Damping Technique to the Vibration Control of Helicopter Blades." "Ghoneim's proposal provides a strong rationale for the research and a very clear explanation of the technique," according to the committee. Because of this and his history of contributions to RIT, his request for leave was granted.
- David Hart, associate professor, College of Science, "Symbolic Computation in

*Continued on page 4*



# Deaf Holocaust Survivor To Share Famous Paintings



Nazi Germany—beginning as early as 1933 during Hitler's rise to power—performed "mercy killings" and forced sterilizations and abortions on some 350,000 deaf and other physically disabled Jews and non-Jews.

David Bloch, a Jewish survivor of Dachau concentration camp and famed deaf artist, will speak at RIT on Thurs., April 27, for Yom HaShoah Day—a day devoted to reflection and honoring the memory of those who perished in the Holocaust. He will share his memories and his paintings of his hardships as a deaf man during the Holocaust at 7 p.m. in the Schmitt Interfaith Center.

Bloch, renowned for his woodcuts and floral designs on china (he designed a service set for the White House during Lyndon Johnson's presidency), paints skeletal specters of the Holocaust because it is his duty not to forget, he says. Each painting tells a story.

Students, faculty and staff are welcome to a noon memorial service and the evening program. For more information, call RIT Hillel at -5171.

## Earth Day Fest Planned for April 22

What better place to honor Mother Earth than in her own green pastures? RIT's Student Environmental Action League presents a field day to celebrate Earth Day's 25th anniversary celebration, from 11 a.m. to 7 p.m., Sat., April 22, in the fields behind the residence halls.

SEAL has planned for enough music, "tofu dogs" (hot dogs, if you prefer) and activities to last all day. Five bands will perform: Peg Dolan, Rise, Beatrice Blinded, Brendan MacNaughton and the In-Betweeners, and Egypt Iowa. Between bands, environmental speakers will take the stage to talk about composting, shopping environmentally on a budget and changes in the Adirondack Mountains.

The Rochester Area Vegetarian Society, Eastman Kodak Company, Wegmans, Mobil, Ozone Brothers and the WMAX Green Team will be among more than 40 information and vendor booths set up in the fields to share information and environmentally friendly products. The event is free and open to the public. For more information, call Erica Green, president of SEAL, at 424-8628.

## Ceramics Majors To Exhibit Works

Twenty-seven School for American Crafts ceramics students will show a large collection of their work April 23 through 28 in an exhibit at the Rush Rhees Library Gallery, University of Rochester. A public reception takes place from 4 to 6 p.m., Tues., April 25, at the gallery.

Functional pottery, nonfunctional ceramic vessels, and free-standing and wall-oriented ceramic sculpture will compose the exhibit. Noting that some of the pieces will be for sale, the artists say the show "represents current trends that are happening in ceramic studios."

For more information, call graduate student Jill Oberlin at -2637.

## Volunteers Needed

Hillside Children's Center needs helping hands for a spring clean-up Saturday from 10 a.m. to 2:30 p.m., May 6. Alpha Phi Omega, student-organization sponsor of the project, is recruiting student staff and faculty volunteers who can landscape, rake, shovel or plant. The day is split up into three shifts, each one-and-a-half hours long. Three buses will take volunteers from campus to Hillside. Interpreters have been requested. To sign up, call Glenn Parker at -7685.

## Faculty Council

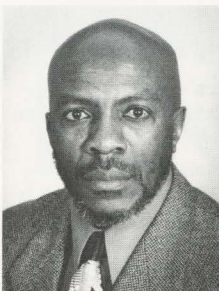
On March 30, Faculty Council passed a Charter of Academic Governance by a vote of 17-8-1. The document was prepared in response to items in the Institute Strategic Plan and the needs the council determined were presented by the concept of "shared governance in a university."

The council received input on the charter from many individuals on campus, including the president, interim provost, deans, members of Staff Council, officers of the Institute and individual faculty members.

The charter will be the subject of a faculty referendum conducted by Faculty Council through April 27. Ballots were mailed to individual faculty April 17 and must be returned to the Faculty Council Office by April 27. If given a favorable response by the faculty, the charter will be placed on the Agenda of the Policy Council at its May 10 meeting.

