

R·I·T NEWS & EVENTS

Vol. 21, No. 15

March, 8 1990



FIRESIDE LOUNGE WILL NEVER BE THE SAME . . . Guided by RIT student volunteers, nearly 150 elementary school children from Henrietta's Fyle School and Rochester school #4 enjoyed an afternoon on campus. Love Day ended with free-hand t-shirt painting in the lounge.

'Freedom Songs' Protest Oppression

Freedom.

Many assume it a God-given right; many more yearn to embrace it. As a new cry of freedom resounds across Eastern Europe, the cry renews itself through the voices of all who seek to end oppression and injustice. The concert "Freedom Songs" brings that cry home to Rochester at 7:30 p.m., March 25, in Ingle Auditorium.

Three Rochester area groups and a local poet will sing, dance, and perform interpretations of ethnic and cultural histories of oppressed people—some still pursuing freedom. Renowned Rochester Teachers Association president Adam Urbanski will add his voice in a Speak-Out segment, telling the story of his childhood in Poland. The performers:

The Seventh Generation Singers and Dancers, affiliated with the Native American Cultural Center, "seek to perpetuate Native American song and dance," says Marquita Davidson, a member of the 12-person group. "We sing to educate—to show that American Indians are not like Hollywood portrayed them."

Poet and writer Diane Conway says,

"Freedom Songs' hopes to connect people, which is what I try to do with my poetry. Writing is one way to relate to others and to myself. It stretches people, gives them another perspective. My writing, like the concert, is about being human, above all else." An RIT employee, Conway has read her work at Writers and Books and the Wild Seeds Bookstore.

"Pride," she smiled closing the top of the grease jar. "Cain nut'n straighten out yo thick nappy Negro hair but this here hot comb. And believe me sugah, it gon take a whole lot mo than hot combs t'straighten out a jungle."

(Excerpt from "The Hot Comb," by Diane Conway)

The NTID Combo—presently seven hearing-impaired students who play piano, bass, drums, and saxophone—travels around the world "to heighten awareness of what the hearing impaired are able to do," explain Robert Mowers and Diane

Habib, founders of the combo and music consultants to NTID.

Zilvinas Lithuanian Folk Dance Ensemble of Rochester will perform traditional ethnic folk dances and songs. "Our goal is to keep our culture alive and share with others our Lithuanian heritage. We think it's important to have a sense of cultures beyond one's own," says Vytas Bazikas, an area complex director at RIT.

Unified in theme, the performers celebrate humankind's potential for justice and equality, says Simeon Kolko, director, Hillel Foundation. Kolko also notes the event's many sponsors, including the Office of Minority Student Affairs, Student Directorate, Hillel Foundation, Greek Council, and an RIT Complementary Education Grant.

"Freedom Songs" tickets are \$2 for RIT students, faculty, and staff, and \$5 for the public.

USA Today's Curley Named Award's Honorary Chairman

Thomas Curley, president of Gannett's *USA Today* newspaper, will serve as honorary chairman of the Isaiah Thomas Award.

The award is presented annually by the School of Printing Management and Sciences (SPMS), through the Center for Newspaper Operations, to recognize outstanding contributions to the newspaper publishing industry. This year's award will be presented April 11.

Curley, who also serves on RIT's Board

of Trustees, is one of four original researchers who eventually produced *USA Today*. In 1976, as director of information for Gannett, Curley began coordinating Gannett's newspaper research projects, which produced more than 50,000 interviews on newspaper reading habits. He became president of *USA Today* in March 1986.

Among Curley's many honors are the Institute's 1986 Alumnus of the Year award and, also in 1986, the chairmanship of the American Newspaper Publishers Association Symposium on Marketing.

The Isaiah Thomas Award is named for one of America's great patriot printers. Thomas established *The Massachusetts Spy* in 1779 and continued his career as a publisher after the Revolutionary War. In 1810, he wrote *The History of Printing in America*, which is still in print and regarded as the basic source of information on early American printing and publishing.

Campus to Play Bills For United Way \$\$\$

RIT's "Noon-time Warriors" and students will take on members of the Buffalo Bills in a benefit basketball game for United Way. "Tickets go on sale March 9 for the April 6 game, which is expected to be a sell-out," says Howard Ward, director of Residence Life and chairman of RIT's United Way Steering Committee.

The game is co-sponsored by the Student Life Activities Board (SLAB), and all proceeds will go to RIT's United Way fund drive. Tickets are \$2 for RIT students and employees and \$3 for anyone else.

