

Hearst CEO Honored for Industry Contributions

Frank A. Bennack Jr., president and chief executive officer of The Hearst Corporation, received the 1990 Isaiah Thomas Award from the School of Printing Management and Sciences at a dinner held April 11 in the Fireside Lounge.

The Newspaper Operations Management Program annually presents the award to recognize outstanding contributions to the newspaper publishing industry.

Thomas Curley, president of *USA Today*, served as honorary chairman of the award program and was on hand, along with President Rose, Board of Trustees chairman Thomas Gosnell, Vincent Spezzano, chairman of Gannett Rochester

Newspapers, and David Mack, publisher of Gannett Rochester Newspapers, to honor Bennack.

Bennack, chairman of a recycling task force of the American Newspaper Publishers Association, spoke on the importance of recycling within the newspaper industry.

"The environment is not just a story that newspapers are reporting," Bennack said. "It has become a story in which newspapers are participating. They are doing so by increasing their use of recycled newsprint and by encouraging the production of additional quantities that will re-route used newspapers from the landfill to the recycling plant."

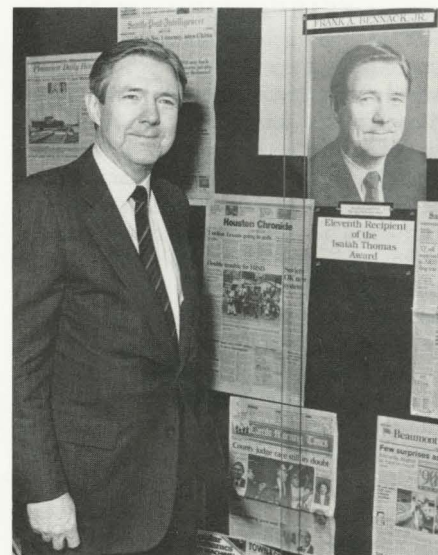
Bennack summarized his presentation with four points about recycling: Contrary to popular belief, newsprint comprises only 8 percent of the solid wastes problem; that to resolve this small percentage is an extremely complicated matter; resolution is best handled in a voluntary, market-driven manner that does not involve legislation that may lead to regulation of the newspaper industry; and that readers, publishers, paper producers, and government officials all have a role to play in recycling.

One of the nation's leading diversified communications companies, The Hearst Corporation holds major interests in newspaper, magazine, book and business publishing, and television and radio broadcasting.

Bennack, a member of the Hearst board of directors and of the corporation's executive committee, has served in a variety of posts in his more than 25 years with Hearst. Before becoming the corporation's chief executive in 1979, Bennack served as executive vice president and chief operating officer, and general manager of Hearst Newspapers.

A native of San Antonio, Tex., Bennack's early career included experience in radio and television as well as newspapers. His reputation as a newspaper executive resulted in his 1973 election as president of the Texas Daily Newspaper Association, the chief organization of that state's more than 110 daily newspapers.

Under Bennack's leadership, The Hearst Corporation has substantially expanded its operations. Since 1979, the corporation has acquired more than 20 companies and created several new ones. Recent acquisitions include 10 daily newspapers, *Redbook* and *Esquire* magazines, three television stations, two comic and news feature syndicates, a



Frank A. Bennack Jr., president and chief executive officer of The Hearst Corporation and recipient of the 1990 Isaiah Thomas Award, pauses during a tour of the School of Printing Management and Sciences in front of a case displaying numerous Hearst Publications.

Retirement Task Force Issues: Current, New Options

The Retirement Options Task Force was charged by President Rose to review and make recommendations on three issues concerning the Basic Retirement Program: TIAA/CREF Regular Retirement Annuities. Each participating employee contributes a minimum of 2 percent, and RIT 10 percent, of base salary to the plan. The issues under review do not involve the TIAA/CREF Supplemental Retirement Annuities.

The issues under review are adding new investment options, permitting transferability from CREF to Fidelity (as we are currently permitted with employee contributions to the SRA), and expanding cashability. Current considerations of the Task Force are charted on page 8.

The issues being reviewed by the Task Force would provide increased flexibility for employees in retirement planning. Retirement planning, not investment

planning, is the premise on which the Task Force is based.

Following are a few scenarios based on real cases in which employees diversified their SRA funds. In one case, a wise investment decision was made, and in another, an unwise decision.

Some employees want to ensure that their retirement funds are diversified so that all their eggs are not in one basket. One employee moved some of her SRA money into another fund and successfully achieved a higher rate of return over a period of time.

After the 1987 stock market drop, a second employee moved 30 percent of his money from the CREF stock account to a money market fund. Since then, the Dow has increased by 1000 points, and he earned a lesser increase than if he had left his money untouched.

continued on page 8

United Way Walk/Run Set; Kickoffs Raise Big Bucks

Do you see noontime joggers and think you could beat them sneakers down? Or are your brisk walks across campus the fastest in Henrietta?

Either way, bragging rights are at stake May 4 for fastest runner and walker, most creative participant, and most important, the person who raises the most money, in the seventh annual RIT Walk/Run Day to benefit United Way. The three-mile race across campus begins at 12:15 p.m.

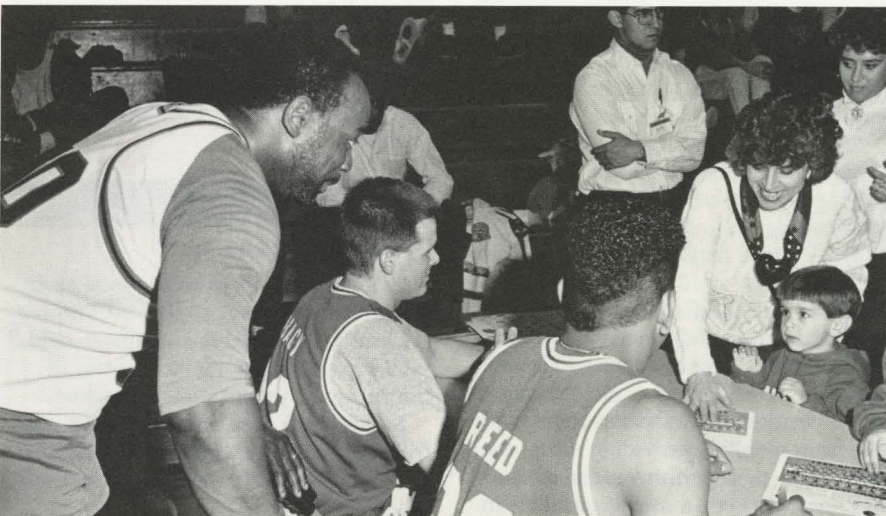
Registration and sponsorship forms are, as they say, in the mail. The event has raised more than \$3,000 annually—with the Carlson Center for Imaging Science's Barbara Capierso holding the title for most pledges—\$573.75 last year.

All participants who raise more than \$25 receive a T-shirt; those bringing in more than \$100 become members of the C-Note Club. Other prizes include the Dirty Sneaker Award for the most participants from a particular department, currently held by the library crew, and the Committee Favorite Trophy for most creative competitor—last year won by the RIT Tiger.

Co-chairs of this year's event are Jane Munt of the Learning Development Center and Manny Contomanolis from the Office of Cooperative Education and Placement.

"This annual run/walk is the capstone of our United Way effort here," said Contomanolis. "It brings together faculty, staff, and students for a good time of fun and friendly competition. We guarantee a good time."

Munt expects a record participation. "Our goal is to have 200 runners and walkers and to break the \$5,000 mark," she said.



RIT's United Way Campaign began with a lot of fun, food, and the Buffalo Bills. Before approximately 1,500 spectators in the Clark Memorial Gymnasium on April 6, members of the Buffalo Bills football team played the RIT Noon-Time Warriors in a benefit basketball game, raising about \$3,100 (bottom photo). During halftime, all in attendance, including this young boy, had an opportunity to get their Bills team photo autographed by players such as John Hagy (left) and Andre Reed. Standing is Howard Ward, chairperson of RIT's United Way Steering Committee and one of the Noon-Time Warriors. RIT's campaign started officially on April 4, with festivities on campus and at City Center (top photo), where a 10-foot sub was gobbled up along with a wide variety of delectable desserts. Events at City Center and campus raised around \$500. This year's goal is \$160,000.

television production company, and several book and trade publishing companies.

Previous recipients of the award include Arthur Ochs Sulzberger, chairman and publisher of *The New York Times*; Katherine Graham, chairman and CEO of the Washington Post Co.; Allen H. Neuharth, former chairman, Gannett Co.; Otis Chandler, chairman and editor-in-chief of the Times-Mirror Co.; and Alvah H. Chapman Jr., former chairman and chief executive officer of Knight-Ridder, Inc.

Search Firm Hired To Aid Selection Of Business Dean

An external search firm has been hired to assist in the selection of a new dean for the College of Business.

According to Dr. Thomas Plough, provost and vice president for Academic Affairs, "Dr. Rose and I have concluded that we do not have an appropriate match between the organizational needs of the College of Business and the professional accomplishment and personal attributes of our finalists." Dr. Walter McCanna will remain as dean through the summer and will begin his professional leave Sept. 1.