Faculty Council members expressed the wish that readers of the proposal keep in mind the following considerations:

- Within the concept of "shared governance in a university," the Charter was designed to articulate the precise roles of the faculty in fulfilling its responsibilities in areas of academic governance. It acknowledges other participants in university governance, without whose participation shared governance cannot be realized.
- The charter describes the faculty's acknowledged and primary responsibility in the area of academic governance of the Institute and the faculty's responsibility to offer advice in other areas of Institute governance. It acknowledges other roles and processes in the overall governance of the Institute, such as administrative authority and responsibility of the deans and officers of the Institute.
- The charter also acknowledges the responsibility of Policy Council. While it anticipates a revision of the bylaws of Policy Council, it attempts to envision and respect the role that Policy Council can and must play in Institute governance and the manner in which the Academic Senate would contribute to that role.
- The document is a proposed revision of the current Institute policy on Faculty Council. As such, it is written in the formal language of policy statements and seeks to be clear and precise about the particular responsibilities of the faculty and its organizational structures.



Mokubung Nkomo

## Scholar to Speak On South Africa

With the first anniversary of South Africa's new governance this month, RIT presents a timely speech and discussion on the state of that nation at 7:30 p.m., Thurs., April 27, in Webb Auditorium. South Africa-born Mokubung Nkomo, director of the South African Partnership Program at the New School for Social Research in New York City, will speak on "The New 'Nonracial' and 'Nonsexist' South Africa: First Anniversary Assessments and Predictions." A roundtable discussion by local community leaders—welcoming audience comments and questions—will follow his talk, ending with a public reception.

Nkomo, who lived in exile in the U.S. during South Africa's apartheid period, wrote his dissertation at the University of Massachusetts on student culture in black South Africa. While on the faculty of the University of North Carolina at Charlotte, Nkomo edited the book *Pedagogy of Domination: Toward a Democratic Education in South Africa* and cowrote an article on Nelson Mandela and his African National Congress delegation for *Perspectives in Education*. In 1992, Nkomo served as one of the early Fulbright Professors in South Africa, teaching at Witswatersrand University.

Rochester-area Fulbright alumni will join Nkomo for dinner before his speech as an inaugural event for creation of a Rochester Area Fulbright chapter, led by Michael Prosser, Kern Professor in Communication in the College of Liberal Arts.

## Christie's VP, Alum To Lecture April 27

A bachelor's degree in photography—and a lot of hard work—can get you to the most exciting places. RIT alumnus Rick Wester, a 1979 alumnus of the School of Photographic Arts and Sciences, started off as an art dealer specializing in photographs. He is now vice president and director of photographs at Christie's art auction house in New York City.

As a guest speaker in the Charles Arnold Lecture Series, Wester will talk about his work and the growing trend in photography collecting at 7 p.m., Thurs., April 27, in the auditorium of the Carlson Center for Imaging Science. Fresh from a significant auction of works by famed photographers Edward Curtis, Irving Penn, Fox Talbot, Alfred Stieglitz, Edward Steichen, Man Ray, Diane Arbus, Richard Avedon and William Wegman, Wester continues to help Christie's set auction records in the photography field.

Christie's record-breaking photograph sales—set since Wester's arrival—include the highest price ever paid for a single photograph, Alfred Stieglitz's palladium print *Georgia O'Keeffe: Portrait—Hands with Thimble* (1920), for \$398,500 in October 1993, and artists' records like those for photographs by Man Ray, Tina Modotti and Edward Weston. Wester found success in a strategy of broadening the photography auctions' content and limiting sales to three per year. "Christie's three sales in 1994 offered works from \$200 to more than \$200,000 and allowed many new collectors to enter into the excitement of buying at auction," says Wester.

The lecture is free, open to the public, handicapped accessible and sign interpreted.

## Home Movies, 'Cheese' On Display April 23, 30

Take a break from weekend spring cleaning and check out the Film/Video Department's Second Annual Home Movie Extravaganza at 1 p.m., Sun., April 23, and The Best of Motivational Films at 2 p.m., Sun., April 30, both in the auditorium of the Carlson Center for Imaging Science.

Bring your homemade movies for all the world to see at the April 23 home movie screenings—where anyone can share their undiscovered film treasures. Film submissions will be taken at 1 p.m.; showings start at 2:15 p.m. Make sure the formats fit Hi-8, VHS, 3/4" tape, Super-8 or 16 mm film.