Pre-game tickets will be available during mealtimes at Grace Watson Hall, the NTID Dining Commons, in the College-Alumni Union, or by contacting Ward at -2578. "Clark Gym seats 1,800, so I advise anyone interested in attending to purchase tickets early," says Ward.

Tentatively scheduled to play are Bills Frank Reich, Pete Metzelaars, John Kidd, Steve Tasker, and Shane Conlan, with a possible appearance by the Buffalo Jills. The Bills will sign autographs after the game.

Half-time activities will include a drawing for an autographed NFL football and a Slamfest dunk contest for United Way. All attendees will receive a 1989 Buffalo Bills team photo.

Game time is 7 p.m., Friday, April 6.

Institute Fellows' Energy Contributes to Academia

Oxford has them. So does Princeton. RIT has them, too—fellows, that is. And at RIT the Institute of Fellows is flourishing.

Sponsored by the president and Board of Trustees, the Institute of Fellows selects its members from Rochester's retirees who, through their life's work, have distinguished themselves in business and in the community. Membership is by invitation and limited in number.

The concept for the Institute of Fellows was brought to life in 1977 by then-president Dr. Paul A. Miller. Miller's intent was to develop a framework to attract seniors to the RIT campus and increase the opportunities for the young and not-so-young to mesh their academic worlds.

"Through the Institute of Fellows, we continue to build upon the growing interest of academic institutions in providing a means for lifelong learning," said Miller. "The concept of the fellow is precious in academic life."

With diverse accomplishments—from university president to corporate vice president and chief executive officer to

non-profit organization executives—fellows are respected experts who have attained the highest levels of achievement and recognition in the community.

Candidates must declare a specific project for research and make time commitments to produce and present a project to the membership.

Past projects have included exploration of international student employment, philosophy of medicine, and the development of RADMIS, a computer-assisted management training program now used throughout the world.

Through its Training and Professional Development Group, RIT provides support for the Institute of Fellows candidates so that fellows may continue to advance in the areas of scholarship and public service.

"Based on our historical emphasis on lifelong learning, this group encourages activities that benefit the community and RIT," said President Rose. "It is an important opportunity for selected individuals to exchange and expand ideas through monthly meetings and discussions with people from different backgrounds, education, and experiences. They significantly enhance the life of the Institute."

"For me, the most valuable part of being a member of the Institute of Fellows is the opportunity for shared camaraderie and guided discussions with outstanding people—serious thought balanced by friendly fellowship," said Fellows Chairperson Dorothy Wadsworth. "My hope is that the group will strengthen its bond with RIT and the Rochester community."

Institute of Fellows life members are Loma Allen, William Allen, James Bruce, Tyler Cobb, William DeWitt, Jerold Foland, Irene Gossin, J.E. Gramlich, John Handy, Mark Hargrave, Vincent Jones, Mary Alice Kendall, Wayne McKusick, Thomas Miller, William Morris, Dr. Albert Snell, and Dorothy Wadsworth.

Institute of Fellows candidates are Perry Branch, Edmund Case, Natacha Dykman, Wayne Evans, Marie Hanson, William Harper, Peter Merrill, Paul Miller, James Duffus, Joseph Quickel, and Charles Spoelhof.

"We are delighted with the outstanding array of people attracted to and selected for membership in the Institute of Fellows. An energy flows from the Institute of Fellows that will continue to have positive impact on the future of our community," said Dr. Mark Blazey, dean of Training and Professional Development.



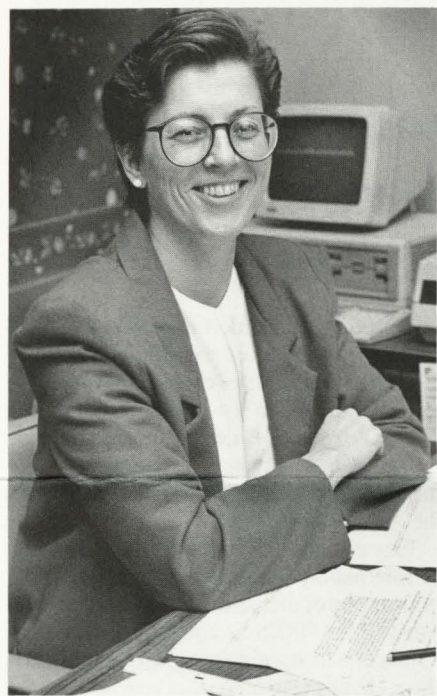
A JUBILANT CELEBRATION OF HERITAGE . . . In honor of Black History Month, performers from the band Da Afrique Noir from Senegal, in West Africa, played to a full house in the Robert F. Panara Theatre for RIT's 1990 African Fiesta. The event was co-sponsored by the Office of Minority Student Affairs and the Black Awareness Coordinating Committee.