Concluding the work of the College of Business search committee, Dr. Plough commented, "We deeply appreciate the efforts of the committee in completing this first phase of the search."

Ira Krinsky Associates, a consulting firm that assisted in filling other RIT positions and which recently completed several business dean searches for other universities, was contacted to begin the process. The firm maintains offices in New York and California. Krinsky will work closely with Dr. Plough and a faculty group from the College of Business.

Plough says Krinsky is expected to identify several strong candidates, to be brought to campus this spring. "However, should this new search activity fail to yield a strong dean candidate, I will appoint an interim dean to be in place Sept. 1."

McCanna became dean of the college in 1980 and is stepping down to pursue his own academic research.

Engineering Prof Awarded Advisor Honor

Dr. Alan Nye, associate professor of mechanical engineering, College of Engineering, has been selected by the Society of Automotive Engineers as recipient of its Outstanding Faculty Advisor Award.

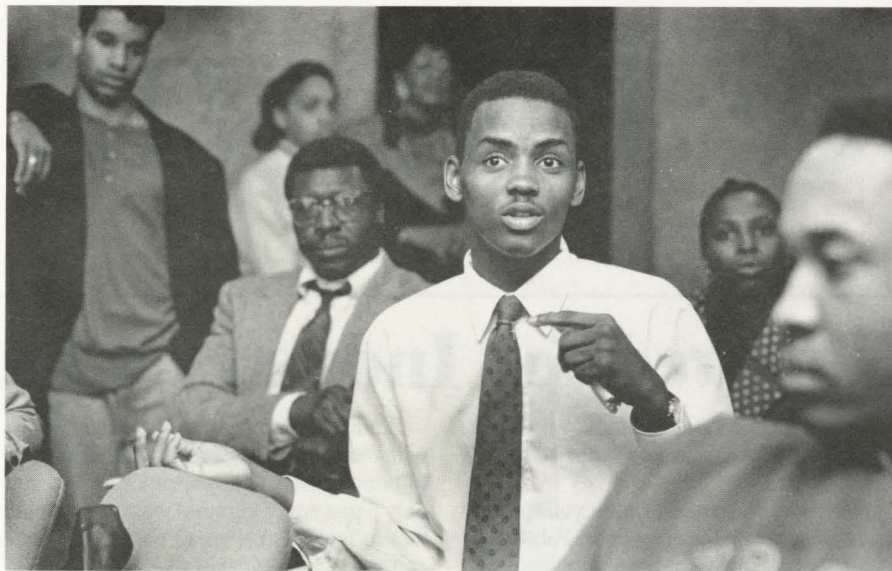
Nye has been an advisor to the student chapter of SAE since he began teaching at RIT 13 years ago. In that role, Nye coordinates student efforts in SAE-sponsored competitions such as the Mini-Baja, a competition for college students that involves creating and testing all-terrain vehicles, and the Methanol Marathon, a 1,100-mile road rally in which students converted a Chevrolet Corsica to run on methanol instead of gasoline. RIT students placed third in last year's Methanol Marathon and won \$3,000 and the car they converted and raced.

Nye currently is coordinating the student team building the Institute entry into GM Sunrayce, a 1,800-mile solar car road rally from Florida to Michigan from July 9 to 19, sponsored by General Motors and SAE.

"Dr. Nye has been very active in our competitions," says Lynne Puskar, coordinator of educational relations for SAE, "and he has done a wonderful job of keeping the RIT student chapter organized and informed."

This is the first year that SAE has presented the award, and Nye says he appreciates the recognition.

"SAE is an important organization," he says. "The competitions they sponsor complement classroom and laboratory work with hands-on challenges, and students benefit greatly from the experience."



EAST MEETS SOUTH . . . A group of 31 students from Tougaloo College, Mississippi, visited campus last month in a campus exchange program. Hosted by the Higher Education Opportunity Program and the Greater Rochester Tougaloo Alumni Chapter, Inc., the daylong visit began with breakfast at Rochester city school #4 and included a panel discussion, concert by the Tougaloo College Concert Choir, and a campus tour conducted by the Black Awareness Coordinating Committee and Phi Beta Sigma Fraternity.

Gasser Lecturer: Don't Ask Japan to Change

U.S. trade negotiators should stop demanding that Japan open its markets. Instead, to ease strained relations with Japan, U.S. government and business leaders should concentrate on changes needed to improve this country's economy, says Clyde V. Prestowitz Jr., the 1989-90 William D. Gasser Distinguished Lecturer in the College of Business.

"Japan is not going to change. Forget opening the Japanese market," says Prestowitz, author of *Trading Places: How We Are Giving Our Future to Japan and How to Reclaim It*. "Trade talks between the U.S. and Japan are going to be very unsatisfying, more intense, with possibly more hostility between the two sides. I don't think these talks will result in any meaningful changes."

"U.S.-Japan: Collision Course?" is the title of his talk at 2 p.m., April 26, in Webb Auditorium. President of the Economic Strategy Institute in

Washington, D.C., Prestowitz served as a trade negotiator for the Reagan administration and as counselor for Japan affairs to the secretary of commerce.

The U.S. must make fundamental changes in its economic principles and policies and take steps to do what is best for the American economy, Prestowitz believes. Cultural differences between the U.S. and Japan are at the root of negotiating problems. One fundamental difference lies in how each country defines an open market.

"[The Japanese] think of openness as a removal of restrictions case by case, as the bureaucratic giving of permission, and not the generic Western concept of an absence of the need for permission," he says in *Trading Places*.

Prestowitz recommends ways the U.S. might improve its trade policy and meet the Japanese challenge. Among suggestions in his book:

—The U.S. must always negotiate for results, rather than over procedures to create an open market.

—The U.S. government, which traditionally has not worked closely with industry, must choose select projects and industries to promote, such as research in superconductivity.

—Instead of waiting for commercial spin-off of government research and development, the U.S. should organize consciously to develop technology for civilian use.

"Prestowitz advocates that we embark on a new approach to balancing our trade deficit with Japan," says Walter McCanna, dean of the College of Business. "Because a community such as Rochester has so much at stake in our successful effort to compete with the Japanese, this lecture should be of particular interest."

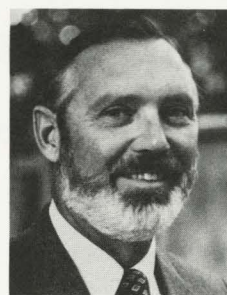
The Gasser Lecture is made possible by the late John Wiley Jones, former honorary member of the Board of Trustees, and Jones Chemical, Inc., in memory of William D. Gasser. Gasser taught accounting in the college from 1967 until his death in 1977.

HEOP Students Garner Honors

An annual event honoring students involved in the Higher Education Opportunity Program (HEOP) takes place at 5 p.m., April 25, at Logan's Party House, 1420 Scottsville Rd., Rochester. The HEOP Honors Ceremonial Dinner and Reception recognizes graduating students and students who have maintained a 3.0 to 4.0 quality point index.

This year's event—Engage the Future—features guest speakers and entertainment. The ceremony honors the outstanding HEOP student from each class and recognizes students for leadership and perseverance. HEOP is a state- and Institute-funded program for students whose economic and educational background qualifies them for support services. The HEOP Office offers academic, personal, financial, and career counseling, as well as tutorial services.

A shuttle bus for students attending the event leaves the administration circle at 4:30 p.m. for Logan's and returns at 8:30 p.m. For ticket information, contact Sandra Ebling at -2221.



Paul Schindler

Expert Shares Work Of Wildlife Group

Paul Schindler, president and chief executive officer of the African Wildlife Foundation (AWF), wants more of us to care about the animals inhabiting our planet.

Speaking at 7:30 p.m., April 26, in Ingle Auditorium, Schindler discusses the African Wildlife Foundation's work, focusing on three main themes: education and training of Africans to understand and manage their wildlife resources, working with African conservationists to protect endangered species, and providing emergency aid to parks and reserves.

Widely traveled in Africa, Europe, and the Mideast, Schindler represents the only fully staffed, year-round animal protection organization in Africa. He will discuss the threatened African elephant and mountain gorilla, and outline the foundation's efforts to save the animals.

Founded in 1961, the foundation has its headquarters in Washington, D.C., and publishes *Wildlife News*, a quarterly newsletter. Donations from its 30,000 members and from private foundations and corporations support AWF.

Schindler, formerly a professor of sociology and director of a national leadership training program on governmental policy-making process, has worked with the World Resources Institute and with study missions to foreign countries, and has participated in international conferences and seminars.

His speech, sponsored by Student Directorate, is free and open to the public.

NTID's Cabaret Production Probes Germany's Dark Past

In the shadow of the dismantled Berlin Wall, life now indeed may seem a cabaret. Performers at NTID recreate a darker chapter in history, however, when they present the Tony Award-winning musical, *Cabaret*, at 8 p.m., April 21, and 2:30 p.m., April 22, in NTID's Robert F. Panara Theatre. Performances will be presented simultaneously in voice and sign language. Tickets are \$2 for students, \$4 for all others, and are available at the NTID Box Office.