On April 30, prepare yourself for some "cheesy instruction and wisdom" from "motivational" films found in RIT closets. These gems, mostly used for film student editing lessons, offer a campy look at the pep-rally film genre. Call -2743 for more information on the free Sunday screenings.

## Help Girls See Their Futures at Work

Take a fresh perspective on things—try looking at your job through the eyes of a young girl. Even better, help her look at her future in the work place through the confident eyes of an adult. RIT needs volunteers to host girls from Jefferson Middle School on campus for national Take Our Daughters to Work Day, Thurs., April 27.

The Ms. Foundation established the day to help girls envision a place for themselves in the work place and develop professional goals. It targets girls between the ages of 9 and 15, because research identifies that age as a time when girls struggle with self-esteem.

Last year more than 200 people across campus participated. "RIT is an ideal setting for this event," says Michelle Cometa, help desk specialist in the Telecommunications Service Department and "Daughters" day coordinator. "Not only can we show girls future professions, we can show them how to get there."

Cometa encourages RIT employees to bring in their daughters, nieces and friends, or host a student from Jefferson Middle School. She also invites department or colleges to hold open houses or "walk-throughs" of their areas to showcase the variety of work done at RIT.

At the end of the day, participants are invited to a reception (time and place to be announced). For more information, call Cometa at -5800.

## Softball Saturday Returns May 6

Softball Saturday makes a return appearance at RIT May 6. Coordinator Daryl Sullivan has distributed team entry forms to all deans and vice presidents. The forms must be returned to Sullivan by Mon., April 24. For questions, contact Daryl Sullivan at -5596 or e-mail at DCSPED.

The event will run from 9 a.m. to 4 p.m., and honorary softball commissioner President Simone says he's looking forward to a sunny day of softball and family fun.

## Employees to Focus On Job Levels

More than 150 RIT employees have volunteered for focus groups over the next three weeks that will discuss the current review of RIT's compensation structure. According to Kathy Bello, director of Personnel, the focus groups will work with an outside consultant to help develop elements of the first overall evaluation in 12 years of RIT's job levels, descriptions and salary structure.

Personnel and the consultant will develop internal and external benchmarks for salaries and job levels and expect to complete the review by September.



## CALENDAR

**April 21**—Conference on Racism with keynote speaker Derrick Bell, visiting professor at New York University Law School and author of the bestseller *Faces at the Bottom of the Well*; concurrent workshops; 9–5 p.m., Ingle

**April 21**—workshop: "Mindmapping," presented by Learning Development Center; noon, 2383 Eastman

**April 21**—sports: softball vs. Cortland (doubleheader); 3 p.m.

**April 21**—music: TGIF in the Ritz with Dickie Nyquist; 5–7:30 p.m., Ritskeller

**April 21**—Shabbat Services; Jones Chapel, Schmitt, 5 p.m.; call Penni Moss, -5171

**April 21–22**—movies: Foreign Films Weekend with *Red*, 7:30 p.m., and *The Nasty Girl*, 9:30 p.m.; Webb

**April 22–23**—Energy Fair, sponsored by Center for Environmental Information; 10 a.m.–5 p.m. Sat., noon–6 p.m. Sun., Union; call Erica Green, 424-8628

**April 22**—Earth Day 1995, "Together We Can Save the World," sponsored by Student Government Action League; 11 a.m.–7 p.m.; field behind Hale-Andrews; call 424-8628

**April 22**—sports: women's rugby; new players welcome; 11 a.m., fields behind Ellingson; call Karen, 359-0509

**April 22**—sports: softball vs. Binghamton (doubleheader); 1 p.m.

**April 22**—sports: men's lacrosse vs. Cortland; 1:30 p.m.

**April 22**—Native American Social, sponsored by the Native American Student Association; bring a dish to pass and your own place setting; 5–11 p.m., Fireside Lounge, Union

**April 23**—sports: women's lacrosse vs. Canisius; 1 a.m.; call Erica Echols, 424-8077

**April 24**—workshop: "MLA Documentation," sponsored by Learning Development Center; 2–3 p.m., 3367 Eastman

**April 24**—"Ugly Man On Campus" fund-raising event, sponsored by Alpha Phi Omega Service Fraternity; contest open to RIT male/female students, faculty and staff; applications available at Union information desk; all day, Union; \$10

**April 24**—lecture: "Tune Up for Spring" by Fred Bleiler; part of Faculty/Staff Noon Hour Series; noon, 1829 Room, Union