United Way Volunteer Aids in Need Assessment

For every popular and highly visible Camp Good Days and Special Times—which even Bill Cosby has publicized—there are places like the Lewis Street Center that are less well-known but provide essential services.

That's why there are people like Lynda Rummel. Acting associate dean of the College of Continuing Education, Rummel is a member of the United Way's Planning, Evaluation, and Allocations Committee, a major policy recommending and implementation group in the United Way. The committee approves the distribution of funds, oversees agency evaluations, helps plan future directions and initiatives for United Way, and ensures that critical services don't fall through the cracks.

"The best part about United Way is that it takes a collective view and is able to assess community needs and channel money where it's needed the most," Rummel said. "For example, here in Rochester where education and drugs are major concerns, United Way has taken a pro-active role to help get elements of the educational and social service systems working together. We do comprehensive need assessments,



Lynda Rummel

have citizen review groups, and can make sure that United Way supports programs that the community wants and needs to support."

Rummel has been involved since the early 1980s, at a time when she was new to Rochester and was searching for community involvement. She has remained an enthusiastic supporter and has served as chair of the Allocations Committee and as a member of the board.

"A sense of community is important to me, and I feel United Way is exceptional in making a contribution to the community," she said. "People on the committees really care and are seriously interested or they wouldn't be involved. It takes a lot of time and effort. And our United Way is very efficient—only nine cents per dollar go to fund-raising overhead costs."

Donors to United Way can designate their funds for specific causes, opt to support all but a particular agency, or give donations for the general fund. Because so many people have favorite charities, it is the general fund that most needs donations.

"Some agencies receive very few designated funds, so we provide general funds. But if donors designate an agency, even if that agency gets more donations than we had planned, it receives all that it is awarded. People can be assured that their money is going where they want," she said.

At the same time, though, United Way doesn't forget places like the Lewis Street Center.

TRIO Salutes Employees

On March 15—TRIO Recognition Day—RIT salutes 10 faculty and staff members who exemplify an Institute-wide effort on behalf of students with special needs. TRIO Recognition Day, designated nationally as Feb. 24, celebrates educational opportunity programs that help low-income, disadvantaged, learning-disabled, or physically challenged students.

TRIO was created in 1965 with enactment of the Higher Education Act through Title IV programs: Upward Bound, Talent Search, and Special Services. RIT's Special Services is one of 1,230 TRIO programs in the nation that help more than 425,000 students each year.

"These programs stand for equality in education and promote the dignity of each

FOCUS



Cathy Erbland, assistant scientist at IPI, adjusts the humidity control apparatus for IPI's prototype testing chamber. The chamber will be used to explore the effects of air pollution on microfilm.

The answer is the Image Permanence Institute.

Take your pick for the question. Which program at RIT earned more than \$900,000 in research grants in the past few months alone? Which laboratory is conducting landmark research in the preservation field, from how to preserve century-old photographs to new optical discs? Which center at RIT is among the least known on campus?

Created in 1985 by the then-Society of Photographic Engineers and Scientists, the Image Permanence Institute has operated with an international reputation and staff, including a Finnish Fulbright scholar and researchers from Europe and Japan who have been in residence here. Letters arrive weekly at IPI with preservation questions from as far away as the University of Teheran and the Soviet Union. Yet most people on campus are unaware of the center's existence.

That may change, though, when IPI moves next fall, from its seventh floor laboratories in City Center to remodeled facilities in the Frank E. Gannett Memorial Building, which houses the photography and printing programs.

"It's an advantage to be on campus. The students will get a new perspective on technology and the cultural significance of photography," says IPI director James Reilly.

IPI and its six full-time technical staff and two graduate students test archival enclosures, such as photo albums; create standards for storage materials; and expose photographic materials to environmental factors, such as sunlight and humidity. Now, IPI is building two \$200,000 testing chambers, the only such equipment in existence, to expose film to four kinds of air pollutants.

The research of IPI is being increasingly recognized by both the preservation community and by funding sources. The National Endowment for the Humanities, New York State, and Eastman Kodak Company have funded research. IPI also just received \$300,000 from the Andrew W. Mellon Foundation, \$200,000 of which is provided so IPI can give technical support to the preservation community by answering telephone and written inquiries.

