

## RIT Community Holidays Filled with Fun, Caring



**A TRADITION IS BORN.** . . . About 500 students, faculty, and staff gathered on the Quarter Mile to witness RIT's first holiday tree-lighting ceremony Dec. 8 with Dr. Rose. Forty-five groups from the RIT community each decorated a tree for the packed event. NTID won first place with a hands-of-love theme; fraternity Theta Kappa Epsilon placed second with a Charlie Brown decor; and Food Service took third with decorations of bagels and apples.



**"HOW HIGH CAN WE GO?"** . . . Student Ombudsman Advisory Committee members joined 44 other RIT groups in below-freezing winds to deck their tree boughs last week. Neon-green tennis balls stood for "ombudsman," while shiny pie plates added pizzazz.

### A Holiday Message

*What a wonderful time of the year! Even more important, what a wonderful time to be thankful for our many blessings. As we enter this holiday season, we can reflect with great joy and celebration on how we have been blessed individually and as members of the Institute family.*

*I am thankful to be part of the RIT family—a caring faculty and staff dedicated to providing quality career and professional education.*

*Clarice and I want to express how deeply we appreciate each and every one of you, and we wish you and yours the finest of holiday seasons.*

Sincerely,

*M. R. Rose*

M. Richard Rose  
President

## Hall of Fame Honors Staff

Football has one. So does baseball. And now, RIT has its own hall of fame.

Rather than acknowledging athletic heroes, the new RIT Hall of Fame honors outstanding service employees. Inducted in the first Hall of Fame presentation last month were Katherine J. Carcaci, senior employee relations administrator in Personnel; Catherine Ciardi, assistant manager in Mail and Reprographic Services; Robert W. Day, public safety administrator in Campus Safety; and Rosemarie Gross, associate bursar in the Bursar's Office.

"We think that those employees whose actions significantly and positively affect people or programs at RIT should be recognized," said William Dempsey, vice president, Finance and Administration.

"The winners were chosen by a committee of their peers; selections were based in part on cards and memos received by Dempsey regarding their concern, sensitivity, attention to detail, commitment to RIT, dedication to quality, ability to solve problems, and readiness to extend themselves," said Geri Curwin, administrator for senior employee relations and coordinator of the PrioRITy Campaign.

Each received an engraved Award of Merit. Their photographs and a description of their achievements will be displayed in the PrioRITy showcase on the first floor of the George Eastman Building. The Hall of Fame inductions will be an annual event, Curwin said.



William Dempsey (center), vice president, Finance and Administration, poses with the first inductees to the PrioRITy Campaign's Hall of Fame. Honored were (from left) Catherine Ciardi, Katherine Carcaci, Rosemarie Gross, and Robert Day.



**"YOU WANT A MONKEY FOR CHRISTMAS?"** . . . RIT "elves" answer calls to Santa and write letters from the North Pole in response to local children's Christmas wish lists. Phi Sigma Kappa members Kevin Doohan (center) and John Tigh share elf duties with Melissa Krisanda of Alpha Sigma Alpha.

## Staff, Faculty Volunteers Support Community Activities

RIT faculty and staff provide a major source of volunteer support to the Rochester community, according to a recently completed Institute survey.

Of the more than 2,200 RIT faculty and staff members, 65.4 percent contribute their time to 345 organizations in Rochester. Civic organizations receive the greatest level of volunteer activity, at 56.9 percent, followed by religious organizations, at 32.6 percent, education, at 30.6 percent, and health/medical by 23 percent of RIT employees. The average length of volunteer involvement ranges from 4.2 to 5.6 years.

"Accrediting groups who have evaluated the Institute, as well as a broad range of visitors to our campus, describe us as a caring community, so I'm not surprised by the high level of involvement by the RIT family in the general welfare of the community," said President M. Richard Rose.

"I'm delighted to see the high level of involvement in community, national, and professional organizations."