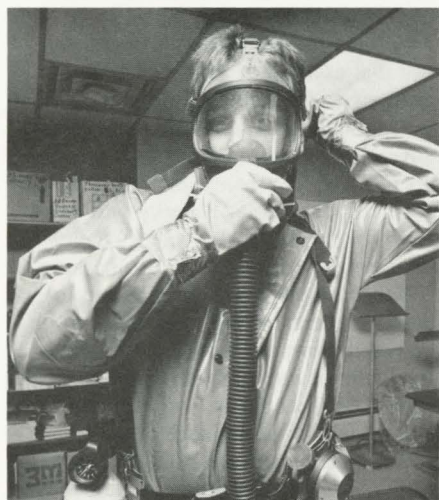
Directed by Jerome Cushman, associate professor in NTID's Performing Arts Department, *Cabaret* is set in Berlin in early 1930 on the eve of Hitler's rise to power. The play contrasts scenes of a decadent and frivolous nightclub with the personal struggles of several main characters, including a young American writer, the English nightclub entertainer with whom he falls in love, and his German landlady and the Jewish man who courts her.

The cast is composed of hearing and deaf RIT students; faculty and staff members, including Dennis Webster, adjunct faculty member in the Performing Arts Department, who portrays the cabaret's master of ceremonies; and community performers.

"Performing a musical is a unique educational experience for deaf students," says Cushman, who faced the challenge of coordinating hearing singers and deaf signers. "Since they [the deaf] can't hear the music, they need to memorize the rhythm as well as the signs for the songs."

Another unusual arrangement involves the orchestra. Since the Panara Theatre doesn't have an orchestra pit, the music will be performed in a separate room, with television monitors providing visual cues between on-stage performers and conductor Robert Mowers, musical consultant in the Performing Arts Department. Speakers placed throughout the theatre will broadcast the music for the hearing audience.

The NTID Box Office is open 10 a.m. to 4 p.m. weekdays. For reservations, call -6254 (voice/TDD).



TAKE ME TO YOUR LEADER . . . Fourth-year civil engineering technology student Tom Trytek isn't wearing a space suit. He's got on protective gear worn when handling toxic waste. As part of the department's Hazardous Waste class, students traveled to the International Union of Operating Engineers' training center near Dansville to try on the unusual apparel.

DEATHS

George C. Hopkins Jr.

"His legacy may best be summed up by the number of young people who followed his lead and entered the computer field," says Ronald Stappenbeck, director of Information Systems and Computing.

Stappenbeck was referring to his good friend and co-worker, George C. Hopkins Jr., who died April 3 following an extended illness.

During his 20 years at RIT, Hopkins helped guide the Institute's computer operations through a period of tremendous growth, enabling members of the campus community to have access to some of the finest computer resources available.

As associate director of Data Center

Operations and Technical Support, Hopkins was responsible for overseeing operations for the Institute's Computer Center and for data base administration and technical support.

Hopkins is survived by his wife, Delores, and sons Terry, Kevin, and Roger. A memorial service was held in his honor yesterday in the Interfaith Chapel. His family has requested that donations be made in his memory to the American Cancer Society's Monroe County Unit, 1400 N. Winton Rd., Rochester, 14609, or to Hospice of Rochester/GRHCA, 150 E. Main St., Rochester, 14604.



Albert Paley received a custom-designed plate for the Greater Rochester Metro Chamber of Commerce 1990 Civic Award in Culture and Arts, as Judith Kaplan, executive director, Arts for Greater Rochester, announced him winner.

Paley Main Street Project Brings Him City Cultural Award

Albert Paley, artist-in-residence, College of Fine and Applied Arts, has won a form of the "people's vote" from the Rochester area community.

Paley, christened America's "man of iron" by *The Wall Street Journal*, received the Greater Rochester Metro Chamber of Commerce 1990 Civic Award in Culture and Arts (one of eight categories) during a 400-strong gala luncheon presentation at the Stouffer Rochester Plaza Hotel on March 16.

Describing his Main Street Bridge railings and bench designs as "the crowning touch to Rochester's downtown project," award presenter Judith Kaplan commended Paley for artistic contributions to the Rochester community. Citing Paley's international acclaim, his new commission for AT&T in Atlanta, Ga., and his "flowing ribbons of steel" artwork for the University of Rochester Memorial Art Gallery, Kaplan said, "We are most grateful as a community for the talents of Albert Paley."

Paley, who has earned a reputation for creating public art, strongly advocates special funds for civic art projects. "Art in this context is the effervescence of the spirit of the people," said Paley in his acceptance speech.

Symposium Examines User Fee Use

From building permits and refuse collection to airplane landing rights and ambulance services, Phoenix, Ariz., citizens pay user fees for most city services. As Rochester city officials struggle with the notion of collecting user fees as a budget balancing measure, the 10-year-old Phoenix system could serve as a model for change.

"User fees are not an evil, but they are different," says Phoenix City Auditor James A. Flanagan, a panelist for the upcoming Public Policy Symposium on the Role of User Fees. "User fees don't necessarily have a down side, but people do get frustrated by them. The level of cost accountability does get scrutinized more closely."

The user fee symposium will be held from 9 a.m. to 4 p.m., April 24, in the 1829 Room, College-Alumni Union. Organized by user fee expert Thomas Hopkins, Gosnell Professor of Economics in the College of Liberal Arts, the daylong conference explores the advantages and hazards of a greater reliance on user fees in Monroe County.

"As federal aid shrinks, and the state muddles along in its fiscal mess, pressure rises on local government," says Hopkins. "How are we to pay for our public services? Would a shift to fees and charges be better than property tax increases?"

At the noon luncheon, keynote speaker Helen F. Ladd, professor of public policy studies, Duke University, and senior fellow, Lincoln Institute of Land Policy in Cambridge, Mass., outlines central policy questions that user fees entail, drawing from her new book on city financial dilemmas.

Four panel sessions feature experts from Washington, D.C., academic institutions, and local government professionals:

User Fee Economic and Legal Issues: 9:10 to 10:20 a.m.—Lawyers and economists examine general concerns about user fees from a national perspective and how that policy affects Monroe County. Issues such as charging developers impact fees are explored from legal and economic viewpoints.

The Climate for Local User Fees: 10:30 to 11:45 a.m.—Is Monroe County ready to depend more on user fees? Using Phoenix as a model, panelists discuss pros and cons of that city's system and how

Monroe County might choose to adopt some features, such as citizens' advisory panels, that play a key role in approving and setting fees.

Fee Financing and Transportation: 1:40 to 2:40 p.m.—America's roads and bridges are collapsing, but who pays for repairs? Edith Page, of the U.S. Congress' Office of Technology Assessment, discusses findings of a new federal report,

"Rebuilding the Foundations," which touches upon the mix of federal, state, and local government responsibilities.

Other User Fee Issues and Applications: 2:50 to 3:50 p.m.—Trade-offs between property taxes and user fees will be examined, along with other general user fee issues.

For information, call Hopkins at -6648.

Applause for Lab Manager— Student Employee of Year

The manager of NTID's Applied Arts Department laboratory helps hire and supervises 11 lab assistants, schedules the use of art facilities and equipment, develops systems by which to run the lab more efficiently, and more.

Surprise—that manager also is a hearing-impaired, full-time student, Sophie Kiskinis, who was honored recently as the Institute's Student Employee of the Year. Kiskinis, a fourth-year graphic design major, was honored as part of National Student Employment Week, April 2 to 6. She received her award during a presentation on April 3 in Clark Dining Room.

Criteria for the award are reliability, quality of work, initiative, disposition, longevity, adaptability, and uniqueness of contribution. Kiskinis has been employed in the lab for four years.

According to Joanne Stuewe, administrator of the Student Employee Office, Sophie "initiated weekly meetings of assistants . . . persists in coming to a solution when a problem occurs . . ." and ensures the lab is run efficiently, equipment is serviced promptly, and student assistants have convenient work schedules.

"I have never seen anyone in this position with as much initiative," says one of Kiskinis' supervisors. "She has done such a good job . . . we have virtually eliminated faculty involvement in day-to-day problem solving . . ."

Kiskinis also looks to the future, making sure the lab is running smoothly when she graduates this May and leaves the lab in the hands of her successor.



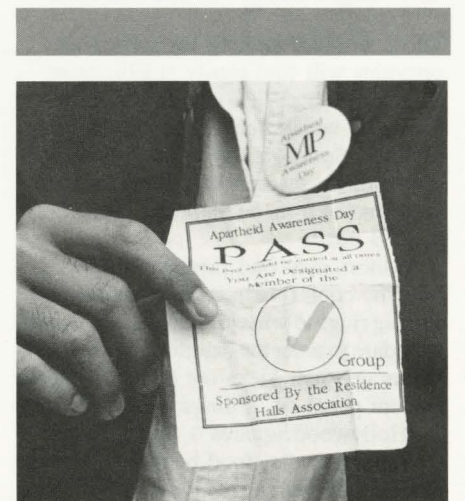
Student Employee of the Year, Sophie Kiskinis, takes a fancy to her award in the NTID Applied Art Department lab she so competently manages.

