

Restructuring to Enhance Student Services

RIT President M. Richard Rose today announced a restructuring plan that he says will bring the university "total quality service for the next decade."

RIT will make a number of organizational changes and will lay off 15 people out of an Institute total of 2,950 positions. Eighty-six positions were affected by restructuring: 42 were open positions, and 28 persons were offered alternative employment within the Institute. One person was on a contract that will not be renewed. A number of those affected are eligible for retirement and may elect that status. Savings through the staff and structural reductions are expected to yield nearly \$3.5 million annually and increase total quality service to students.

According to Rose, quality is the result of both resolve and program direction. "Like many comprehensive universities in the country, RIT's internal organization has grown through the years. When structure, policies, and procedures become complex and provide less than excellence to the students we serve, it's time for change."

"Highly rated universities like Stanford and Columbia are feeling the pinch because of skyrocketing costs of operation, increasing resentment over the high tuition universities are forced to charge, and a smaller pool of available students," Rose continued. "While RIT's enrollment continues to remain stable and the budget has balanced for 18 years, these organizational changes will position us to control costs through efficiencies and effective programs."

RIT has 1,700 staff and administrative employees. The Institute's 1,250 full-time and part-time faculty and academic programs were not affected by the restructuring plan.

"Compared to business firms in this region, and considering that RIT is one of the county's largest employers, the number of personnel affected is small," said Jack F. Smith, vice president for Communications. "However, the university regrets the impact on these talented people who are affected. The severance was no reflection on the quality of performance, since function determined personnel decisions."

"At the same time, this university made the difficult but necessary decisions it had to make to insure future funds and organizational structure for enhancing what RIT does best—providing quality professional career programs and services that enhance our students' ability to succeed," Smith added.

Severance packages included:

- Salary and benefit continuance at the rate of two weeks of pay per year of service

with a two-week minimum and six-month maximum.

- Continuance of Institute-supported health insurance for six months beyond the salary continuance period.
- Extended tuition waiver for three years and to five years for those employees and their dependents already matriculated at RIT for a bachelor's degree.

In addition, RIT is providing paid out-placement assistance for up to six months. As positions become available throughout the next year through retirements or resignations, those who lost positions through restructuring will be considered, if they choose, for rehiring with full service credit.

Those staff members on contract will be paid through the remainder of the academic year.

The RIT restructuring plan calls for the following changes:

- Creating a new Student Financial Service operation within the Bursar's office to coordinate activities among the offices of the Bursar, the Registrar, and Financial Aid. This will create a "one-stop" office for student questions. An office on the first floor of the Eastman Building is scheduled to be established by Jan. 1.
- Shifting the Learning Development Center to the Student Affairs Division to consolidate all student services. Some LDC programming and activities will be streamlined.
- Merging International Student Affairs

with ESOL (English for Speakers of Other Languages).

- Consolidating the departments of Residence and Apartment Life.
- Shifting management of the Ritter Ice Arena from Finance and Administration to Athletics.
- Creating new systems in Finance & Administration: expanded satellite purchasing; Institute credit card payment; an Institute-wide energy savings program; evaluation of a centralized travel processing operation; and a feasibility study for reorganizing all payroll periods into a uniform bi-weekly system.
- Reorganizing of the Alumni Affairs office by Development to enhance alumni programming. Additional staff will come from reallocation of Development resources.
- Transferring the Grants & Contracts operation from the Research Corporation to Academic Affairs.
- Consolidating planning and analysis activities within Finance & Administration.
- Shifting recruitment activities for CCE and Graduate Affairs to Enrollment Management and Career Services.
- Evaluating in depth Training and Professional Development programming and operations (to be conducted by the Provost's office).
- Relocating some operations on campus to increase staff efficiencies.

"RIT is restructuring in a mode characteristic of business," Rose stated. "At the same time, we believe the RIT model will be followed by many colleges who may be forced through future economic circumstances into similarly difficult choices. As for RIT, we have chosen to make those decisions from a position of strength. The discipline of our highly focused approach will result in RIT becoming an even more effective and responsive university."

Rose said, "Since there is an ongoing evaluation of RIT's academic programs, which are driven by constantly changing human resource requirements, there will likewise be an ongoing review of the Institute's academic structure."

Questions can be addressed to the "President's Response" column in News & Events.

Rose Awarded Chinese Doctorate

President M. Richard Rose has become the first American university president to receive an honorary doctorate from a university in the People's Republic of China.

In a 30th anniversary celebration in mid-October, Shanghai University of Technology (SUT) president We-zang Chien presented both an honorary doctorate and an honorary professorship to Rose.

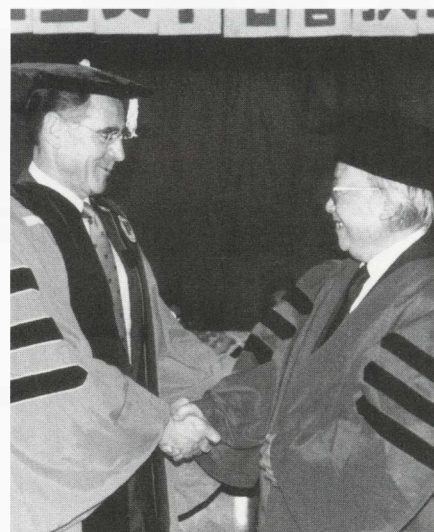
"These honors are a tribute to both the quality of RIT's programs in the technologies as well as to the faculty exchange program we have with Shanghai University of Technology," Rose said. "The applied nature of RIT's academic programs and our cooperative education program are becoming models for SUT."