RIT faculty and staff—55.6 percent of them—hold memberships in 378 national organizations. Not surprisingly, education

shows the greatest involvement—at 33.1 percent—for an average involvement of 6.1 years. Twenty seven percent are involved in deaf-related national organizations, 26.1 percent in civic groups, and 14.4 percent in athletic or hobby organizations.

The average length of involvement is 6.2 years in education, 6.4 years in the career area, and 8.7 years in the area of deafness.

### Turkeys on the Way; Pickup on Dec. 22

Once again, the turkeys are coming.

Distribution of the annual gift to RIT full-time and permanent part-time faculty and staff takes place in the lobby of the Ritter Ice Arena on December 22 at 2 p.m. for Physical Plant personnel, and 2:30 p.m. for the remainder of Institute employees. City Center employees can pick up their turkeys on the morning of the 22nd, in City Center's lobby area.

Please call -2346 with any questions.



**FUN FOR BIG AND SMALL** . . . Some small fry from Rochester city schools visited campus for a holiday party with their RIT Big Brothers and Big sisters, student members of Phi Beta Sigma and Zeta Phi Beta, Dec. 9. All shared a festive meal, conversation, and games in Clark dining hall.

#### Holiday Services at Interfaith Center

**ADVENT PENANCE SERVICE** The Catholic Campus Parish will conduct an Advent Penance Service at 12:10 p.m. and 7:30 p.m. on Monday, Dec. 19.

**CHRISTMAS SERVICES** The following services will be held on Christmas Eve, Sunday, Dec. 24:

Catholic Mass: 7:30 p.m. in the Allen Chapel

Episcopal Mass: 7:30 p.m. in the Jones Chapel

Coffee hour in the Skalny Room will follow the services.

**NEW YEAR'S EVE SERVICE** Catholic Mass will be held on Sunday, Dec. 31, at 7:30 p.m. in the Allen Chapel.

#### New Hours for Interfaith Center

As of Dec. 3, 1989, the Kilian J. and Caroline F. Schmitt Interfaith Center changed its hours to the following:

Sunday: 8:30 a.m. to 1 p.m.

Monday through Thursday: 8:30 a.m. to 9 p.m.

Friday: 8:30 a.m. to 6 p.m.

Saturday: noon to 6 p.m.



## Drug Program Receives Grant

Parents and educators often fear high school students are not hearing the message about the "war on drugs." The fact is, hundreds of Rochester high school students literally don't hear the message.

A new program, initiated by RIT's Substance and Alcohol Intervention Services for the Deaf, will empower hearing-impaired students against substance abuse. Through a federal grant of \$45,032 from ACTION (The National Volunteer Agency) Drug Alliance Office, SAISD is developing VIP-PEERS: Volunteers in Prevention—Promoting Education, Encouragement, Resources, and Support.

The only program of its kind in the nation, VIP-PEERS receives 90 percent of its funding from ACTION, and 10 percent in matching funds, or \$5,019, from RIT. VIP-PEERS will organize a network of volunteers to teach drug and alcohol abuse classes to hearing-impaired students in both mainstreamed and residential schools in the Rochester school district and some outlying towns.

"Educators realize their substance abuse school curricula can't meet the needs of the deaf because they aren't adapted for the deaf," says Karen Steitler,

SAISD director. SAISD provides information, education, and referral service to chemically dependent hearing-impaired people. "We are trying to create a curriculum that works better for the deaf student."

Cultural differences and communication and language barriers often make it difficult for hearing-impaired students to get the message about drugs.

Under the guidance of Kevin DeWindt, VIP-PEERS' community educator/volunteer coordinator, an advisory board representing educators and substance abuse agencies will work to develop or modify area schools' existing alcohol and drug abuse curricula.

Community volunteers will comprise the backbone of the VIP-PEERS program. DeWindt, who is deaf, is seeking volunteers knowledgeable about the cultural aspects of deafness and fluent in sign to give workshops in the schools. He plans to schedule from 20 to 30 presentations, reaching at least 200 students.