The issue of preservation becomes more important as pollution grows and the deterioration of books continues. Libraries and museums find that improperly stored microfilm and photographs can be seriously damaged, resulting in the loss of irreplaceable material. IPI has invented processes and testing methods that can determine the extent of the problem—and the solutions.

One such answer for microfilm is polysulfide, a chemical treatment that preserves the life of microfilm under less-than-ideal storage conditions, such as exposure to atmospheric oxidants. The treatment, invented by IPI and now in its final testing stages, could prove a method of preserving the nation's records and books that have been placed on microfilm.

"The need for, and the interest in, preservation are there," Reilly said. "Photographs, cinema, and microfilm are relatively young technologies, but they are an important part of our cultural heritage. It's imperative they be preserved."

Career Fairs Bring Employers to Campus

• Packaging Science

On March 14 to 16, RIT serves as host of the first Packaging Science Career Fair, planned as an annual event. The first day of the program is devoted to allowing students to meet with employers and gather information on careers, permanent placement, and cooperative education opportunities in their companies. March 15 and 16 are available for companies to interview prospective cooperative education or full-time employees.

The schedule of the Career Fair opens with set-up and continental breakfast in the Fireside Lounge, College-Alumni Union, followed by a welcome and briefing period. The employer exhibit, from 10:30 a.m. to 3:30 p.m., allows companies to publicize their packaging positions to students. The day closes with a reception for attending employers. An exhibition fee of \$75.00 includes a box lunch.

Contact Sue Habbersett, program coordinator, Office of Cooperative Education and Placement, at -2302, for more information.

• 'Workforce' 2000

Career-minded students will have an opportunity to meet with Fortune 500 companies and regional firms during the fourth annual Career Fair, Workforce 2000, from 10 a.m. to 2 p.m., March 17, in the College-Alumni Union.

Sponsored by the Minority Alumni Advisory Committee (MAAC), Career Fair '90 is open to RIT alumni, other area college students, and anyone interested in employment paths. Focusing on African-American and Hispanic recruitment, visiting companies are seeking qualified candidates from a variety of disciplines, says Tim Atkins, chairperson, MAAC, and College of Business alumnus.

Among the companies will be J.C. Penney Co., IBM, Allstate Insurance, Moog, McNeil Consumer Products Co., Pizza Hut, and Merck, Sharpe, and Dohme. Nearly 400 attended last year's fair, says Atkins, who expects a larger crowd this year.

Participants are welcome to attend an open forum following the fair at 3:30 p.m. Light refreshments will be served.

Writing Seminar Addresses Importance of Publication

Greater faculty interest in writing and publication has prompted the Institute Writing Committee to organize a daylong seminar, Writing for Publication, on March 16 in room 1275 of the Center for Imaging Science.

The keynote address, "The Importance of Publication in the Modern University," will be given by Dr. Merrill Whitburn, chair of Rensselaer Polytechnic Institute's Language, Literature, and Communication Department, from noon to 1:30 p.m. Box lunches will be provided.

"RIT, like most universities, is placing more emphasis on publication," said Dr. Anne Coon, Institute writing coordinator. "We're responding to that by providing information to those who want to further their writing and publication efforts."

Three hour-long sessions focus on a range of professional writing. The 9 a.m. session, Working with a Textbook Publisher, features presenters Rhona Genzel, Learning Development Center; Dr.

Terence Morrill, Chemistry Department; and Bonnie Roesch, sponsoring editor for allied health sciences, Harper and Row Publishers. Publishing in Professional Journals at 10 a.m. includes Professor Philip Bornarth, School of Art and Design; Professor Franklin Schwaneflugel, Physics Department; and Professor Louis Gennaro, Mechanical Engineering Technology.

Writing a 'General Audience' Book is the subject of the 11 a.m. session, given by Dr. Andrew DuBryn, professor of management, College of Business.

After Whitburn's talk, informal discussion groups will form from 1:30 p.m. to 2 p.m. Return previously mailed registration forms to Coon by March 12, or call her at -2410 to register.

The seminar is free and open to faculty of all disciplines. Writing for Publication is sponsored by the Institute Writing Committee, Institute colleges, and the Learning Development Center.

PROFILE: Dr. Gerald Argetsinger

Dr. Gerald Argetsinger
General Education Instruction
NTID



Gerry Argetsinger

Like a single actor performing in a multi-character play, Dr. Gerald Argetsinger fills many roles—including teacher, author, and director—in his day-to-day life. Associate professor in NTID's General Education Instruction Department, Argetsinger now faces one of his most challenging roles—director of the Hill Cumorah Pageant, an annual production sponsored by the Church of Jesus Christ of the Latter Day Saints (Mormon).