RIT was among the first American universities to have an exchange program with China's universities, with a focus on SUT that began in 1983.

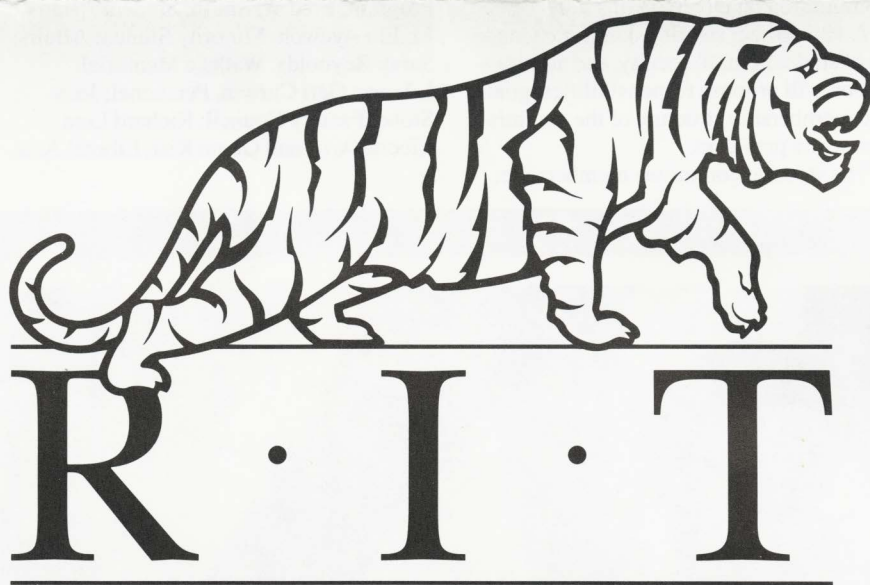
"Our faculty have gone the extra mile in sharing knowledge and they have left a very positive impression," Rose stated. "RIT faculty from computer science to fine and applied arts have shared insights and skills."

Rose applauded the professors he has observed in China during the three visits he has made to that country since 1980. "The personal level of dedication on the part of the Chinese educators is noteworthy."

Only one other American citizen, Chinese-American An Wang, founder of Wang Corporation, has been awarded an honorary doctorate from a Chinese university — Jiaotong University in Shanghai.



Shanghai University of Technology President We-zang Chien presents an honorary doctorate and honorary professorship to President Rose.



Tiger Homecoming Weekend: Birthday Bash, Sports, Movie

Tiger Homecoming Weekend, Nov. 9-11, celebrates the RIT community — its pride, tradition, and spirit — by inviting alumni, students, staff, and faculty to join in a wide range of events.

Student Directorate and student organizations have joined forces to revive the tradition of an alumni weekend in conjunction with the RIT Bengal tiger sculpture's first birthday party. With the "Adopt an Alumni" program, out-of-town alumni can bunk in with current students in residence halls or apartments, at no cost.

The weekend kicks off with a birthday dedication ceremony — complete with cake — at the tiger site, 11:40 a.m., Fri., Nov. 9. The afternoon gears up at 4 p.m. with entertainment and tables of food and drink on the athletic fields, in preparation for the 6 o'clock bonfire and pep rally.

Those still psyched after the hockey game against Geneseo, 7:30-10:30, Friday night in the Ritter Ice Arena, can join in a game of broomball in the rink, 11:30 p.m.-2:30 a.m. Sporting events continue on Saturday with flag football and volleyball.

Saturday, Nov. 10, highlights the weekend with a drive-in movie on campus, 9 p.m.-1 a.m., in parking lot D (movie to be announced). Those in the mood for music can stop in at "Nite at the RITz", 8:30 p.m.-12:30 a.m. in the RITskeller, with a live DJ to spin favorite tunes.

A faculty/alumni brunch, sponsored by Faculty Council, wraps up the weekend Sunday, 11 a.m. to 1 p.m. in the Student Alumni Union.

Winter Quarter Registration Dates

Mail-in with Payment — until Nov. 16
Walk-in with Payment — until Nov. 28
Registration for CCE Courses Only — Nov. 29
Open Registration — Nov. 30



Food Service Plans Thanksgiving Feast

RIT Food Service invites the campus community to its 13th Annual Thanksgiving Buffet, 11 a.m.-1:30 p.m., Wed., Nov. 21, at the Student Alumni Union Cafe. Cost of the meal is \$7 per person. The cafe will also be open from 7 a.m. to 4 p.m. on Nov. 21 for limited à la carte service.

For more information, call Food Service, -5665.



HONORING CHESTER F. CARLSON . . . A plaque depicting the late Chester F. Carlson, the inventor of xerography, was dedicated recently in the Center for Imaging Science. On hand were (left to right) Horace Becker, retired Xerox executive; Robert Gundlach, Xerox senior research fellow; Catherine Carlson, daughter of Chester Carlson; Hal Bogdonoff, retired Xerox executive; and Rodney Shaw, director of the Center for Imaging Science.

Diversity Committee Formed To Address Minority Issues

At its meetings each quarter, an ad hoc committee of administrators and professional staff has been sharing information about college plans, developed in response to a request from President Rose, that address the Institute's need to increase the recruitment and retention of minority faculty, students, and professional staff.