The new curricula will include videotapes and other visual aids designed for deaf students, says DeWindt, who was a counselor at Hillside Children's Center. Workshops will range from information on drugs and substance abuse and self-esteem building to advice on what to do if family or friends are involved in substance use. Volunteers will be available to talk to hearing-impaired students about any questions or concerns.

The model program also will develop a manual so school districts nationwide can duplicate the program, Steitler says. Anyone interested in becoming a volunteer should contact VIP-PEERS, -4988 (voice/TDD).



Pictured l. to r.: Jan Reich, RIT Operations director; Tom Bailey, supervisor of operations, ISC; and Gary Smith, director of Purchasing, frolic amidst two weeks' worth of shredded computer paper waste. Reich and Smith co-chair the RIT Recycling Committee, which launches RIT's recycling program Jan. 2.

## Recycling Program Begun

Concern for the environment has prompted RIT to switch from styrofoam to paper products and to undertake a paper recycling program.

Both the changeover from styrofoam and the recycling program aim to reduce the amount of solid waste in landfills. Substitution of paper products began in August at the College-Alumni Union Food Service, and a recycling pilot project will start on Jan. 2, 1990.

The Union Food Service is now almost styrofoam-free. "We need to use items that can be biodegraded or recycled," says director Gary Gasper.

In April of this year, just as the Food Service management team was contemplat-

ing the switch, a student environmentalist group highlighted the waste disposal problem by displaying plastic waste at the Union. Gasper says he realized that students would support a Food Service change to paper.

Because paper products can be more expensive than styrofoam, Food Service consumers will absorb a small price increase of 3 percent. Despite increased prices, many Food Service users express satisfaction with the change. "Comments we've received show that about 75 percent of our customers favor the switch to paper," Gasper says.

Unlike paper, traditional styrofoam is not degradable by microorganisms or light and remains in landfills for hundreds of years, scientists believe. The new photodegradable styrofoam requires light to decompose, so it will not break down when buried in landfills.

RIT still is working on its recycling strategy for dealing with office paper, which comprises 85 percent of typical office waste, according to the U.S. Environmental Protection Agency.

"RIT's primary concern in recycling paper is the final impact on the environment," says Gary Smith, director of Purchasing and co-chairman of the recycling program with RIT Operations Director Jan Reich. "Reducing the amount of waste ultimately results in cutting down on the amount of landfill," Smith says. He adds that landfills can hold only so much of the 250 to 350 tons of paper RIT generates annually.

The recycling program will progress in stages beginning with the pilot project on Jan. 2, when offices in four campus buildings will be equipped with appropriate containers—one bin for recyclable paper, and another for trash. By April 22, 1990—as Earth Day is celebrated—the program will be implemented on the entire campus.

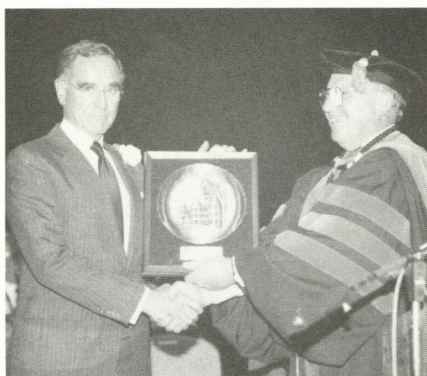
## Annual Gift Paves Way for Scholarships

Alling and Cory, Rochester's oldest existing business, awarded a \$30,000 annual contribution to RIT to be used for the establishment of several partial scholarships for the School of Printing Management and Sciences, announced President Rose.

In addition, Alling and Cory will contribute paper products to make up the remainder of the total grant.

"We believe in the quality career education being provided by RIT and want to specifically support the fine programs in the Institute's School of Printing Management and Sciences," said Richard M. Harris, Jr., chairman of the board of Alling and Cory.

In accepting the gift, President Rose added "In addition to recognizing the addition of much needed scholarship support to two or more worthy student in the Printing Management and Sciences programs, RIT great appreciates the annual support of corporations like Alling and Cory."