"It's the largest and most spectacular outdoor theatrical production in the country," Argetsinger explains. About 100,000 people attend the production during its nine-day run each summer in Palmyra. The free, 75-minute show focuses on incidents from the Book of Mormon.

Argetsinger, who began his career at NTID in 1975 as chairperson of the Theater Department, will direct 600 amateur volunteer actors from all over the United States in "America's Witness for Christ." The production has been presented nearly every summer since 1937.

No newcomer to the pageant, Argetsinger has been associate producer for the last three years, and in two of those years he did double duty as an associate director. His wife, Gail, has been involved with the pageant for 11 years as costume designer.

"Working on the show is a year-round job," Argetsinger says. "It involves recruiting and selecting participants—this year 1,500 applicants from all over the United States vied for the 600 roles." Organizing housing for the cast, setting up tours to Mormon historical sites, and coordinating various activities are time consuming, but necessary, tasks.

In addition to the cast, which practices for only one week before the opening, Argetsinger, with the help of five associate directors, is responsible for designers and artistic contributors. He also consults with costume designers, choreographers, and technical crew.

This year's production, held from July 13 to 21, will include special effects designed collaboratively by Argetsinger and Hollywood special-effects technicians. A practicing magician for 30 years, Argetsinger drew on his experience to add illusion and mystery to the scenes.

"The special effects are unique," he says. "The actor portraying Jesus appears 40 feet above the stage in open air and then descends to the stage where he has full mobility." Other special effects will include angels that appear and disappear on stage and a 15-foot column of fire that seems to engulf one of the actors.

Retirement Options Subject Of 'Spotlight' Hearings

Should employees take a cash lump sum at retirement or a monthly payment? Should RIT make several new retirement options available, such as certificates of deposit or Social Choice accounts, which take into account social and environmental issues? Should employees be able to collect on a retirement fund if they change jobs or approach retirement age?

Those questions soon will be addressed at open hearings on campus. The hearings—called Spotlight: Retirement—will be conducted by the Task Force on Retirement Options, chaired by Dr. Paul Bernstein, dean of Graduate Studies. The task force will make recommendations to President Rose this spring on possible changes in retirement options, cashability, and transferability.

All hearings will be held from 10 a.m. to noon. Dates and places are March 19, auditorium of the Chester F. Carlson Center for Imaging Science; March 26, Visitor's Center at NTID; April 11, Ingle Auditorium; April 16, City Center auditorium, room 3130.

"If you can't make it to a hearing, please send me a note and let the task force know what you want. All ideas will be shared with the entire task force before final recommendations are sent to Dr. Rose," Bernstein said.

The task force wants employee input on these concerns:

New retirement options: Are RIT employees interested in new investment choices for their retirement funds? Some

Students Join Who's Who

Nominated by RIT committees and chosen by editors of the *Who's Who* annual directory, 11 students join the ranks of outstanding campus leaders in the 1990 edition of *Who's Who Among Students in American Universities and Colleges*.

Outstanding students, chosen on the basis of academic achievement, service to the community, leadership in extracurricular activities, and potential for continued success, have been honored in the directory since its inception in 1934. This year's chosen few are part of an elite group of students selected from more than 1,400 institutions of higher learning in all 50 states, the District of Columbia, and several foreign nations.

The 1990 *Who's Who* honorees at RIT are Jerome Beyer, fourth year, Newspaper Operations Management; Traci Jerome, fourth year, Hotel/Resort Management; Jennifer Long, fourth year, Printing Management and Sciences; and Elissa

MacLachlan, fourth year, Applied Statistics.

Also, Kristine Mamula, fourth year, Professional and Technical Communication; Karen Schwartz, fourth year, Graphic Design; Anthony Sileo, fifth year, Computer Engineering; Chandler Stone, fourth year, Physics; Shari Toussaint, fourth year, Imaging and Photographic Technology; Jennifer Williamson, fourth year, Applied Mathematics; and Joanne Yeh, fifth year, Chemistry.

Tuition, Other Costs Increase

Tuition and room and board costs for the 1990-91 academic year will increase 8.9 percent, or \$1,293, for full-time undergraduate residential students. Undergraduate tuition will be \$10,959.