Engineering Society Grant Aids Staff, Student Development

The Society of Manufacturing Engineers' Manufacturing Engineering Education Foundation has awarded a \$50,290 grant to Dr. Venkataswamy Raju, chairman of the Manufacturing Engineering Technology Department. The funds will be used by the department for the purchase of capital equipment and for student, faculty, and curriculum development.

"The Society of Manufacturing Engineers has been extremely supportive of our program," Raju says. "Through SME's generosity, RIT remains at the forefront of the latest developments in the area of computer integrated manufacturing."

SME is an international technical society dedicated to advancing scientific knowledge in the field of manufacturing. SME Foundation grants are designed to spur new developments in manufacturing technology and productivity and to further manufacturing engineering as an education discipline.



WRONG COLOR—NO ENTRY HERE . . . Residence hall students arbitrarily received color-coded passes on March 29 to show the injustice of apartheid. Designated MPs from residence hall government checked passes for entry to bathrooms and dining halls. "This is our first Apartheid Awareness Day," said Tony LaPerna, RHA president. "We want students to experience what it's like to live in a system like this."

PROFILE



Juliette Lane-Hailey Adjunct Instructor College of Continuing Education

If ever a person needed to be cloned, it's Juliette Lane-Hailey. By day, she's a manager at Xerox; by night, an RIT adjunct instructor. In between she squeezes in community service and some modeling.

Lane-Hailey believes she benefits from the best of many worlds. The managing and teaching, however, are the two roles she says are most closely related.

"Teaching helps me at Xerox, and

Xerox helps me at RIT," she says. "Being an adjunct gives me the opportunity to blend what happens in the business world with the academic world."

Lane-Hailey, manager of Quality and Customer Satisfaction at Xerox's National Customer Administration Center, added "RIT adjunct" to her resume two years ago. Since then, two RIT colleges have benefitted from her experience: the College of Continuing Education and its Career and Human Resource Development graduate program and the College of Business and its MBA program. She teaches throughout

the year, two quarters for each college.

As an instructor, she values what her students can teach her. "The students are professionals, so they're bringing a whole new perspective. They have different opinions and that widens my perspective."

Lane-Hailey, who earned her doctorate in organizational development from the University of North Carolina at Chapel Hill, has worked her way up the Xerox ladder for the last seven-and-a-half years. Her titles have included educational specialist, program manager for employee involvement and quality training, program manager for non-exempt compensation, and manager for management development and training.

Her schedule also includes being president of the board of directors of the Regional Council on Aging and sitting on the board of the Genesee Valley Girl Scouts. But Lane-Hailey isn't all business and service. Her students also may spot her hitting the runway—she has modeled in fashion shows for B. Forman and Sibley's.

Among her accomplishments, however, she seems most proud of her June marriage to John Franklin Hailey, the city's new director of employee relations.



CIVIL RIGHTS DEAD IN U.S.? . . . Famed civil liberties attorney William Kunstler addressed an audience of nearly 300 on the topic "Defending the Least Defensible" in the College-Alumni Union cafeteria on March 26. His speech followed his receipt of the Genesee Valley Chapter/New York Civil Liberties Union 1990 Bill of Rights Award.

Program Prepares High Schoolers

Faculty and staff who want to help their children prepare for the rigors of college academics should look into the Learning Development Center's College Anticipation Program.

The program, offered this summer from July 9 to Aug. 10, is designed to give students an edge with college admissions offices. CAP teaches high school graduates college success skills and strategies, highly persuasive tools with admissions officers, according to Irene Payne, the program's director and LDC associate director.

"High school learning is different from college studies—both in quantity and rigor," Payne says. "This is an excellent orientation to the college scene, giving students a chance to 'try on' a college course."

The five-week program stresses the basics of learning how to learn, as well as self-awareness and goal setting. Students take courses in writing, reading, math, vocabulary, and study skills—which includes training in the use of a college library. Students also earn four college credits with the Introduction to Psychology course taught by Dr. Brian Barry, College of Liberal Arts.

LDC's faculty, who specialize in teaching developmental learning skills to students, designed the CAP classes with soon-to-be college freshmen in mind. Admission is open to students who will graduate from high school by July 1990.

The program is not limited to students entering RIT. For more information, call Irene Payne at -6942.

Tons of Fun Coming To Spring Carnival

Those who are looking for springtime activities will find plenty at Ellingson/Peterson/Bell's (EPB) annual Spring Carnival, which benefits cystic fibrosis research. Sponsored by EPB residence hall government, the carnival opens at noon and runs to 6 p.m. on Saturday, April 21, in EPB quad.

Visitors may find themselves in a lip-sync contest or pitching pennies and tossing rings to win carnival games. Some may dare to enter the haunted house, while others get their kicks out of harassing the student panel on "Ellingson Squares" (as in "Hollywood Squares"). Spring Carnival also offers crafts, food booths, and rides like the Octopus and the Paratrooper. Fees are minimal, and a portion of the proceeds go to the fight against cystic fibrosis.

EPB government adds an evening affair to wrap up the day: a dance in the RITz from 9 p.m. to 1 a.m., during which a trip to Puerto Rico will be given away, donated by Anita's International Travel.

Best Adult Students Receive Kudos

College is challenging for just about everyone—except, perhaps, geniuses—but for adult students it can be particularly mind boggling.

In the words of College of Continuing Education student Ronald J. Torrance, "There are many challenges and rewards to face in pursuing an education through evening study. Balancing your schedule is the toughest. I didn't realize how many commitments I had until I tried to juggle them all together. There are weeks when I have only one full evening at home with my family." But for Torrance, a production equipment maintenance and repair supervisor, these sacrifices are paying off. He has received two promotions since returning to school.

Torrance, who graduates with an associate degree in industrial management next month, recently was saluted for his efforts. Along with two other CCE students, he was named Outstanding Adult Student by the Rochester Area Colleges Continuing Education Association. They were honored at a dinner held earlier this month.

Also named was Arnold R. Boughner Jr. An electrician, Boughner will earn an associate degree in electrical technology next month. "Although the sacrifices seemed great, the rewards make them small by comparison. I am now in the home stretch. I have achieved the Dean's List and kept my standards and GPA



Arnold R. Boughner Jr. (left), Hugh John Ives, and Ronald J. Torrance (right) share a congratulatory moment after a ceremony honoring them as outstanding adult students.

high," says Boughner, who hopes to one day move into project management.

Hugh John Ives, the third student and a technical instructor for electrical maintenance workers, earns his associate degree in electrical technology next month.

Ives, who plans to pursue a bachelor's degree and apply that toward becoming a technical manager, says, "Without a doubt, one of the best decisions I ever made was electing to go to night school.

. . . Sure, night school was tough; anything worth having is tough. But night school allowed the blending of newly learned knowledge with everyday, real-world situations. . . . It's unimaginable what my life would be like without it."

Graphic Design Archive Work Continues with NEA Grant

The development of an electronic desktop archive—a team project at RIT—will continue with the support of a \$46,000 grant from the National Endowment for the Arts, in effect as of March 1990.

The three-year old project, known as the graphic design archive, seeks to create an interactive "electronic museum" of the history of graphic design. Already in its third prototype phase, the archive focuses on the work of pioneer graphic designer Lester Beall and others in America from the 1930s through the '50s: Alvin Lustig, William Golden, Will Burtin, Ladislav Sutnar, Charles Coiner, Alexey Brodovitch, Dr. M.F. Agha, and Bradbury Thompson.

With 24,000 of these founding designers' images safely stored on laser discs, the archive successfully establishes an electronic library. But how usable a library remains the question.

"One of our main goals with the archive is to make it an easy, accessible tool," explains project director Roger Remington, graphic design professor. Using HyperCard software, the archive runs on an Apple Macintosh computer system that drives a videodisc player and a color video monitor. "We constantly look to simplify systems. Going with the Macintosh meant going to a very user-friendly format."

People most likely to use the archive include teachers, long distance learners,

designers, researchers, writers, editors, and historians.

From a historical perspective, this sort of electronic museum not only preserves pieces of history via image reproduction, it also allows almost infinite cataloging and easy access through computer terminals. Donors interested in graphic design recognize the value of the archive and continue to give to the collection.

The archive's first publicly accessible installation will be in the new special collections area of Wallace Memorial Library, serving as an electronic finding guide for the Lester Beall Collection, its first major donation.