**DISTINGUISHING HONORS** . . . President Rose (left) was one of three distinguished alumni recently honored by Slippery Rock University in Pennsylvania.

Rose was the featured speaker and educational award winner at the Centennial Academic Honors Convocation, celebrating his alma mater's 100th anniversary. Other honorees were space shuttle astronaut Col. Guion Bluford and singer, stage, and film star Edie Adams.

A 1955 graduate of Slippery Rock University, Rose was cited for his contributions to education and for ushering in a period of expansion at RIT.

## History Roundtable Discussion Explores Racial Concerns

A "History Roundtable: A Student/Faculty Conversation on Race at RIT" will be held at 4 p.m., Wednesday, Dec. 20, in the Fireside Lounge.

"Students and faculty are welcome to express their views on various issues about race during this roundtable," said History Chairman Frank Annunziata. Faculty, staff, and students will give brief presentations; the audience is encouraged to participate in discussion.

"We see this as an opportunity to foster a conversation," Annunziata says.

Participants are Annunziata; Michael Ayewoh, director, Minority Student Affairs; Norman Coombs, history professor; Martin Green, president of Black Awareness Coordinating Committee; Morton Isaacs, of psychology; Richard Lunt, history professor; John Mitchell, counselor, RIT Counseling Center; Kristine Mamula, Student Directorate; Brian Scott, Technical and Liberal Studies Option; John Simmons, Student Directorate chairman; and Howard Ward, Residence Life director.

This is one in a series of free roundtable discussions open to the RIT community and held several times each year. The next History Roundtable will focus on the changes in Communism.

## Soviets Visit RIT, Discuss Manufacturing Excellence

Representatives from the Soviet Union joined state and local leaders in education and industry for a "mini-summit" on manufacturing excellence recently at RIT.

Co-sponsored by the New York State Department of Education's Finger Lakes Regional Education Center and RIT Training and Professional Development, the event featured an open dialogue on manufacturing training problems and solutions in the United States and Soviet Union.

Representing the USSR were Ludmila Konareva, senior research fellow in the Academy of Science; Mischa Kashtanov, an operator who has worked for the past 19 years at the Soviet automotive factory in Kaluga; and Vladimir Klemionov, member of the Soviet Labour Collective and chief engineer at the Kaluga factory.

The visiting Soviet delegation participated in an exchange forum moderated by Dr. Mark Blazey, dean of RIT Training and Professional Development. Participants included David Mathes, executive director of the NYS Education Department's Finger Lakes Education Center; Earl House, president of the American Society of Quality Control's Rochester Chapter and manager of quality assurance at Schlegel Corp.; and Bob Trouskie, coordinator of joint skill development and

training at AC Rochester and a member of UAW Local 1097.

"Our discussions with the Soviet Academy of Sciences represent the first steps in developing strong ties among the Academy, manufacturers, and RIT," said Blazey. "We plan to . . . exchange ideas, expertise, faculty, and students."

"We're also looking forward to following up on an invitation to visit the Soviet Union in the coming year."

The agenda included a brief overview of operations at the Kaluga factory, where workers are gaining more authority and responsibility for management decisions. Local representatives shared information on new initiatives such as New York's Manufacturing Excellence Program, which will provide state funds for a network of qualified instructors to train employees in quality manufacturing techniques. RIT's new Center for Integrated Manufacturing Studies was presented as an example of how government, education, and industry can work together to solve manufacturing problems.

As part of a month-long educational visit to the United States, the Soviet representatives spent five days in Rochester, touring local manufacturing facilities.



Professor Richard Reeve, third from left, shows Soviet visitors a sample product produced in the College of Engineering's computer-aided manufacturing laboratory.



## FOCUS: Residence Life

RIT residence life—just what is that anyway? In philosophical terms: "Life is so-o cool in college. We're gonna party, party!" Or: "The stress levels are intense. When I get to my room, I just crash." Then again: "My life takes off from here—the total picture starts in college, so I expect a lot of say over how I live."