The group's membership includes faculty and staff from several colleges and departments; the convener is Lynda Rummel, College of Continuing Education. At its Fall Quarter meeting in mid-October, members heard Tom Raco and Jeff Porter, NTID; Bill Birkett, Graphic Arts and Photography; Tom Dingman, Applied Science and Technology; and Rummel describe their college's plans and actions to date. The committee is an outgrowth of the retreat last summer for RIT directors, sponsored by the Office of the Provost.

Administrators and professional staff who are interested in increasing RIT's cultural diversity are invited to join the committee at its next meeting, Thursday, Dec. 13. For further information, contact Lynda Rummel at -4999.

President Forms Commission To Enhance Campus Diversity

To provide leadership and coordination in efforts to enhance diversity at the Institute, President Rose announced creation of a Commission on Diversity this fall.

A 10-member steering committee made up of students, staff, faculty, and administration will propose responsibilities, goals, and membership structure of the commission to the president.

The steering committee members are:

Andy Zivic, Student Directorate; Tracy P. Johnson, Black Awareness Coordinating Committee; Candace Barnes, Interpreting Program; Fred W. Smith, Student Affairs; M. Ehi Ayewoh, Minority Student Affairs; Sarah Reynolds, Wallace Memorial Library; Geri Curwin, Personnel; Joan Stone, Faculty Council; Richard Lunt, Liberal Arts; and Glenn Kist, Liberal Arts.

RIT Image Teleconference Has Worldwide Audience

More than 1,000 sites spanning the U.S., Canada, Mexico, Panama, and Brazil registered to take part in RIT's Oct. 23 and 30 ESP '90, a two-part teleconference on electronic still photography. Interested viewers who will see the event later on tape include Navy troops stationed around the world.

"We think this may be the largest audience ever drawn for a teleconference," says Joan Green, director, Instructional Media Services. "The interest has been incredible."

ESP '90, underwritten by Eastman Kodak Company, signed up viewers from universities; government organizations; research facilities; medical firms and labs; school districts; and electronic, photographic, and other industry members.

"We're seeing sites ranging from backyard dishes to networks of schools and medical labs. It's amazing," adds Susan Rogers, director, RIT Distance Learning Projects. Parties in countries unable to receive the conference have requested tapes and transcripts of the event, she says, including American Navy troops in Saudi Arabia and elsewhere.

Naval Imaging Command, Department of the Navy, will make copies of the teleconference to distribute to its 72 Visual Information Support Centers, including areas "ashore and afloat," writes W. B. McLean, executive director, Naval Imaging Command.

"We believe the valuable information on these tapes will better prepare our Navy photographers and journalists for the specialized training courses in quality control, motion media, and photojournalism provided by RIT," writes McLean.

ESP '90 featured Douglas Rea, associate professor, School of Photographic Arts and Sciences, and pioneer in ESP education.

Campus Faculty Resident to Host Open House



Sandra Ebling

Residence Life has designed a unique program to increase opportunities for faculty and student interaction. The Faculty in Residence Program welcomes Sandra Ebling, academic coordinator of the Higher Educational Opportunity Program (HEOP), as its Faculty in Residence for the 1990-91 academic year.

Ebling coordinates a freshman career seminar for the College of Liberal Arts and instructs a reading class for the Learning Development Center and a college reading and study skills course at Monroe Community College. She is also secretary of RIT Women's Network.

Ebling will host an open house for all faculty and students from 3 to 8 p.m., Fri., Nov. 16, in her residential apartment, room 1080 Sol Heumann Hall. Refreshments will be served, and guests will have the opportunity to win door prizes, including dinner for two at an area restaurant, gift certificates for Campus Connections and Campus Cutters, hockey tickets, movie passes, a VIP pass to the Ocean Club, and a limousine ride from Prestige Limousine Service. For more information, call the Residence Life office at -2572/2573.

Ryan White's Mother To Speak at NTID

Jeanne White knows all too well that AIDS strikes people no matter what their age, sex, race, or occupation. She is the mother of Ryan White, a hemophiliac who contracted AIDS from a blood transfusion in the early 1980s. Ryan died at age 18 from complications of the disease.

White will speak about her family's experience with AIDS during a presentation to students, faculty, and staff at NTID, Tue., Nov. 13, in the Panara Theatre.

"Ryan taught people about AIDS," says White. "Before Ryan humanized the disease and brought people together by generating publicity about AIDS, people thought of it as a 'gay plague.' They had many misconceptions about how the disease can be transmitted."

White spends her time making presentations about AIDS to various organizations around the country. She is working with staff members in the office of Sen. Edward Kennedy, D-Mass., to secure appropriations for the unanimously approved Ryan White Emergency AIDS Bill, designed to provide better health care for AIDS patients.



BUT IT LOOKS SO EASY ON TV! . . . He's not ready for the Olympics yet, but this little boy learned about one of the basics of skating at the United Way Skate Oct. 21 at Ritter Memorial Arena. Clowns and jugglers entertained skaters while they glided away the evening raising funds for United Way.

NRS Provides Scholarships, Strengthens RIT Bonds

Since 1967, a group of Rochester's community leaders has shown support for RIT and tied the Institute more closely to the city it calls its home through membership in the Nathaniel Rochester Society.

The Nathaniel Rochester Society was begun to carry on in the tradition of its namesake, founder of the city of Rochester and first president of RIT's forerunner, the Rochester Athenaeum. Members support the Institute, not only with annual financial contributions, but with counsel and guidance when possible.