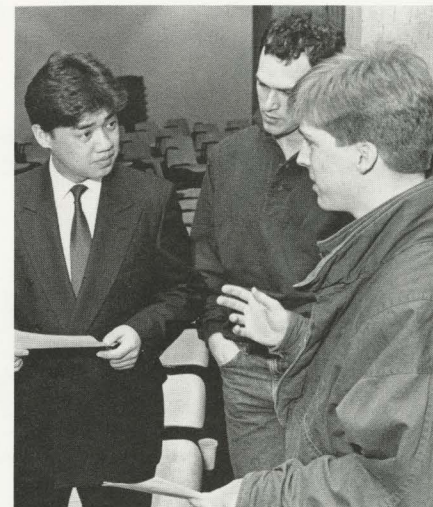
To date, the graphic design archive has been a joint project of the College of Fine and Applied Arts, the American Video Institute of the College of Graphic Arts and Photography, the School of Computer Science and Technology, and Wallace Memorial Library. In the future, Remington hopes to connect on a larger scale, creating a national consortium of graphic design collections. The University of Illinois at Chicago and Cooper Union in New York are joining forces with RIT in this effort.

"This is just the beginning, the tip of the iceberg of where graphic design is going," believes Remington. It seems the NEA, with its continued monetary support, is betting on that future potential.

Tiananmen Leader Speaks of Progress, Struggle's Future

Americans have viewed China as more open in the past 10 years of Deng Chou Deng's reform, as jeans, Coca-Cola, discos, and Kentucky Fried Chicken appeared in the People's Republic.

"This is how [one American friend] came to the conclusion things are getting better in China," said Wu'er Kaixi, a student leader of the Tiananmen Square demonstrations and keynote speaker of the fourth annual Peace Studies Conference, sponsored by the College of Liberal Arts. "But I asked him: 'Do you really see a free press?'"



Wu'er Kaixi (left) shared views with fifth-year chemistry student Richard Miller, (center) and Brighton High School senior Paul Hilton, who took time from school to attend the Peace Conference.

"You won't hear about something right away in the Chinese press," Wu'er said through interpreter Jie Zhang, an RIT graduate student. "I would think it is a basic human right to speak out and to know the truth about everything."

Wu'er, who was second on the Chinese government's most wanted list when he was exiled from his country, addressed a crowd of about 350 in Webb Auditorium on March 27.

The 22-year-old Wu'er, who was studying to be a teacher in China, believed Deng's reforms had a positive impact on the Chinese people. "It nurtured a generation like us who are digging the graves of Deng and his party."

Wu'er remains hopeful that he will return to China. And he continues to work to educate Western people about the meaning of the Tiananmen Square demonstrations. He recently moved to Paris to head up a radio station, the Voice of Democratic China, which is supported largely by news organizations.



The videodisc archive, or desktop museum, resulted from a "collaborative team effort," says project organizer Professor Roger Remington (standing), College of Fine and Applied Arts. The team, made up of students, faculty, and staff, took a break from a recent meeting to be photographed.



MYSTERIES REVEALED . . . Renowned photographer Joyce Tenneson spoke at RIT on March 22. Her talk, "The Mystery of the Spirit," was presented as the latest Reedy Lecture. After her discussion, she signed posters of her work for students.

School Establishes, Fills Administrative Positions

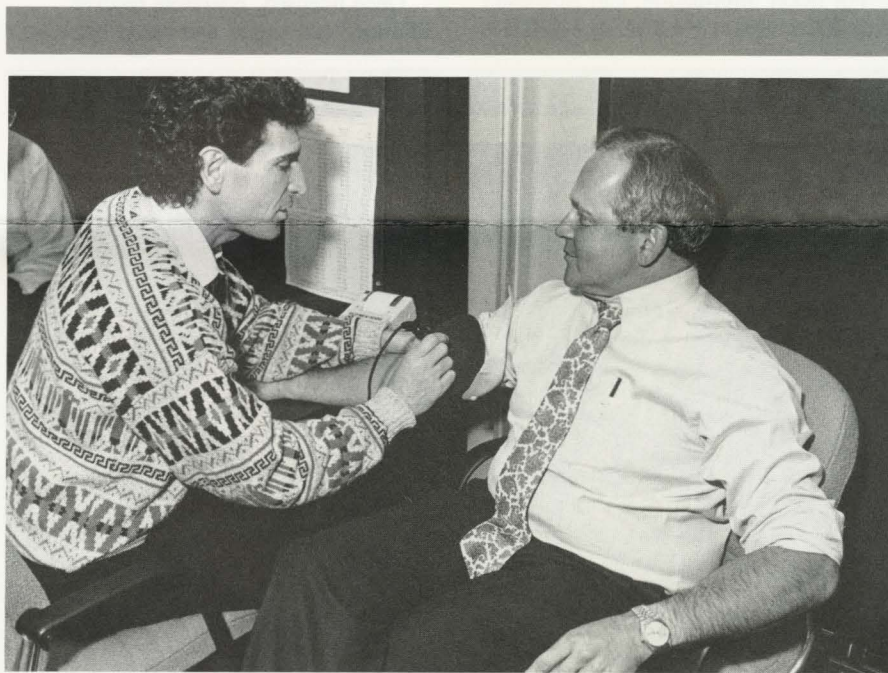
Two new administrative positions have been established within the School of Computer Science and Information Technology, according to Dr. William Stratton, the school's director. Professor Evelyn Rozanski has been named the school's associate director, a position that hasn't existed within the school for several years. And, Associate Professor John "Al" Biles has been appointed chairman of the newly organized Department of Computer Science.

Rozanski joined the Institute in 1970 and helped establish the Institute's Computer Science Program. She has served as chairperson for the Undergraduate Computer Science Department and, in 1988-89, was the school's acting director. During that time, she was responsible for helping the program receive its accreditation from the Computer Science Accreditation Commission of the Computing Sciences Accreditation Board, Inc.

Biles was acting chairman of the Graduate Computer Science Department. He joined RIT in 1980 and has served as coordinator of student services and advising and for the graduate program's artificial intelligence concentration. He has also been active with the RIT Research Corp. and is a co-principal investigator on RIT's speech understanding project with the Northeast Artificial Intelligence Consortium, funded by Rome Air Development Corp.

"The skill and dedication each has exhibited while at RIT has contributed greatly to the success of the computer science program," Dr. Stratton says. "RIT is fortunate to have two such capable people to serve in these new and vital leadership positions."

Both appointments took effect March 1.



ALL MUSCLE, NO FAT . . . Doug May (left), physical education instructor and men's soccer coach, checks the body composition of Larry Chesler, vice president and general counsel at Computer Consoles, Inc. (CCI). The Institute's RIT*FIT team of 30 people spent a day at CCI last month, administering health screening to 292 employees. Termed a huge success by RIT*FIT coordinator Fred Bleiler, the screening was the first venture off campus into the corporate sector.

Treats for Eyes, Palates At International Banquet

Foods from afar—made from authentic recipes and ingredients—combine with international dance presentations in this year's International Student Association year-end celebration and banquet on April 27.

From 7 p.m. til midnight in the College-Alumni Union cafeteria, guests can feast their eyes and their palates in a celebration of cultural diversity and sharing. "Our students have worked very hard preparing for this event," says Shahin Monshipour, co-founder and now advisor to the group. "They sit down every year with Gary Gasper, manager of Food Services, to make a list of authentic items for the buffet-style dinner, to present a large variety of tastes and flavors from faraway places."

Conference to Examine Drug Ads, TV Offerings

An egg is cracked into a frying pan. A voice says, "This is your brain on drugs."

This familiar phrase from a popular television ad was part of the Partnership for a Drug-Free America campaign, launched by the American Association of Advertising Agencies to help fight the war on drugs.

"The campaign was a volunteer effort, the largest public service venture in history," says Gordon S. Black, public opinion pollster and CEO of the Gordon S. Black Corp. "Ad agencies produced more than 200 radio, television, and print ads (as public service announcements), totaling more than \$400 million of free ad space."

As the first keynote speaker at the Communication Competencies and Careers conference, Black discusses the impact of media on drug abuse at 9:30 a.m., April 26, in room A-100, Wallace Memorial Library.

Black, whose consulting work includes election forecasting and site location studies for shopping malls, is volunteer director of the Drug Abuse Research Project, the largest attitudinal study of drug abuse ever taken. He'll share findings from the study at RIT.

"From Hollywood to You: The Business of Television Distribution" is the 11 a.m. keynote address by Bob Lannon, director of sales, Paramount Pictures. He'll talk about how independent TV stations choose shows like "Star Trek, The Next Generation," "The Brady Bunch," or made-for-

syndication movies in their ratings race against network TV.

Sponsored by the William A. Kern Professor in Communication and the Professional and Technical Communication Program, the fourth annual conference helps professionals and students in the field enhance their knowledge of the latest developments in communication.

"We're excited to have two prestigious speakers discussing such diverse and important topics," said Dr. Bruce Austin, who, as Kern Professor, organizes the conference. "On one hand, we have Black addressing an important public and social policy issue, drug abuse, which most polls show as one of the nation's top three problems.

"On the other hand, we spend significant time watching TV. Lannon will help us understand how what's on the TV screen gets to the TV screen."

Four concurrent workshops will be held from 1:30 to 3 p.m.: "Getting what You Want and Saying 'No' To What You Don't Want"; "Butterflies and Sweaty Palms: Communication Apprehension"; "Team-building in Organizations"; and "Cooperative Education in Communication: The Students' Point of View."

Registration is \$25; group rates are available. Call -6649 for more information.