In a concrete sense, RIT's Department of Residence Life deals with all of the above student life styles, and more, in its role as the support structure for more than 3,500 students living on campus.

"It's a high-density city," explains Howard Ward, director, Residence Life, and chairman of RIT's United Way campaign. Management and operation of student housing, food, and basic daily needs mean more than filling a "human filing cabinet," he adds.

"Students spend 70 to 80 percent of their time in a residential facility," asserts Ward. "We need to attend to their social, cultural, entertainment, and educational needs. Students today want input into how their living requirements are met."

A wide range of options greets student residents. They may choose from 21- and-over, non-smoking, and wellness floors, as well as mainstreamed floors, which mix hearing and hearing-impaired students.



Howard Ward, director of Residence Life

Seven special-interest houses—Computer Science, Photo, and International, among others—located in the residence halls, add to the array.

Traditional groups like Greek Council for fraternities and sororities and the Residence Hall Association (RHA)—student hall government—encourage student involvement in housing decisions. Serving as major advocates for residence hall students, RHA officials are elected annually by their peers. They work directly with Ward's office and often interact with Student Directorate. Duties include running the Game Room and the Bruce Proper Fitness Room.

Resident advisors (RAs), house managers (HMs) who represent Greek groups, and program and leadership coordinators create other lines of communication between Ward's staff and RH dwellers. Required to attend spring and fall training programs, RAs help design educational programs and nutrition and exercise sessions.

"Students come in with many issues we have to address," says Ward. RAs have to be pretty tough at times, he adds, but being sensitive to others is equally important. "We use the Counseling Center and the Health Center, too; we can't do it all alone."

Says Ward, "I'm concerned that students will go to class and then go hibernate in their rooms, become mini-hermits. That's where coordinators and RAs come into the picture. They draw out those kids and get them into life at RIT."

As a technical institute, "we must be careful to broaden students' concepts of life beyond their PCs, TVs, and academics." That takes a community-wide, joint effort, says Ward, an effort he hopes to see take root in the near future.

## RHA Honored

The Residence Halls Association (RHA) was named "most spirited delegation" at a recent regional conference of the National Association of Colleges and Universities Residence Halls (NACURH). NACURH is the world's largest student-run organization and consists of RHAs or comparable organizations of all colleges and universities in the United States.

The conference took place Nov. 10 to 12, in Hartford, Conn. Among the 58 schools against whom RIT competed were Bowling Green, Kent State, Ohio State, and Penn State. Along with the most spirited award, RHA also won an award for the best program of the conference. "Sign Your Name—A Profile of Deafness and Sign Language" was presented by RHA's president, Anthony La Perna Jr.

RHA received these honors as a result of the efforts of 20 committed, energetic, and spirited students who live in RIT residence halls. Before the conference, they were guided by the RHA National Communications Coordinator, Mary Lynn McGhie; they practiced cheers and made posters to draw attention to their delegation.

This is not the first time that RHA has won honors at a conference. In 1986, at Syracuse University, they won "most spirited delegation" of the conference and, in 1987, won the award for "best school display."

RHA members hope to play host to a regional or national conference at RIT. They are working on proposals to present at the 1990 regional conference.

## Exchange Students View Business in New Light

Kerri-Sue Carey finds only one problem with RIT's international exchange program with England's Sheffield City Polytechnic—it doesn't last long enough.

"If time and money prevailed, I'd like to stay for the whole year," said Carey, who completed her 11-week stay at Sheffield, along with 13 other RIT students, in November. Carey's sentiments are echoed by many of her peers, who have found the exchange enriching on academic, cultural, and personal levels.

The Sheffield program gives RIT's business students—particularly international business majors—an opportunity to study abroad and gain a first-hand understanding of the global economy. RIT students live with Sheffield students in residence halls, but take specially designed international business courses from Sheffield professors.