The key component of NRS membership is its scholarship program, says Carolyn Haines, development officer for the group. The society requires annual financial gifts from members, with all contributions going to scholarship support for RIT students.

"Our purpose," says Haines, "is to draw RIT's friends into a closer, more personal relationship with RIT and to help them

learn more about why RIT has a national reputation for excellence in technology education."

Although the society is named for Nathaniel Rochester and counts many local residents as members, its membership is not limited to Rochesterians. "We have members all over the country — many in Florida, for example," says Haines. "It's the wider circle of RIT friends in the community that makes up the complexion of this group. It's not just for people living in Rochester."

Sponsored by the Board of Trustees, NRS provides regular opportunities for members to interact with RIT faculty and staff. The group counts many faculty and staff among its members. Society members tour RIT facilities and are briefed on Institute affairs. Together, they learn about the objectives of RIT and how they can make themselves part of the process that meets the challenges.

NRS member Michael Morley says the most important thing he gets out of membership is "a good vehicle for contributing to the Institute and supporting it." The society also "provides me with the opportunity to keep in touch and stay involved with RIT. I look forward to NRS events because they're my link to the Institute. They provide me with an opportunity to interface with some people my business doesn't bring me in contact with — people who are interesting, enjoyable, and important."

NRS members have several opportunities during the year just to enjoy each

communicate that in a Rochester-based organization.

"Participating in the scholarship program is exciting. It offers opportunities to those who otherwise might not be able to take advantage of an RIT education. And the membership is most interesting and stimulating. I might not have met some of the people in the group otherwise. Some of them I may see in other places, but NRS gives me the chance to see them more often. The events are fun — and the food is good!"

Galapagos Islands Trip Lets You Retrace Darwin's Steps

In 1835, young Charles Darwin was the first scientist to explore the Galapagos Islands, a volcanic archipelago on the equator 600 miles west of Ecuador. What he found there led directly to his theory of evolution, which, in turn, profoundly affected the way we humans perceive our place in the universe.

This spring RIT students and faculty members will retrace Darwin's steps in the Galapagos and make many of the same observations he did. The two-week trip is open to the RIT community and is scheduled for May 27-June 9, 1991.

The trip is the culmination of a special-topics course offered during the Spring Quarter by Dr. Robert Rothman, associate professor of biology in the College of Science. In the course, students view and discuss videotapes about Darwin, island biology, vulcanism, and Galapagos wildlife. Students also receive snorkeling lessons in the RIT swimming pool.

This will be the second RIT excursion to the Galapagos Islands. Last year, a group of six students and two faculty members flew to the islands via Guayaquil, Ecuador, and met their chartered yacht, *Pato Feo* (Ugly Duckling), which served as their floating home while they toured the islands.

The main attraction was the abundant wildlife, which includes sea birds such as the blue-footed booby and the frigate

birds, whose enormous throat pouches make the males look like plump red melons hanging in the trees. Animals in the Galapagos evolved in the absence of man and are therefore completely unafraid of human beings. It was possible for the party to observe all aspects of mating, family, and feeding behaviors.

The islands also are home to birds found nowhere else in the world, such as the Darwin finches, whose unique bill shapes allow them to exploit a variety of ecological niches.

The most famous residents, however, are the reptiles. The islands are home to two unique species of iguana, one of which, the marine iguana, is the only lizard in the world to swim in the ocean. But most spectacular are the giant land tortoises (*galapago* in Spanish). Once hunted nearly to extinction, they are being rescued by the Charles Darwin Research Station. At the station, the students were able to enter the pens and handle the tortoises.

In addition to the land visits, the students had ample opportunity to snorkel. On most outings, the group was joined by Galapagos sea lions who cavorted only inches away. There also were opportunities to swim shoulder to shoulder with marine turtles.

For more information about this year's trip, contact Dr. Robert Rothman, -5215, College of Science, room 1273.



Students cavort with the wildlife on last year's trip to the Galapagos Islands. The trip is available again this year and is open to the RIT community.



The Nathaniel Rochester Society's dinner Oct. 15 was only one of several events the group plans each year that allow members to enjoy food, entertainment, and each other's company.

other's company. For example, the society recently held a dinner followed by the Genesee Figure Skating Club's Skating Spectacular. It gave members a chance to relax and experience a social occasion together, feast on delicious food, and view skating performances from both local performers and international stars.

Morley attended the Skating Spectacular and dinner, and tries to attend three-quarters of the NRS events. "The social opportunity is an enjoyable one," he says.

Tom Judson, a member of the Board of Trustees and several RIT committees, will become the next chairman of NRS. His goal as chairman will be to expand NRS's informational function, not just its development function. "First of all, the community learns about RIT through the group, and that leads to development. When people see what RIT is doing, they may want to make a contribution — not just financially, but in co-op, as adjunct faculty, or whatever."

Because of his board position, Judson is already familiar with Institute policy. NRS, he says, enables the rest of the Rochester community to become equally familiar with RIT. "Rather than what I get out of it, I think of it in terms of what it does for RIT. We can communicate information about the expanding of the Institute and the exciting things it's doing. I believe in NRS because it permits this to take place in a social setting. It offers people a chance to see, taste, and feel RIT. RIT is an exciting place, and NRS helps us to

Helen "Betsy" Clark, a former president of RIT Women's Council, followed in the footsteps of her parents by joining NRS. Both were members from the group's beginning.