Conference Topic: Possible Changes, In Packaging Role

Packaging affects our lives in many ways. It keeps food fresh, protects merchandise against damage, and influences the products we buy. Some also say it's responsible for the nation's solid waste problem.

The Institute's Department of Packaging Science examines the role of packaging and how it's expected to change during the '90s when the department hosts the Third National Packaging Student Conference, today through Saturday.

Over 100 students from five universities (Clemson, Rutgers, Indiana State, Michigan State, and the University of Wisconsin/Stout) join RIT packaging science students for a series of discussions by key figures in the packaging industry.

The following is a schedule of conference seminars, held Friday, April 20, in Ingle Auditorium:

9:15 a.m.: "Overview of Packaging for the '90s"—R. Bruce Holmgren, editorial director, *Packaging* magazine

10:00 a.m.: "Aluminum in Packaging"—Cynthia L. Strong, district manager, Alcoa Recycling, Inc.

10:45 a.m.: "Packaging for NASA"—John Marcucci, packaging engineer, Lockheed Engineering

11:00 a.m.: "Paper Alternatives to Foam Filler"—Dana Fox, marketing consultant, and Allan Brecher, East Coast marketing representative, Ecopak Industries

2:15 p.m.: "Environmental Issues in Packaging for the '90s" (panel discussion)—Mike DuBonis, assistant director for solid waste management, Air and Waste Management Division, U.S. Environmental Protection Agency; Ken Markussen, Western New York recycling program coordinator, Bureau of Waste Reduction, N.Y.S. Department of Environmental Conservation; C. Damon Georgia, recycling coordinator, Glenpak Corp.; Stephen Gruy, personnel manager, Ball InCon; and Robert Watts, site manager, Monroe-Livingston Landfill, Waste Management, Inc.

"Packaging will undergo dramatic changes in the '90s," says Dr. David Olsson, director of the Packaging Science Department. "The Third National Packaging Student Conference is a valuable opportunity for students to hear experts discuss where the industry is headed."

Those interested in attending the conference can register at the door or by calling -2278. The fee is \$25 per person.



FOR THEIR DEDICATION . . . Faculty and staff recently given Outstanding Service Awards for their volunteer efforts in Special Services programs include, left to right: front row, Rosie Deorr, Patti Ambrogi; second row, James Troisi, Tom Young, and Dean Siewers; third row, Robert Sanders, Sally Fischbeck, and John Stratton; top row, William Stratton.

Campus 'Ham' Radio: More Than Backyard Hacks

"CQ CQ CQ, this is K2GXT-kilowatt two golf x-ray tango in Rochester, NY, calling CQ. Urgent message for anyone in the northeast region. Do you read? I repeat: do you copy? We have emergency information concerning citizens in your area."

Ham operators: backyard hacks with aluminum foil plates strung atop roofs busily sending messages in search of alien beings from Roger Corman B-movies? No siree. Rather, with a half-a-million-strong membership, today's FCC-licensed amateur radio operators uniquely represent modern, person-to-person communication, with an electronic edge.

"Hams really came about out of a need for emergency communication," explained student Chris Piggott and his fellow ham Chris Kohanek during a recent Churchville-Chili Cub Scout den visit to RIT's

Amateur Radio Club. When power goes down to TVs and radios, hams get messages out, at no cost to those concerned, and with no advertising patter.

The hobby's serious purpose aside, "it's pretty neat to make friends all over the world," says Piggott, whose club boasts contacts with countries as farflung as Japan, Hungary, and Portugal. During a contest this winter, the club reached 32 foreign countries and 23 states.

One wall in the club's quarters boasts hundreds of special radio station postcards—evidence of conversations around the world. "We can contact the farthest countries best during the peak sunspot cycle. That increases radio wave propagation, and we get great radio waves bouncing around the globe," explains Piggott.

Another means of sending signals,

which takes lots of practice and isn't always possible, is "moon-bouncing," adds Kohanek. (The Cub Scouts thought that was pretty neat.)

"There's a lot of new, high-tech, upbeat equipment in the field now," including hi-definition TV and home computers, says Piggott. Hams gather at trade fairs to exchange experiences, ideas, and ham machinery. An old antenna, presently adorning the club's ceiling, will be another ham club's treasure, hopes the RIT club.

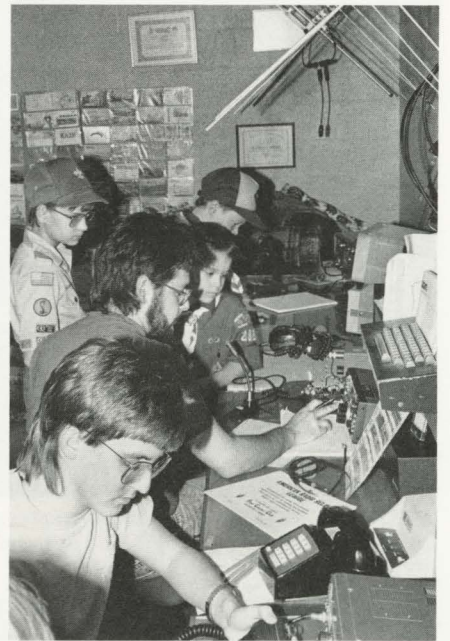
They have strong communication with other college clubs in the area, club members say, which aids event planning and emergency preparedness.

The club participated in a national contest this winter designed to stretch ham operators' abilities and keep them on their toes for crisis communication. The skill-sharpening competition, sponsored by the American Radio Relay League, a national organization founded in 1914, entered its 16th year.

"We compete in numbers of Morse Code and voice messages sent and received," says Piggott. The annual 48-hour contest aims "to see that we can be ready for anything, any kind of communication collapse." Thousands participate in the contest, says Piggott, causing extremely busy band conditions.

FCC ham licensing requirements demand even novices understand basic electronics, radio wave behavior, and Morse Code—the latter hotly debated by some as to its validity in the '90s. "Extras," fifth and highest level hams, have passed five levels of requirements and testing; all exams must be administered and graded by another licensed operator.

Once licensed, operators receive lifetime "call signs" and easily begin to



Members of a Churchville-Chili Cub Scout den learned about the wonders of ham radio operation at RIT's Amateur Radio Club headquarters. Students Chris Kohanek (foreground) and Chris Piggott gave the Scouts turns at the mike, after explaining the whys and wherefores of "hamming."

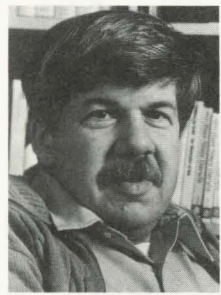
slip into ham lingo. Their radio-ese includes numbers like "73," which means "best regards in a friendly, ham sort of way," says Piggott. For a more personal tone, "88" means "love and kisses."

Those who wish to send such messages to sweethearts on Valentine's Day should keep the club in mind. Valentine Radiogram, a free service offered by club hams, sends messages anywhere out of the local telephone service area. The club also offers free radiograms for birthday, thank you, best wishes, and get well greetings. Anyone interested may contact the club at -6973, or leave a note at the College-Alumni Union Information Desk.

Respected for their service-oriented style—Scout troops always welcome—amateur radio operators have come a long way indeed from their "ham-fisted" pioneer days. As for the language, "you just have to work with us, and it will all make perfect sense," says Piggott.

Seventy-three and out.

Paleontologist Gould Posits Life as Chaotic Process



Stephen Jay Gould

Harvard paleontologist and evolutionary theorist Stephen Jay Gould will take some of the mystery out of science when he speaks on Thursday, April 26, as the final speaker in the Rochester Arts & Lectures series.

Sponsored by the College of Continuing Education and Judy Columbus inc. Realtors, Gould appears at 7:30 p.m. in the

Downtown United Presbyterian Church, 121 N. Fitzhugh St., across from City Hall.

Author of the best selling *Wonderful Life: The Burgess Shale and the Nature of History*, Gould asserts that natural history is not an ordered natural progression but a chaotic process and that life evolved, in part, by chance events.

Gould also has collected his columns from *Natural History* magazine in several books: *Ever Since Darwin*, *The Panda's Thumb*, *Hen's Teeth and Horse's Toes*, and *The Flamingo's Smile*.

For ticket information, call Rochester Arts & Lectures at 244-9877 or 442-6316.

News & Events Survey Elicits Responses On Coverage

In an effort to evaluate *News & Events'* coverage of campus activity, the Office of Communications recently conducted a survey of faculty, staff, and administrators. The results were tallied for all respondents (94 total), and for administration, faculty, and staff.

Those questioned were asked to rate topics—such as faculty research, profiles, campus events, and sports—according to the value placed on them by respondents and the amount of coverage *N&E* should devote to them.

A majority of those answering in all categories want to read more about RIT people and Institute plans. A desire for more information on campus events (along with more calendar items), respondents' own department or college, and student activities rounded out the types of stories people would most like to see covered more often.

In filling in an answer to "I would like to see information in *N&E* about . . ." the only repeated response reiterated the wish for more coverage of student accomplishments.