"Before I came to Sheffield, I didn't have enough awareness of other countries, how other economies worked, how business adapts to other countries," Carey said. "I've seen there is more interdependence among countries than I realized."

Students also take tours of European business and industry, including London's financial district, arranged by Sheffield coordinator David Wickett.

"We saw the scale of trading at Lloyd's of London and how much they do there," said fourth-year marketing major Mike Kavanagh. "This opens your mind to so many different ways of doing business."

Karen Wooden, a third-year accounting major who wanted to compare the U.S. and United Kingdom's accounting systems, also arranged to sit in on Sheffield classes in accounting and auditing.

The Americans are surprised to find how relaxed their English counterparts are about tests—and grades in general. Sheffield students don't earn grades that translate to grade point averages, but graduate in categories like "honors or high honors," Carey said. "Students here concentrate on learning, not on getting the grade," she said.

Sheffield students also seem to be unpressured by the senior-year job search and, rather than actively seeking interviews with employers, wait for an opportunity to arise, says Kavanagh. "It's not as much a dog-eat-dog world as it is at home."

And students from both countries have dispelled commonly held beliefs about the other, says Kavanagh. "They get a lot of their impressions from the movies—America is full of cops and guns and people shooting each other," he says.

Says Wooden, "We've had to learn about another culture. We've had to be out on our own, with different opportunities and ways of living," she said. "I haven't been homesick at all."

The program is such a success, says Gary Bonvillian, assistant dean and director of External Programs, that "we are certain it will be continued for years to come. The promotion for next year's program is barely out, and we have 15 student inquiries."

Bonvillian also has established a full-year exchange with Sheffield and is looking for interested students.

## DEATHS

## Gaylord C. Whitaker

Gaylord C. "Gee" Whitaker, trustee and then honorary trustee of RIT, died on Nov. 28, 1989, in the Rochester Friendly Home. He was 79 and had been ill for some time.

Whitaker, a resident of Pittsford, was the founder of the Nathaniel Rochester Society and a long-time supporter of the Institute. Said President Rose, "Gee Whitaker was a rare individual who maintained a perspective on what RIT can and should be."

"His dedication to the Institute and our career-oriented programs was unwavering. As an honorary trustee, his counsel will be greatly missed. His support of RIT has positively affected thousands of young people."

Born in Fulton, N.Y., Whitaker graduated from Wesley University of Middleton, Conn., in 1931, with a bachelor's degree in psychology. He was former president and chairman of the board of Graflex, Inc., where he spent more than 30 years of his career.

An active member of the Rochester community, Whitaker was a director and trustee of numerous business and civic organizations, such as Rochester Jobs, Inc., which he helped form. He was honored with the Rochester Chamber of Commerce Civic Award in 1972 and the annual Rochester Rotary Club Award in 1982.

## RIT Ambulance Wants You!

RIT Ambulance Service still is looking for a few good men—and women. Call 427-0786 to become a member of the group.



**SHOW AND TELL . . .** The RIT student chapter of the Society of Automotive Engineers usually investigates automotive systems, but members recently had an opportunity to check out the propulsion and control systems of a U.S. Army Reserves helicopter. The pilot was Lt. Patrick Farrance, a student of Mark Kempksi, assistant professor of mechanical engineering.

## Quality Day Examined Issues

RIT's third annual Quality Day Conference, "Quality in Education and Training," took place Nov. 7, in Ingle Auditorium. Sponsored by the Center for Quality and Applied Statistics, College of Graphic Arts and Photography, and College of Business, the conference featured William A. Golomski, president of W.A. Golomski & Associates, a technical and management consulting firm in Chicago.

Quality Day '89 opening remarks were made by President Rose on the importance of quality in education. "This center represents what RIT means by active involvement between academia and industry in dealing with worldwide competitive and productivity issues," he said.

Rose thanked Dr. John Hromi, professor and executive director of CQAS, for his efforts in producing Quality Day. Hromi dedicated the occasion to Richard A. Freund, a leader in the quality field, who died this past summer. Freund helped guide the center's growth over the past six years, said Hromi. "Dick provided the ideas from which today's event has evolved."