According to William M. Dempsey, vice president for Finance and Administration, "While every effort is made to insure efficient and economic operation, RIT has many programs that provide our students with access to highly sophisticated and costly equipment. At the same time that we are committed to attracting first rate faculty and staff, we are cognizant of student needs for an enhanced learning environment and financial assistance."

The 1990 costs for full-time undergraduate students are: tuition-\$10,959, an increase of \$987; room-\$2,520, an increase of \$165; board-\$2,055, an increase of \$126; and student activity and health fees-\$195, an increase of \$15.

Part-time evening courses will increase by 5 percent to \$161 per credit hour for lower division courses and \$176 per credit hour for upper division courses. Full-time graduate tuition will increase \$1,047 to \$11,622. Graduate rates for part-time enrollment will increase by \$30 to \$330 per credit hour.

Dempsey also stated that "RIT tuition is very competitive and remains less than that of most of the universities with which we compete for students."

options include mutual funds, bond market funds, certificates of deposit, and a new Social Choice account that invests in companies concerned with factors such as social and environmental issues.

Cashability: Currently, employees can receive a lump sum of 10 percent of their CREF account at retirement. Do they want cashability so they receive all CREF funds, or a greater percentage, at retirement? Should employees be allowed to collect funds in cash if they change jobs?

Transferability: Would employees like more options into which they may transfer funds within the retirement program?

"We especially want to hear from people concerning cashability. We have our own RIT plan within TIAA/CREF and Fidelity, and now are in a position to tailor it to the needs of our employees," Bernstein said.

Notes with ideas should be sent to Bernstein at the Office of Graduate Studies, 76-1250.

Campus Recycling Ready

Two wastebaskets at every desk will be common across campus now, as a recycling program begins this month in a majority of buildings.

This week, the Carey, Johnson, Lowenthal, and Link buildings; and Ellingson, Peterson, Bell, and Shumway Dining halls (offices only) will begin separating paper. By the end of this month, 19 other buildings will be participating in the RITcycle paper recycling program.

Occupants of four buildings have been recycling since January in the pilot project with "mixed results," said Jan Reich, director of operations for Physical Plant. The Ross and Physical Plant buildings have produced a good volume of recyclable materials but recycling containers in the Booth and Gannett buildings have been contaminated occasionally by non-recyclables.

"Some people put food, pop cans, and non-recyclable materials in the containers," said Reich. "When a recycled basket is contaminated, the entire container is dumped into the non-recyclable trash bins."

"Although RIT will be paid a small amount for clean, white paper, making money is not really the goal," said Reich. "We're trying to help the environment and also reduce landfill costs. Hopefully, we can generate savings when we renegotiate our disposal contract in 1991 because we'll have less trash."

Gary Smith, director of Purchasing, said RIT is looking into buying recycled paper although it generally costs at least 10 percent more than non-recycled paper.

"We are looking for a vendor who will supply recycled paper to RIT at no additional cost. To ensure quality, the School

of Printing Management and Sciences and Mail and Reprographics Services are studying how well samples of recycled paper work in copiers," he said.

Other buildings and dates to start recycling:

March 12 to 16: Eastman Building, Clark Gymnasium, Ritter Arena, College-Alumni Union, Carlson Center for Imaging Science, Energy House, and Bausch & Lomb Center.

March 19 to 23: Wallace Memorial Library, Liberal Arts, Science, Gleason, Facilities Offices, Center for Microelectronic and Computer Engineering; and offices in the Grace Watson Dining Hall and Gleason, Rochester, and Heumann Halls.

Disabled Life: Talk Gives Firsthand View

Bonnie Consolo, a psychology student at Morehead State University in Kentucky, who was born without arms, will share her experiences and philosophy of life as part of the Special Speaker Series, sponsored by NTID. She will speak at 1 p.m., March 13, in NTID's Robert F. Panara Theatre. The public can attend at no charge.

Consolo's presentation will include a 30-minute award-winning documentary, "A Day in the Life of Bonnie Consolo." The film shows how Consolo accomplishes daily tasks—such as driving, taking notes, typing, caring for her children, cleaning, and cooking—by using her feet and mouth. After the film, Consolo will answer questions from the audience.



WHAT'S IN A NAME? . . . Using ink and brush, College of Business student Junyun ("Christie") Ma, writes out the Chinese name for fellow student Vincenzo Scollo as part of a multicultural awareness event held during the college's Coffee Hour. Scollo told Ma how her name would be pronounced in Italian. The event was part of ongoing Institute-wide efforts to increase understanding of other cultures by students, faculty, and staff.