**April 25**—meeting: Hillel House Executive Board Meeting; bring a bag lunch; 12:30–2 p.m., Schmitt sunroom; call Penni Moss, -5171

**April 26**—workshop: "APA Documentation," sponsored by Learning Development Center; 2–3 p.m., 3367 Eastman; call -6682

**April 25**—sports: women's lacrosse vs. Brockport; 5 p.m.; call Erica Echols, 424-8077

**April 26**—Henry and Mary Kearse Distinguished Lecture and Student Honor Awards, presented by College of Liberal Arts to students completing projects of outstanding quality; guest speaker professor Dr. Arnold J. Berman on "What's a University For?"; 3–4:30 p.m., Carlson auditorium

**April 26**—sports: men's tennis vs. Buffalo State; 3:30 p.m.

**April 26**—RIT Women's Council 40th Anniversary Celebration, featuring talk by aerial photographer Marilyn Bridges; 5 p.m., Webb, followed by reception in Bevier Gallery, 7:30 p.m.

**April 27**—Return to the Same Room/Floor Sign-Up for Residence Halls; includes single, double deluxe, Greek and SIH sign-up; roommates must sign up together and be preregistered with their RA/HM; 10 a.m.–6 p.m., Grace Watson lobby

**April 27**—meeting: Staff Council; 2–4 p.m., 1829 Room, Union

**April 28**—Eleventh Annual 5K for United Way; participants receive a T-shirt for \$25 in sponsorship contributions; teams compete for Dirty Sneaker Award for largest group participation/contributions and individual eligibility for raffles; 12:15–1:30 p.m., Administration Circle

**April 28**—music: The Skycoasters; admission benefits RIT's United Way campaign; 7 and 10 p.m., The Creek, 300 Jefferson Rd.

**April 28**—Shabbat Services; Jones Chapel, Schmitt, 5 p.m.; call Penni Moss, -5171

**April 28**—music: TGIF in the Ritz with Brendan MacNaughton and The In-Betweens; 5–7:30 p.m., Ritskeller; free Buffalo wings

**April 28**—Information Technology Expo '95, featuring student and company exhibits, speakers on computer graphics and animation, multimedia and telecommunications; 9–6 p.m., Fireside Lounge; call Elissa, -2529

**April 28–29**—movie: *Murder in the First*; 7 and 9:30 p.m., Webb

**April 29**—sports: women's rugby; new players welcome; 11 a.m., fields behind Ellingson; call Karen, 359-0509

**April 29–30**—Off-Campus Student Association Volleyball Tournament, OCSA is looking for teams to compete in a volleyball tournament; players needed, call -6680; 8 a.m.–5 p.m., \$15; tickets sold in OCSA office

**April 29**—sports: softball vs. Hartwick (doubleheader); 2:30 p.m.

**April 30**—sports: softball vs. Skidmore (doubleheader); 1 p.m.

**May 1 and 3**—workshop: "Exit Test Preparation," sponsored by Learning Development Center; 1–2 p.m., 3367 Eastman

**May 2**—sports: baseball vs. Oswego (doubleheader); 1 p.m.

**May 2**—Imaging Science Open House; visit the Center for Imaging Science to learn about its programs and research; demonstrations, research posters presented by seniors, videos and free pizza; noon–2 p.m., Carlson lobby

**May 2**—Senior Receptions; celebrations hosted by President and Mrs. Simone honoring associate, baccalaureate and master's degree candidates; NTID, colleges of Science, Liberal Arts, and Applied Science and Technology, 3–4:30 p.m.; colleges of Business and Engineering, 5:30–7 p.m.; Liberty Hill

**May 2**—1995–96 Housing Selection Remaining Single and Double Deluxe Sign-Up; 3 p.m., Grace Watson lobby; applications due April 24

**May 3**—Residence Hall Lottery registration for any student not signed up for housing for 1995–96 academic year; 11 a.m.–2 p.m., Grace Watson lobby

**May 3**—sports: men's lacrosse vs. Keuka; 4 p.m.

**May 3**—Senior Receptions; celebrations hosted by President and Mrs. Simone honoring associate, baccalaureate and master's degree candidates; colleges of Imaging Arts and Sciences and Continuing Education, 5:30–7 p.m., Liberty Hill

**May 4**—meeting: Staff Council; 2–4 p.m., 3635 Johnson

## Faculty Leaves . . .

*Continued from page 2*

Number Theory and in the Classroom." The committee said Hart's proposal to further his knowledge of symbolic computation, especially as a research tool, "is most appropriate both in terms of professional completeness and departmental need."