Golomski's keynote address covered "Total Integrated, Simultaneous, Linking, Systems Education in Quality Improvement." The unusual title reflects the complex relationships within and among organizations in society. Mr. Golomski discussed the leadership role in quality improvement that must be assumed by educational centers, government and business, and not-for-profit organizations.

Four quality experts made presentations ranging from quality's effect on business schools to the applications of the Deming Extended Process.

Following the presentations, the speakers led a panel discussion and fielded questions from the 110 conference participants.



## NEWSMAKERS

● **Dr. John Hromi**, executive director, Center for Quality and Applied Statistics, presented "Company-wide Quality: A Sound Business Strategy" at the Western Regional Conference of the American Society for Quality Control, Oct. 26 to 28, in Salt Lake City, Utah.

Hromi also addressed a Nov. 14 program on quality, sponsored by DataMyte Corp. and Allen-Bradley. His talk was titled "1990s: Customer Quality Expectations."

● **Kenton Hyatt**, assistant professor, Professional and Technical Communication, presented a paper, "Transcending Photographic Technology: The Visual I-Thou of Alfred Stieglitz," in November at the 75th annual Speech Communication Association convention in San Francisco.

● **Thomas D. Hopkins**, Gosnell Professor in Economics, College of Liberal Arts, attended the annual research conference, held in November, of the Association for Public Policy Analysis and Management in Washington, D.C.

● **Sam Abrams**, associate professor of language, literature, and communication, has received a Fulbright Grant to teach American literature at the University of Athens, Greece, from Dec. 1989 to May 1990.

● **Professor R. Roger Remington**, graphic design, attended the Core of Understanding Conference at the Minneapolis College of Art & Design, Nov. 10 to 12. While in Minneapolis, he attended the opening of "Graphic Design in America—A Visual Language History," an exhibition at the Walker Art Center, at which RIT's Graphic Design Archive was prominently represented, featuring the work of Lester Beall and Alvin Lustig.

● **Cheryl Herdklotz**, coordinator of Audio-Visual Services, Instructional Media Services, will serve as RIT's loaned executive for the 1990 United Way campaign. Herdklotz has worked with the RIT United Way Campaign as chairperson and a member of the campus steering committee.

● **Sven Ahrenkilde**, School of Printing Management and Sciences, recently consulted and lectured on a trip throughout Denmark, Sweden, and Finland. He consulted at Swedish companies and the Swedish Newspaper Publishers Association, and lectured on quality control in the printing industry.

● **Artist-in-residence Albert Paley**, School for American Craftsmen, recently received a commission to create a sculpture for the new terminal of the Roanoke (Va.) Regional Airport. Paley's proposal was chosen from among three finalists by a jury from the Roanoke Arts Council.

● **Janet Zandy**, lecturer, College of Liberal Arts, chaired a session, "Challenges to Elitism in Education," and presented a paper, "Liberating Memory," at the November American Studies Association Conference in Toronto.

The RIT community is invited to attend a memorial gathering for women who have been the victims of violence in Montreal, Rochester, and Central America. The gathering takes place at 6 p.m., Dec. 18, in the auditorium of the Chester F. Carlson Center for Imaging Science.

Several speakers will address those in attendance. For more information, call -6287.

## PERSONNEL UPDATE

Health Insurance and BENEFLEX Open Enrollment is now in progress through Dec. 29, 1989, for employees who wish to enroll in RIT health insurance and/or BENEFLEX, as well as for those who choose to change health plan providers.

Once again, each health insurance carrier has filed for premium increases with the New York State Insurance Commission, with increases averaging approximately 16 percent across RIT's five health plans.

RIT continues its commitment to providing comprehensive and affordable health care coverage for employees and their families by increasing the Institute's monthly health insurance contribution to \$83.20 for single and \$129.00 for family coverage. This enhanced contribution represents a 50/50 sharing of the average premium increase with employees.