Center Rates Leadership

You're an upper-level manager with employees to promote, but you're not sure what training they need to succeed as leaders. Or you're considering a move into a supervisory position, but you want to know if you have the potential.

Until now, few programs existed in Rochester to assess an individual's strengths and weaknesses or to provide the appropriate training to develop his or her leadership skills. Recognizing this need, the Learning Development Center has launched the Center for Leadership Assessment and Development.

"The center was born out of the need expressed by organizations in the Rochester community for a comprehensive approach to identifying and developing creative, successful leaders," said Dr. Paul Kazmierski, assistant vice president and director of the Learning Development Center.

The focus of the center is the Leadership Assessment Program, an intensive, six-day residence program. Participants range from first-line supervisors to the lower levels of middle management and those considering careers involving leadership roles. A trained assessment specialist observes participants as they perform leadership tasks in real and simulated situations. Each assessment activity consists of an introduction to the skills or concepts being assessed, an exercise in which participants demonstrate use of the skills, and discussions on how the skills are best used by leaders. Participants receive feedback and recommendations during the sessions and are coached in formulating a professional development plan.

"The Leadership Assessment Program is an intensive, individualized program," Kazmierski said. "Participants leave knowing exactly what their strengths are, what they need to develop, and how to pursue that development."

At the conclusion of the assessment program, the center can also provide on-going guidance in the development of the participant's leadership skills, customized in-house training, and referrals to appropriate training opportunities offered by the center or other organizations.

The center's Leadership Assessment Program began Sunday, Feb. 25. Individuals may enroll in person or by referral from an organization. For information, or to register, call the Center for Leadership Assessment and Development at 586-6619.

Telephone Corrections:

RIT Communications announces the following additions, changes, and corrections to the Institute telephone directory. If further changes are received, they will be published in upcoming issues of *News & Events*.

Drexel, Douglas Staff Accountant 6025 Eastman	-6555
Fish, Yvonne	-2915
Iuppa, Susan Food Services 1279 Union	-5655
Johnson, Guy Information Tech. ritcvlgj UNIX 2160 Union	-2161
Lester, Georgia SPAS 2111 Gannett	-2715
Merritt, Terry SPAS 2105 Gannett	-5886
Noonan, Susan	-5227
Quartieri, Gail	-5886
Rizzolo, Michael Development 3324 City Center	-2259
Sterlace, Donna SPAS 2105 Gannett	-5887

CALENDAR

Through March 12—exhibit: Photographs of the Soviet Union, featuring the work of student Brian Crites; 8:30 a.m. to 4:30 p.m., weekdays, Switzer Gallery. Information: -6855 (V/TDD).

March 12 to 20—exhibit: "On My Own Time," artwork by NTID faculty and staff produced after work hours; 8:30 a.m. to 4:30 p.m., weekdays, Switzer Gallery. For information on this Arts for Greater Rochester-affiliated program, call -5585 (V/TDD).

March 17—concert: RIT Gospel Ensemble; 7:30 p.m., Interfaith Center. Free.

March 22—lecture: "The Mystery of Spirit," by photographer Joyce Tenneson as part of the William A. Reedy Memorial Lecture in Photography; 7 p.m., Ingle Auditorium. Free. An exhibit of her work will be in the SPAS gallery, third floor of the Frank E. Gannett Memorial Building, March 19 to 29; noon to 8 p.m., Monday through Friday, and 1 to 5 p.m. Saturday.

March 20—seminar: "Loss—A Temporary Disability," conducted by Dr. Brian Barry, noon, Alumni Room, College-Alumni Union. Sponsored by Disabled Students Advisory Group.

March 26—workshop: Breast Self-Examination, sponsored by RIT/CAN and RIT Student Health, presented by Marsha Robinson, nurse practitioner; noon to 1 p.m., 1829 Room, College-Alumni Union. Sign language interpreted.



William DuBois

Photo School Names New Acting Director

William DuBois has been appointed acting director of the School of Photographic Arts and Sciences, in response to director Thomas Iten's plan to return to teaching, said Dean Edward C. McIrvine, College of Graphic Arts and Photography.

DuBois, who became SPAS associate director last fall, previously was chairman of the Department of Biomedical Photographic Communications. He joined RIT in 1974 and had served as biomedical chair since 1986.

Women's Network Offers Discussion, Artwork by Members

Networking in the domestic violence field will be the topic for discussion at the March 14 meeting of the RIT Women's Network, to be held at noon in the College-Alumni Union, 1829 Room.