And, though *N&E* is read regularly by an overwhelming majority, about half the total respondents and staff said they enjoyed reading the newsletter "very much," while more than two-thirds of faculty and almost half the administration said they enjoyed *N&E* "somewhat."



CAREER PATHS . . . Packaging science students visit one of 17 booths during the Department of Packaging Science's Career Fair, held March 14 in the College-Alumni Union. The fair was an opportunity for employers to meet and exchange career information with packaging science students.

Nuclear Medicine Technology Program Gets New Director

Anna Wicks, a 1982 graduate of the Nuclear Medicine Technology (NMT) Program, has been appointed the program's new director by Dr. John Paliouras, dean of the College of Science.

"I welcome the opportunity to return to RIT. I feel it's a good chance to get students excited about the nuclear medicine technology field," says Wicks.

"There's a severe shortage of individuals entering the allied health professions, including NMT, despite a virtual 100 percent job placement rate," she explains. "Last year each senior in the NMT program had four job offers." Wicks hopes to expand options available within the NMT program to accommodate the non-traditional student.

Wicks comes to RIT from Strong Memorial Hospital, where she had worked

since 1982; she was in nuclear medicine for three years then moved into magnetic resonance imaging. She also has a bachelor's degree in biology.

Since 1985 she has been working on an MBA degree in the College of Business and hopes to finish this summer. "One of the problems with the allied health fields is there's a lack of training in marketing and related business areas," states Wicks. "A business background is becoming more and more important to the health care industry . . ."

"The College of Science feels like home. What impressed me as a student, and now as a professional, is the dedication to teaching in the college."

Campaign Wrap-up Celebration Slated

A victory celebration slated for Friday, April 20, marks the culmination of the \$100 million capital campaign, Access to the Future. Timed to coincide with the Board of Trustees meeting, the afternoon reception recognizes outstanding efforts by trustees, community campaign volunteers, and Development staff.

Originally launched in July 1986 with a target of \$85 million, Access to the Future was the largest fund raising effort in RIT's history. Halfway through completion, the campaign was so successful that the goal was increased to \$100 million.

The reception will be held in the NTID street area, in the Lyndon Baines Johnson Building.

Students, faculty, and staff will be honored for their contributions of dollars and time at a special reception, Friday, May 11, in the College-Alumni Union.



AN APPLE A DAY . . . Who are the healthiest people on campus? It just may be these employees, who recently were honored for having three years of perfect attendance. They give all sorts of reasons for good health. Standing left to right are Diann Feeley, College of Continuing Education; Margaret Upson, NTID; John Grieco, Physical Plant; and Linda Perry, Admissions. Seated is Dean Engdahl, Food Service. Absent from the photo, but not from work, is Audrey O'Connell, Computer Science.

Institute Joins Group Promoting Military Personnel Education

RIT has become a member of the Servicemembers Opportunity Colleges, a national organization that supports the special education needs of military personnel.

Some 650 colleges nationwide are members of SOC, which was founded in 1972 to expand and improve educational opportunities for military personnel and veterans. According to SOC, military personnel have difficulty pursuing college careers because of frequent moves, changing duty schedules, difficulty in establishing residency requirements, and inability to receive college credit for military training.

College members of SOC pledge to assist military personnel in such areas as transferring credits, awarding credit for specialized military training and occupational experience, and assisting military students in creating non-traditional courses.

"RIT welcomes this opportunity to assist military members in earning a college education," said President Rose. "With a reduction in the military forces, colleges will play a more significant role in creating an even stronger military."

Rose has long been involved in military education, including serving as deputy assistant for education to the Secretary of Defense from 1972 to 1974.

Although the Institute is a new member of SOC, the College of Continuing Education also has been a member.

Workshops' Aims: Manage, Write More Effectively

It takes more than a job title to be an effective manager; it takes a combination of business savvy and people skills. And in the highly competitive business world, learning these skills by trial and error can be a costly mistake.

Training and Professional Development offers a dynamic alternative with The Management Showcase, a series of workshops to help participants develop the skills that will make them effective managers.

The programs in this series concentrate on practical techniques for managing time and stress, setting goals, delegating tasks, motivating employees, conducting meetings, and communicating and listening more effectively. Upcoming topics include Understanding and Managing Stress, Dynamics of Motivation, and How to Listen Effectively.

In addition, written communications,

Training Program Given Third Grant

The Daisy Marquis Jones Technology Training Program recently was awarded a grant of \$25,525 for its spring training session by the Daisy Marquis Jones Foundation.

The subsidized program trains women and minorities for jobs as secretaries, word processors, receptionists, and file clerks. The training helps some advance in their current jobs. For many, it is a fresh start. Graduates, for example, have been hired by RIT, the University of Rochester, and Rochester Community Savings Bank.

"We are grateful to the Daisy Marquis Jones Foundation for funding this program for three consecutive years," says Jim

Papero, director of the training program. "I have to credit the success of the program to its coordinator, Rose Mary Hughes, and to the caring and talented faculty. That is why the foundation chose to fund us with such a large amount."

Students are screened to determine skill levels and trained according to their competencies. Course offerings include basic typing, word processing, interviewing techniques, bookkeeping, filing, payroll, and business English. A follow-up course in word processing is so popular, there is a waiting list for admission.

Spring students graduate in July. The next session will be offered in the fall.



Ock Hee Hale, a recent graduate of the Daisy Marquis Jones Technology Training Program, is secretary to Dr. S. Prakash Sethi, the Benjamin Forman Chair of International Business in the College of Business.

Multi-Cultural Food, Music Offered at Council Cabaret



Phyl Contestable

The Rochester International Friendship Council's Sixth Annual International Cabaret, which takes place 5 to 9 p.m., May 6, at the Stouffer Rochester Plaza Hotel, offers an evening of music and food with an international flair.

Starring Phyl Contestable, who originated the role of Mother Superior in the Downstairs Cabaret production of *Nonsense*, and pianist Alan Jones, the program opens with news anchor Dick Burt as master of ceremonies. Drawing prizes include airfare for two anywhere in the Caribbean or continental U.S.A., courtesy of V.I.P. Travel Service and American Airlines.

One of RIFC's biggest fund raisers, the cabaret begins with a champagne reception honoring John and Mary Ann McCabe and their son Michael as recipients of RIFC's annual International Citizens Award. A sit-down dinner featuring wine and international cuisine—Italian consomme to German torte—follows.

Used by international students at RIT and other area colleges and strongly supported by Women's Council, Student Affairs, and other RIT groups, RIFC is a non-profit organization that promotes friendship and understanding between our community and international visitors and students.

Its main programs are friendship, global perspectives, hospital interpreters, and international wives. All proceeds from the International Cabaret support these programs.

Tickets are \$35 per person. For more information, or to purchase tickets, call the RIFC office at 262-3482, or International Student Affairs at -6943.

Wellness Series to Provide Noon Lunch Alternative

Downtown workers, including those at City Center, can do more than just munch lunch during the noon hour this spring. Heartbeat of Downtown, a lunchtime wellness series, offers brown baggers the opportunity for a stimulating, and often entertaining, alternative.

The free presentations—sponsored by the Employee Assistance Program, Physical Education Department, RIT*FIT Program, College of Continuing Education, and the Genesee Valley Region of the American Heart Association—take place from 12:10 to 1 p.m. on Thursdays from April 19 through May 17. Series sites will alternate between City Center at 50 W. Main St. and the First Universalist Church, South Clinton Avenue and Court Street.

Kathy Lindsley, food editor and restaurant columnist for the *Times-Union*, kicks off the series on April 19 at City Center when she presents "Eating for Body and Soul." Lindsley discusses how to dine out healthily and enjoy it.

Other topics and speakers will be **April 26:** "Stressed for Success—The Mind-Body Connection." City Center. Dr. Paul Kazmierski, psychologist and RIT assistant vice president, discusses how values and beliefs cause and cure stress. He also presents strategies for coping.

May 3: "He/She Who Laughs Last." First Universalist Church. Dr. John Morreall, assistant professor of philosophy, discusses the importance of humor in daily life.

May 10: "Light and Easy Menu Choices for Summer." City Center. Nancy Vitello, School of Food, Hotel, and Tourism

Management, presents a variety of healthy seasonal menu choices for dining out or at home.

May 17: "Children and Sports: Where Does the Parent Fit In?," First Universalist Church. Doug May, varsity soccer coach and 1989 Division III National Coach of the Year, tells how to help a child cope with the joys and pressures of sports, including competition versus play and athletic scholarships.

No reservations are necessary, though seating is limited. For more information, call Jim Papero, -7056, or Rod Christian at the American Heart Association, 461-5590.

Safety Staff Answers Questions

In conjunction with the Personnel Department's staff training and development, Campus Safety provides an informative presentation, "Parking Is Only Five Percent of What We Do," at 10 a.m. on April 30 in the 1829 Room, College-Alumni Union. Services and responsibility of the department will be highlighted, with several members of Campus Safety present to answer questions.

The department welcomes interested members of the RIT community to attend this session. Registration for the presentation can be made through the Personnel Department.