In addition, RIT will improve the annual benefit paid to employees who carry their health

"Response" publishes questions of interest to the RIT community and a response from Dr. Rose. Questions should be writing, signed, and sent to President Rose or News & Events, RIT Communications.

**Q. If independent universities can't compete in tuition with the public educational sector (SUNY), why shouldn't there just be a public system?**

A. This certainly is one of the most complex questions I have been asked through this column. While I like to avoid throwing statistics at questions, in this area it is unavoidable.

Frankly, this state's economy can remain healthy only if we have strong public and independent systems of higher education. Highly trained and retrained professionals in an array of professional programs and the technologies are essential to a society that will become ever more dependent on a well-educated work force. By 1990, three out of four new jobs will require education beyond high school.

At the same time, higher education itself is a major industry, with the independent sector alone employing 107,000 on 139 campuses, about as many employees as

IBM and New York Telephone combined. More than 100,000 independent out-of-state students bring \$1.32 billion into New York's economy every year. In addition, independent universities attract \$759 million annually in federal research grants.

As for payrolls, independent institutions generate \$350 million in income and payroll taxes for this state, only slightly less than the \$375 million in total New York State support to the independent sector and its students.

Did you know that, with just 41 percent of the total enrollment in higher education, the independent sector awards 59 percent of the state's bachelor's degrees and 74 percent of all advanced degrees? In fact, independent colleges and universities presently grant 52 percent of the bachelor's degrees and 72 percent of all advanced degrees to minorities.

We also should put to rest the myth that low income students attend SUNY, while wealthy students attend independent colleges. As a matter of fact, the family income profile of New York State residents is actually lower at independent schools.

As for tuition, we all are aware of the difference—\$9,220 versus \$1,375. The cost for educating a student at a SUNY or an independent college is quite similar. It is the price to the consumer (or the student) that differs, and, at SUNY, the difference falls on the back of New York taxpayers.

In the private sector, financial aid, student loans, and the generosity of many donors who believe in quality educational institutions, such as RIT, offer help to students and their parents to manage tuition expenses. Overall, RIT students pay for only 70 percent of their education.

In addition, independent higher education helps control the cost to the taxpayer. The public system simply cannot absorb major enrollment increases. Without an independent sector, New York State would lose students to other states, and our state's economy and educational base would suffer.

The independent sector is one of New York State's best bargains and should be maintained, treasured, and supported.

## You're Invited

To welcome the campus community to its new home, the Division of Enrollment Management and Career Services is holding a holiday open house from 3 to 5 p.m., Dec. 19, in the Bausch & Lomb Center. Refreshments and tours of the building will be available, along with the season's good cheer.

## United Way Call for Volunteers

The RIT United Way Steering Committee is seeking departmental key captains for the coming annual campaign effort. Key captains serve as departmental coordinators, distributing and collecting United Way pledge cards and contributions.

Anyone interested in volunteering, or in additional information on the responsibilities of being a key captain, is invited to call the Office of Government and Community Affairs, -4966.

## CALENDAR

**Dec. 14**—lecture: The Bill of Rights: The Founding Period, Ralph Ketcham, Gannett Lecturer; Webb Auditorium, 7:30 p.m. Free. Interpreted for the hearing impaired

**Dec. 17**—concert: RIT Singers and Philharmonia Holiday Concert; 3 p.m. Interfaith Center. Free

**Jan. 16**—talk: "Training for Emergency Procedures," by Bob Day, Campus Safety; part of Disabled Students Advisory Group lunchtime series, sponsored by Special Services; noon, 1829 Room, Union

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"THIS INDUSTRY NEEDS YOU"... Thomas Curley, USA Today president, recently spoke to students in the Newspaper Operations Management Program at the School of Printing Management and Sciences. Curley said: "Training becomes so important with all the new technology. The need for highly trained people such as yourselves has never been higher. We need managers who not only know the technology, but who also can deal with each other and the people on the floor."

## NEWS &amp; EVENTS

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