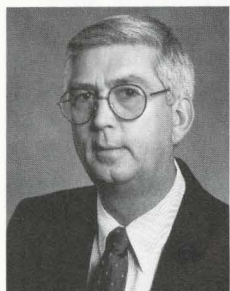
"I'm very interested in students," she says. "I like supporting students through the NRS scholarship program."

Dorothy Kitzing, who has been an NRS member for almost two years, first learned about the organization through a friend who invited her to one of its summer picnics. An RIT graduate, Kitzing was already a donor to the Institute, but "I really like the idea that I know where my money is going" when making contributions through the NRS. She's also enjoyed meeting new people at the special events. One she especially liked was a play put on by NTID students. "I've really found out a lot more about the school that I didn't know before, even though I graduated from RIT years ago," she says.

Whether it's helping students make ends meet, touring a new campus facility and learning about the programs it will house, or just experiencing the sociability with other friends of RIT, NRS members are civic leaders who keep the community-minded spirit of Nathaniel Rochester alive through their unique relationship with the Institute.

Perspectives: Advantages

"Perspectives" is an occasional column offering the opinions of those within the Institute. The following is the last in a three-part series of articles presented by Dr. Thomas Plough, provost and vice president, Academic Affairs.



Dr. Thomas R. Plough

A variety of factors, or "sustainable competitive advantages," create a quality learning environment in an institute of higher education. Among RIT's are the following:

- A philosophy of career education and a strong orientation to workplace demands
- An attitude of flexibility and pragmatism
- A commitment to quality instruction and services
- Diverse academic programs
- An affinity for both education and training programs
- Leadership and cooperative work-study programs
- The provision of a general education core in the social sciences, humanities, mathematics, and science for all professional programs of study.

These attributes make up the distinctive RIT organizational culture on which we build our academic strategy that includes unifying themes, reaching new learners with new technologies, Centers of Excellence, diversity of relevant academic programs, excellent teaching/learning culture, and a focus on educational outcomes.

Our strategy is composed of several elements which have been presented before, but I'd like to reinforce a few.

We intend to carve a niche for ourselves in imaging and other communications

technologies. We also intend to emphasize the management of technological and human resources, with a focus on manufacturing and production practices and systems.

We intend to be a major player in distance learning. Using a variety of technologies, we have developed programs with rural school districts and Southern Tier community colleges. We have delivered RIT-produced programs in quality and applied statistics and photography via satellite. We are a significant provider of training, or non-credit instructional, programming. This past year, we delivered approximately \$7 million worth of training — 200,000 participant hours.

Our Centers of Excellence concept includes big-name programs such as microelectronic engineering and imaging science. Some others that do a pretty brisk business with companies and agencies outside of RIT include the Image Permanence Institute, the Institute of Tourism Development, and the Learning Development Center. Three additional centers with great potential are those in business ethics, electronic photography, and our National Center for Quality.

We have a comprehensive set of academic programs, all designed with an eye to human resource needs and/or significant long-term student interest, all combining to give the Institute a great competitive advantage.



SPRUCING THINGS UP... First-year NTID students Edward Zyats and Frank Wells (standing) plant shrubbery along the sidewalk at the newly purchased Recreation Club for the Deaf on Lyell Avenue. NTID students spent a Saturday helping renovate the facility in anticipation of an opening in late November.

Relay Phone Service for Deaf Opens Communications Lines

Hearing people who want to communicate by telephone with the deaf, whether at NTID or throughout New York State, have an advantage thanks to the New York State Relay Service.

"This service enables deaf people to achieve independence in telecommunication and provides hearing people with

access to their deaf colleagues," says NTID Dean James DeCaro.

Although a portion of the recently passed Americans with Disabilities Act mandates that state telephone relay services be established across the country by 1992, New York already has one in place.

Established this year, the New York State Relay Service provides a communication link between hearing and deaf people by providing a third-party intermediary. Specially trained communication assistants relay conversations between a hearing-impaired person using a TDD (Telecommunication Device for the Deaf) and a hearing person using an ordinary telephone.

Hearing callers may phone the service at 1-800-421-1220 and tell the communication assistant the name and telephone number of the deaf person they wish to call. After the deaf person is on his or her TDD line, the hearing person delivers a message as if talking directly to the deaf person. The communication assistant types the message to the deaf person on a TDD, and conveys the deaf person's responses to the hearing person by voice. All calls are confidential.

The New York State Relay Service is available only for calls within the state. For deaf people who want to place calls outside the state, NTID has its own relay available. For more information about the NTID relay, contact Mary Ann Erickson, -4642.

DEATHS

William Toporcer

William "Pack" Toporcer, director of veterans' affairs and coach of RIT's tennis team for 25 years, died Oct. 6, 1990.

An author, artist, and athlete, Toporcer wrote several books about his interests — sports, nature, and literature. Two of his favorite spots were New York City's Central Park and the Adirondack Mountains, and he collected books, maps, postcards, and other items on these areas, as well as producing his own works devoted to them.

He is survived by his wife, Evelyn; three daughters, Judith (Mrs. Robert) Penski of Pierrepont, N.Y.; Mrs. Donna Lepel and Mrs. Ann Healy of Rochester; and five grandchildren.

Contributions may be sent to RIT, the Adirondack Conservancy, or Friends of Central Park.