The presentation will be made by Nina Kalen, assistant director of Alternatives for Battered Women, a program that provides shelter, crisis intervention, and counseling and rehabilitative services for women and their children who are victims of domestic violence.

Kalen's volunteer work has earned her honors such as the United Way Volunteer Coordinator Award of Excellence and Rochester Area Women's Political Caucus "Woman of the Year."

Kalen's presentation is open to the RIT community and will be interpreted for the hearing impaired.

In addition, the RIT community is invited to view an art exhibit by members of the Women's Network, which will be on display in the College-Alumni Union lobby display cases through March 16. This exhibit, scheduled in conjunction with National Women's Month, will feature a variety of artistic media by female members of the RIT community, including photography, illustration, textiles, and crafts.

For further information, contact Gail Gucker, -6944.

NEWSMAKERS

● **Alan DeBack**, assistant director, Office of Cooperative Education and Placement, is the 1990 president of the New York State Cooperative Experiential Education Association.

● **Dr. William Nowlin**, one of the authors of an article called "The Plant Closing Law: Worker Protection or Government Interference?" had the piece published in the November/December edition of *Industrial Management*. Another of his articles, "Racial Harassment in the Workplace: Offensive Behavior or Acceptable Humor," was accepted for publication in the *Mid-Atlantic Journal of Business*.

● **Dr. Erhan Mergen**, associate professor of decision sciences, helped write an article, "The Dynamic Histogram Chart," which has been accepted for publication in a 1990 issue of *Quality and Reliability Engineering International Journal*.

Mergen and D. S. Holmes had their article, "Testing Control Chart Subgroups for Rationality," published in the *Quality and Reliability Engineering International*, April to June 1989 issue. This article also was published in *Quality Control and Applied Statistics*, December 1989.

● **Dr. John Helmuth**, associate professor of finance, recently presented a paper, "Short Run Cost Functions for Nuclear Power Plants," in Orlando, Fla. He also served as a panelist on bond and stock rating changes for the Southern Finance Association.

● **Dr. Karen Paul**, associate professor, Management and Marketing Department, presented "Assessing Corporate Social Responsibility in the International Context" at the Harvard Divinity School on Dec. 28.

● **Dr. Frank Annunziata**, history professor, College of Liberal Arts, delivered the keynote speech, "The Hero in American History: Is There a Usable Past?" at the Advanced Placement History Conference held at the Strong Museum for 300 Rochester students. Professors from Syracuse University, SUNY-Geneseo, Brockport, and Nazareth also gave lectures at the day-long conference.

● **Dr. Andrew Dubrin**, professor of management, College of Business, has been appointed to the Editorial Review Board of the *Minerva Education Institute*, a non-profit corporation involving industry, academia, government, and labor.

● **Margaret Reek**, associate professor of computer science, presented a paper, "An Undergraduate Operating Systems Laboratory," at the ACM Special Interest Group in Computer Science Education symposium in Washington, D.C., February 23.

● **Robert Chung**, associate professor in the School of Printing Management and Sciences, was the guest speaker at the Seattle Advertising Production Association meeting on Jan. 18. Chung spoke on tone reproduction and halftone analysis for black-and-white images. More than 150 print production professionals in the Seattle area, including RIT alumni, attended the meeting. Chung also gave a one-day tutorial to a group of engineers and programming analysts at Tektronix, Inc., in Wilsonville, Oregon, on Jan. 26. His topic was colorimetry and its application in graphic arts imaging.



PLANNING FOR GRADUATION . . .

Careful behind-the-scenes work has been going on since November to ensure that everything goes smoothly on commencement day, May 19, when more visitors come to campus than for any other event. Leading this effort is the Central Planning Committee for Commencement, chaired by Dr. Cynthia McGill, assistant to the provost. Members of the committee are, from left to right: front row, Shirley Besanceney, Campus Safety, and Marilyn Bailey, Physical Plant; second row, Shirley Masseth, Meeting Planning/Catering Services, co-chair, Ceremony Committee, and Barbara Blickwede, Academic Affairs; third row, Marion Kelly, Academic Affairs, and Steve Friedman, Physical Plant, chair, Support Committee; fourth row, Robert Day, Campus Safety; Joanne Mason, Meeting Planning/Catering Services; and Gary Gasper, Meeting Planning/Catering Services, co-chair, Ceremony Committee; and back row, Neil Fagenbaum, Communications, chair, Festival Committee, and McGill, Academic Affairs.

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NEWS & EVENTS

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