- Martin Vaughn, assistant professor, College of Science, "Gravitropic Response of Primary Roots." His proposal to develop this research program "directly relates to the courses he teaches and to the mission of his department," said the committee. "It also appears the research will enhance his classroom activities."

Listed by college are the other faculty members awarded leaves for the 1995–96 academic year and their proposals.

**Applied Science and Technology**  
Assistant Professor Kevin Donaghy, Windows Application Environments; Assistant Professor Gordon Goodman, Multimedia Medical Continuing Education

**Engineering**  
Associate Professor V. Pratapa Reddy, Neural Nets and Fuzzy Logic; Assistant Professor Daniel Lawrence, Application of Statistical Theory

**Imaging Arts and Sciences**  
Professor Michael Taylor, Glass Education and Artistic Growth; Associate Professor Jeff Weiss, Art and History; Professor Robert Kahute, Computer As an Industrial Design Tool; Professor Robert Hacker, Publications Operations Management

**Liberal Arts**  
Associate Professor Richard Morales, Learning Styles (textbook)

**NTID**  
Associate Professor Edward Mineck, Digital Imaging and Electronic Publishing

**Science**  
Professor James Halavin and Associate Professor David Mathiason, Statistics Is a Laboratory Science

## Media Center . . .

*Continued from page 1*

film and video, and graphic arts, as well as our technical support services, give us the framework to be a leading university in the use of multimedia. The visibility of the center will be described by our activities."

The first interdisciplinary course, "Introduction to Multimedia," is being taught for the second time this quarter. A new multimedia projects course for students will be in place by next spring (see Feb. 9, 1995, *News & Events*). Workshops to assist faculty with developing and implementing multimedia courseware will be held beginning this summer, with professional seminars for industry and other external audiences planned over the next year.

The first faculty/staff workshop, "Multimedia in the Classroom," will be held May 30 through June 1. A second faculty/staff workshop, "Introduction to Multimedia Production," takes place June 19 through 30. More information about the workshops will soon be available via All-in-1.

Ongoing activities for the center will focus on producing digital media projects, advocating effective uses of multimedia and writing grant proposals.

"The Center for Digital Media creates opportunities for students throughout the Institute to gain a competitive edge, as well as providing a solid foundation for faculty development initiatives," says Stanley D. McKenzie, interim provost and vice president for Academic Affairs. "The center represents the type of collaborative venture that will drive the future of the Institute, structured to achieve simultaneously numerous strategic planning goals, serve the development of new majors, and serve as a resource for cutting-edge projects in the design of new computer software and hardware."

Among the strategic planning goals and objectives McKenzie cites as being met by the center are those relating to student-centeredness, a seamless university,

faculty development and productivity, as well as attracting and retaining students.

While the Center for Digital Media doesn't have one physical location, its offices and many support facilities are housed at the Faculty/Staff Multimedia Lab in room A650 of the Educational Technology Center in Wallace Library. Other support technology and facilities include the VAX/Internet Access Lab in Wallace Library and the Gannett lab and classroom in the Gannett Building.

"Multimedia has the capability to revolutionize teaching and the way we deliver education, and is a technology that will touch every career field," says Reno Antoniotti, associate vice president for Academic Services and Computing. "This innovative, faculty-driven center is in the entrepreneurial spirit that has made RIT the leading university in career-focused education."

## CIS Open House Set for May 2

If you've ever wondered just what imaging science is, here's your chance to find out. The Carlson Center for Imaging Science invites students, staff and faculty to an Open House from noon to 2 p.m., Tues., May 2.

Visitors can take tours of the center, observe research demonstrations, see CIS videos, and talk informally with the center's faculty and students. Answers will be provided for questions about practical applications of imaging science; remote sensing; digital imaging, morphology and color science; the RIT telescope; uses of imaging science in medicine, art preservation, astronomy and agriculture; courses taught by the center; educational background required of students; and careers for and work done by imaging scientists.

Free pizza will be served and visitors can register to win free T-shirts; the drawing takes place at 2 p.m. (you needn't be present to win).

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