RIT's new van for the mobility impaired is a stand-up-and-take-notice sight, say Campus Safety Transportation Department and Special Services personnel. The long-awaited vehicle made its debut at RIT this fall thanks to donations and perseverance of four departments.

Campus Safety Adds Van For Mobility Impaired to Fleet

The Campus Safety Transportation Department announces the addition of a new, 14-passenger 1990 Ford medical van for the mobility impaired to its fleet this fall. The department, which has long awaited the new van, provides transportation for RIT's physically challenged faculty, staff, and students seven days a week, 7 a.m. to 9:30 p.m., and upon request on weekends to local shopping areas.

The new vehicle increases passenger capacity, offers two wheelchair stations, and operates with the new Q-Strait system

(wheelchair seatbelt system) — all needed improvements over the old van.

Four major departments — Student Affairs, Business Services, Student Directorate, and NTID — contributed to purchase of the van.

Leadership of Women Is Workshop's Focus

Dr. Cynthia McGill, assistant to the provost, will conduct a workshop for women on building leadership skills from 3 to 5 p.m., Nov. 14, in the 1829 Room of the Student Alumni Union. The workshop, geared toward RIT women who either work in a middle management position or aspire to one, will, according to McGill, "examine how women can use their unique talents, backgrounds, and experiences to become effective leaders."

The workshop is sponsored by the RIT Women's Network and is open to current and renewing members; registration is limited to 30 women. For information and registration forms, call Gail Kovalik, -6823.

ACCESS: Alzheimer's Offers Respite Help For Patient, Family

Alzheimer's disease strikes one of every five Americans over age 65, depriving them of their memory, intellect, and, ultimately, their lives. While devastating to its victims, Alzheimer's also lays a heavy burden upon the families of its sufferers to provide the ever-increasing care the patient requires as the disease progresses.

ACCESS: Alzheimer's, a unique Medicare-sponsored demonstration program, provides respite for families of Alzheimer's victims in the form of adult day care, companions, transportation, and personal care aides for the patient. It also provides products such as home safety equipment and adaptive and assistive equipment to meet clients' needs.

The program serves residents of Monroe, Livingston, Ontario, Wayne, and Yates counties. For more information on enrollment in the program, call the Monroe County Long Term Care Program, Inc. (ACCESS) at 1-800-836-7600 or write to ACCESS: Alzheimer's, Suite 2250, 349 West Commercial St., E. Rochester, N.Y. 14445.

Blazey Names Ryan Acting Head of TPD

Dean Mark Blazey of Training and Professional Development has announced that the division's daily activities have been assigned to George Ryan, who has been named acting associate dean. Blazey will focus on his professional activities in the discipline of total quality management and related issues.

Conference to Study 'Place-Bound'

How does a university reach out-of-school, "place-bound" students who are constrained by work, home, and family obligations? National studies show that while place-bound students choose colleges primarily by geographical access, they want financial, psychological, and cultural access, too.

To attract these students, colleges need to understand why place-bound students seek education, which programs and services they desire, and where to reach them.

To enhance RIT's recruitment of out-of-school, place-bound students, the Institute is participating in a live videoconference, "College Marketing: Reaching the Out-of-School Student," presented by the Public Broadcasting Service and the College

Board. The videoconference, sponsored by the Office of Part-time Enrollment Services and the College of Continuing Education, will be presented from noon to 2 p.m., Wednesday, Nov. 7, in the Chester F. Carlson Bldg., room 1125.

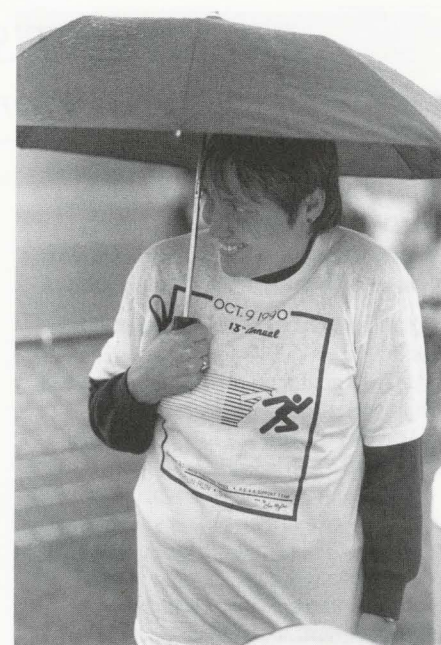
The videoconference will focus on the motivations of place-bound students; market research studies and their implications for colleges; effective marketing strategies and recruitment techniques used by colleges to find potential students at home, in the work force, and in the community; and examples of successful advertising campaigns.

Topics include the importance of understanding your community; psychographics and motivational factors that cause