RIT ON DISPLAY . . . Eight students from the Mechanical Engineering Department represented RIT at the Society of Automotive Engineers Convention held recently in Detroit. Highlighting the display was the Mini-Baja car, which was built last year by mechanical engineering students.

Task Force . . .

continued from page 1

A third employee has worked at four different universities. Each time he left, he took some cash to help with expenses and buy a house. Now, as he nears retirement, he feels pressured to contribute the maximum allowable to ensure sufficient funds when he reaches retirement age.

Greater choice entails a greater burden to know the options and the ramifications

of each. Yet choices also allow tailoring retirement plan investing to individual needs.

If you have comments or suggestions for the Task Force, please send them to Dr. Paul Bernstein, 1250 Carlson Center for Imaging Science.

Issues	Current	Options	Advantages	Disadvantages
Retirement Investment Options	TIAA	CREF Social Choice Account	Combines social & financial criteria for retirement plans	Fewer investment openings
	CREF Stock	CREF Money Market Account		Lack of long track record
		CREF Bond Market Account	Added investment option	Fluctuates inversely with interest rates—more risk
		Other options?		
Transferability	CREF funds to TIAA	Transfer CREF funds to 18 core funds in Fidelity Investment 403(b)(7) Program	Flexibility	Market timing problem
	Between CREF Stock & Money Market Accounts		Diversification beyond TIAA and CREF	Possible tax consequences
Cashability	At retirement, 10% of accumulation. Limited cashability at separation. Fixed period payments.	Increase amount	Increased flexibility	Tax consequences
				Possible depletion of retirement funds

PERSONNEL UPDATE

Teachers Insurance Annuity Association (TIAA) has announced new interest rates, effective March 1, for accumulations in the Regular Retirement Annuities (RRAs) and Supplemental Retirement Annuities (SRAs). New rates apply to premium contributions, transferred accumulations, and dividends credited between March 1, 1990, and February 28, 1991. Under the RRA, accumulations will earn 8.5 percent, while amounts in the SRA earn 8.25 percent.

Participants who direct a portion of their contributions into an SRA have a number of withdrawal options from which to choose upon

retirement. Due to the extra costs associated with administering these options, TIAA contributions within the SRA vehicle earn .25 percent less interest each year. However, the .5 percent surcharge on SRA contributions into CREF was eliminated as of March 1. The Vintage rates below reflect TIAA's financial experience during a specific segment or period under both RRA and SRA.

The College Retirement Equities Fund (CREF) also has released the average annual compound rates of return for periods ending December 31, 1989, as indicated below:

CREF Money Market Account

1 year (1/1/89-12/31/89)	9.36%
since inception (4/1/88-12/31/89)	8.66%

CREF Stock Account

1 year (1/1/89-12/31/89)	27.98%
5 years (1/1/85-12/31/89)	20.63%
10 years (1/1/80-12/31/89)	17.66%

Total Interest Rates on TIAA Accumulations

	On or After 1/1/90	1/1/88-12/31/89	1/1/86-12/31/87	1/1/82-12/31/85	1/1/79-12/31/81	Prior to 1/1/79
TIAA Regular Annuities (RRA)	8.5%	9.25%	8.75%	10.00%	9.25%	8.75%
TIAA Supplemental Annuities (SRA)	8.25%	9.00%	8.75%	10.00%	9.25%	8.75%

NEWSMAKERS

● **Professor Barbara J. Hodik**, art history, recently served as one of four national judges of the Greater Boston Art Directors' Creative Club 1990 annual awards exhibit.

● **Dr. John Humphries**, professor of economics, presented a paper, "Financing and Structuring International Real Estate Transactions," at the National Association of Real Estate Investors, North Eastern Association, on March 7 at Syracuse University. He also served on two panels dealing with special problems in international real estate transactions.

● "Changing Traditions: Automation and the Oxford College Libraries," an article by **Suzanne Bell**, computer science librarian at Wallace Memorial Library, was published in the March 1990 issue of *Wilson Library Bulletin*.

● **Barbara Polowy**, art and photography librarian at Wallace Memorial Library, presented a talk—"Twentieth Century Industrial Design: Primary and Secondary Sources"—at the annual conference of the Art Libraries Society of North America. The session on the literature of product design was held on Feb. 13 in New York City.

● **Dr. David Olsson**, director, Department of Packaging Science, gave a presentation on the Packaging Science Program to the Packaging Education Foundation board of directors on March 16 in Orlando, Fla.

● **Henry A. Etlinger**, associate professor, School of Computer Science and Information Technology, wrote a review of the book *Fundamentals of Database Systems*, which appeared in the Feb. 1990 *IEEE Computer* magazine.

He also presented a paper, "A Retrospective on an Early Software Projects Course," on Feb. 22 to the ACM Computer Science Conference and annual SIGSCE meeting in Washington, D.C.

● **Donna Cullen**, manager of software support, Information Systems and Computing, was in Westfield, Mass., Jan. 6 to 10, to assist the Digital Equipment Computer Users Society in scheduling its Spring 1990 symposium.

● **Janet Barnard**, College of Business, was the principal speaker at a seminar in February sponsored by the Industrial Management Council. Her talk was called "Planning for Your Business."

● **John Morreall**, associate professor of philosophy, gave a presentation in April at the American Society for Aesthetics meeting at Pennsylvania State University. His talk was titled "Drowning in Kitsch: Industrial and Post Industrial Tastelessness."

● **Kathy L. Davis**, assistant professor, NTID Business Careers Counseling Services Department, was invited by the office of Career Development and Placement at SUNY College at Brockport to speak on the topic "Formulas for Success." The Feb. 22 seminar was sponsored as part of colleges' Black History Month celebrations and was attended by students and teaching faculty.

CALENDAR

April 19—panel discussion: "The Abortion Issue: Rights in Conflict?"; 7:30 p.m., Webb Auditorium. Open to the public. Free. Interpreted.

Through **April 22**—exhibit: The Best Anti-Drug/Alcohol Poster Contest; 13 students' posters get message out against drug and alcohol abuse, co-sponsored by IMPACT and Residence Life; College-Alumni Union lobby display cases.

April 25—lecture: "Ethical Issues in Medicine," by Larry I. Palmer, Cornell University law professor; 7:30 p.m., Ingle Auditorium. Open to the public. Free. Interpreted.

April 25—philosophy colloquium: "Philosophy-Rhetoric-Politics: Issues in Contemporary Metaphilosophy"; 9 a.m. to 4 p.m., concurrent sessions in 1829 Room and room A-100, College of Liberal Arts. Free. Open to the public.

April 29—concert: RIT Philharmonia; 3 p.m., Ingle Auditorium. Program includes Alessandro Scarlatti's "Contata"; George Frederick Handel's "Water Music"; and a "Concerto for Small Orchestra"; by Albert Roussel. Featured soloist Susan Fischer sings "Sur Le Sponde Del Tebro." Free. Open to the public.

Fall Telephone Registration Dates

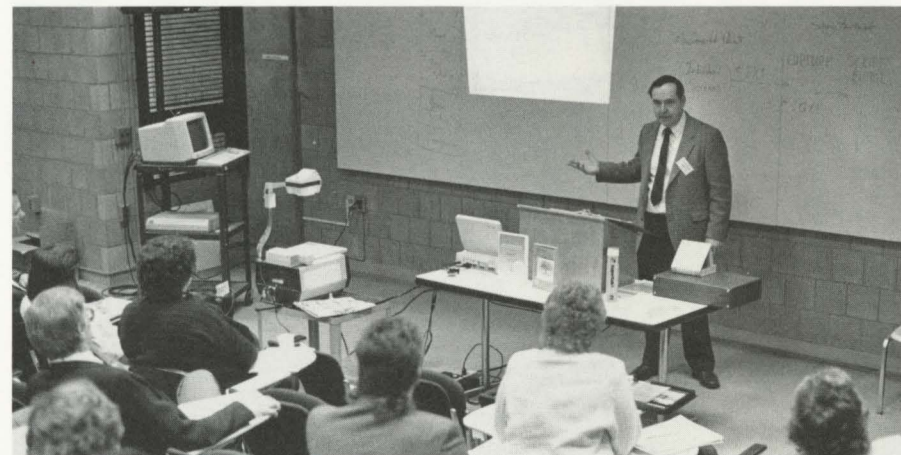
Following are the dates for Fall Quarter telephone registration. Please call -6717.

Dates	Year Level
April 16—July 27	6
April 17—July 27	4,5
April 20—July 27	3
April 25—July 27	2
May 2—July 27	1

Confirmation of registration and billing statement: July 30

Tuition due to Bursar's Office: August 16

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PREPARING FOR CLASS . . . Faculty from area two-year colleges attend an instructional design and authoring workshop as part of a daylong conference, *Insights 1990: A New Decade of Challenge*. The conference, hosted by the College of Business and School of Computer Science Information and Technology, focused on issues that will affect community college faculty as they teach students in the 90s. The workshop demonstrated how computer programs like Microsoft's Paint can be used to encourage student participation in class.

NEWS & EVENTS

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