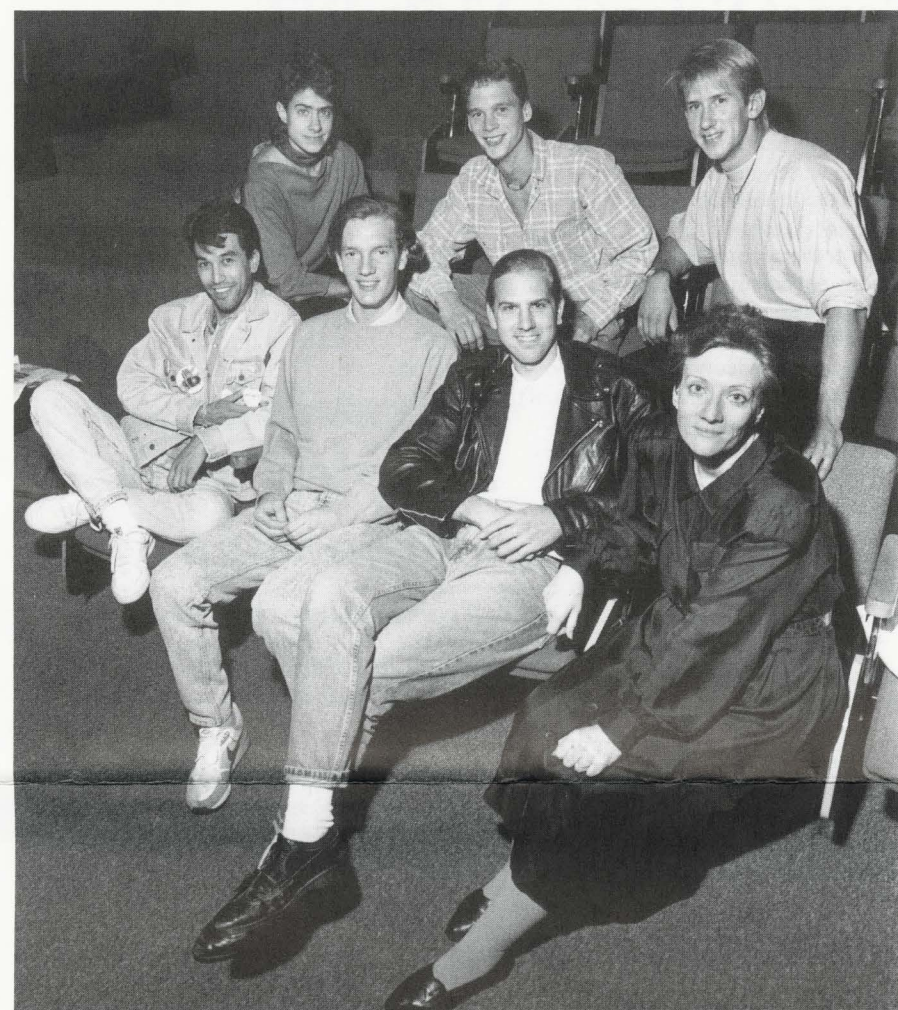
adults to return to school; essential components of market studies; translating market research findings into marketing strategies; developing recruitment techniques to increase enrollments; and special strategies to reach place-bound students in urban, suburban, and rural settings.

Some of the nation's most respected higher education marketers, recruiters, and enrollment managers will share their strategies for increasing enrollments. Panelists will include Doug Treadway, president, Southwest State University; Alan Cabbage, director of marketing and university communications, Drake University; Carole Hardeman, associate dean of the faculty, Division of Lifelong Learning, LeMoyné-Owen College; Kenneth Foster, director of marketing for continuing education, University of Utah; Nolen Ellison, president, Cuyahoga Community College; Diane Eddins, director of admissions, Milwaukee Area Technical College; and Carol Aslanian, director, Office of Adult Learning Services, The College Board.

RIT faculty and staff responsible for recruitment and retention, planning and development, continuing education programs, and regular academic programs will benefit by participating in the videoconference. For information, contact the Office of Part-time Enrollment Services at -2229.



A SMILE WAS HER UMBRELLA . . . It may have been a rainy day, but spirits weren't damp at the 13th Annual NTID Run In Oct. 9. Dr. Joyce P. Lewis, associate professor in NTID's liberal arts department, with adequate protection from the elements, waits for the race to begin. Lewis has participated in the Fun Run portion of the race for the past nine years.



EXPOSURE CAN BE DECENT . . . That's what six School of Photography & Applied Sciences students say about winning photo placements in a "Student Showcase," to appear in the Jan./Feb. issue of American Photo magazine. The RIT finalists join six peers from the Brooks Institute of Photography in the final round of competition this fall, sponsored by Agfa Corp., American Photo, and Victor Hasselblad, Inc. Though all 12 contestants will have work in the magazine, only four will win scholarships and Hasselblad cameras.

Campus Safety Establishes Lost & Found Pickup Spots

If you've ever lost something around campus — or anywhere else for that matter — you know how difficult the search for the missing property can be. Many areas on campus have established informal lost-and-found departments to hold items until the owner comes looking for them. Some of these areas contact Campus Safety on a periodic basis to pick up articles for safe-keeping; some do not. Some actively attempt to locate property owners; some do not. This can result in a great deal of confusion and frustration.

To remedy the situation, Campus Safety is coordinating a centralized lost and found program. Recovered property will be picked up from the following campus locations on a daily basis:

- Wallace Memorial Library (main circulation desk);
- College of Liberal Arts (second floor, dean's office);
- NTID/LBJ Building 60 (information desk);
- Ellingson Hall (24-hour desk);
- Grace Watson Dining Hall (Food Service Office);
- Hettie L. Shumway Dining Commons (Food Service Office);

- Student Alumni Union (information desk).

Finders of lost items on campus should bring the property to the nearest lost and found location or contact Campus Safety at -2074 or -6654/TDD.

Thanksgiving Interfaith Prayer Service Planned

The RIT community is cordially invited to a Thanksgiving Interfaith Prayer Service at 12:10 p.m., Tue., Nov. 20, in the Allen Memorial Chapel, Schmitt Interfaith Center. Faculty, staff, and students are welcome.

Campus Security Topic of National Teleconference

Faculty, staff, and students will find out more about how they can contribute to a safer campus during a live interactive teleconference, "Effective Approaches to Campus Security," at 1:45 p.m., Nov. 15, room 2000, Eastman Building.

The teleconference is sponsored by the National Association of Personnel Administrators in conjunction with the office of vice president for student services at Oklahoma State University and the National University Teleconference Network. Seating is limited to 120 persons; overflow seating will be available at a location to be announced.

The teleconference is the second in a two-part series, "Enhancing Campus Community." For more information about attending the teleconference, contact Lee Struble, associate director, Campus Safety, -8620.

Workshop Is Eye Opener

The Skalny Room reverberated one recent fall weekend with the conversation of 40 individuals learning to meet each other on common grounds. A cultural sensitivity seminar/workshop — led by Joyce Hermann and John Joyce of Upstate Coalition Building Institute, assisted by six RIT employees — exposed an even mix of students, staff, administrators, and faculty to conflict resolution models.

"The purpose was to make us aware of how similar we are as individuals . . . even though we come from different backgrounds," explains Dave Watson, program counselor, Special Services, who served as a group leader. Reminiscent of the labor relations book *Getting to Yes*, the two-day workshop stressed seeking similarities and common experiences versus belittling those who are different or unknown.

How to resist group behavior — i.e., racism, sexism — that derides other groups' differences was an important part of the seminar, adds John Mitchell, counselor, Counseling Center, who also worked as a group facilitator. Knowing yourself and feeling centered in yourself achieves a personal balance that helps an individual interject alternatives into a racist situation, says Mitchell.

"Guilt perpetuates oppressive behavior like racism and sexism," he says. Conflict resolution teaches the opposite, aiming to heal both oppressor and oppressed. "We practiced how to interrupt a racist activity (such as ethnic jokes) without guilt. Instead of reacting in a way that alienates the joke-teller and breaks the human connection, you suggest another form of humor; you promote options that aren't based on our fears of being different."

The workshop included instructional sections, small group discussions, and sharing personal stories and experiences. "We ran the gamut from light to very deep, emotional subjects," says Watson.

Group leaders — Simeon Kolko, Morton Nace, M. Ehi Ayewoh, Elaine Spaul, Watson, and Mitchell — represented a range of career positions and "differences," none of which mattered in the context of the seminar, adds Watson.

"Many of us have bonded into a newly discovered network . . . on a human level, versus a job- or role-determined level," he says.

Mitchell, who attended a similar seminar off campus with others at RIT two years ago, expects the group will meet again and stay in touch.



UP, UP, AND AWAY . . . Seeming to reach for the sun, this 30-foot, 11-ton metal sculpture by Albert Paley, artist-in-residence, College of Fine and Applied Arts, was hoisted aboard a truck destined for Atlanta, Ga., last month. Commissioned by AT&T, the piece is one of three large sculptures to be delivered by Paley — a strong advocate for public art — this fall.

PRESIDENT'S RESPONSE: Priorities

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

Q. What are your priorities for this year?

A. They center on this campus — retention, restructuring, and research.

Q. What do you see as the primary focus for RIT this year?

A. Without exception, our primary focus this year will be on our students as consumers. This strategic thrust will be seen in the way we are organized to serve students — the quality of both our academic programs and our support to students outside the classroom.

It is clear that this value-added approach will enable RIT to maintain its leadership position in career education.

The measurement of our success will continue to be the job placement of our graduates and their subsequent ability to grow professionally and as citizens in a democratic society.

Q. What things will enable us to improve our services to students?

A. One recent indicator is the Deloitte & Touche study related to our organizational structure. It has become increasingly clear that to appropriately serve our students we must be organized in a fashion that eliminates cumbersome policies and procedures. I'm confident that the future RIT will be even more friendly and provide services in a way that furthers our retention goals.

As the Institute demonstrates progressive attitudes and the flexibility to make appropriate changes, it will continue to be a teaching/learning environment.

Q. Will the mission of RIT change?

A. No. The mission will continue to be to provide a quality professional education to enable students to earn a living and live a life as one process. At the same time, applied research in a variety of dimensions will grow in emphasis.

Q. What are RIT's competitive advantages?

- A. They include:
- Consumer satisfaction and a commitment to quality service
 - An academic philosophy where theory meets application
 - Faculty who are both teachers and scholars
 - A primary academic focus on quality undergraduate education
 - Students taught by faculty rather than graduate assistants
 - A commitment to quality
 - Diverse academic programs
 - Responsiveness to workplace demands
 - Attractiveness to career-oriented students
 - A liberal arts curriculum that is central to the total education
 - Attentiveness to ethical and aesthetic concerns
 - Diversity as a valued part of the institution.

Naturally, you can expect other strengths to be added to this list.

Q. What are our primary strategies?

A. Declining enrollment represents a substantial reduction in RIT's revenue stream. We will rigorously work to, above all, improve retention and the climate for our students. Sponsored research, distance learning, retention strategies, increased graduate and international scholars, and a comprehensive fund-raising program are a few of the larger issues.

Our strategic planning will continue to be built upon themes and initiatives that will position RIT as one of the nation's leading comprehensive universities.

Q. What will be the challenges to individuals?

A. RIT must emphasize community pride and quality interaction of faculty with students in and outside the classroom.

Caring and genuine interest in one another should be central to the RIT culture as we challenge each other to build a better university community.

Q. Do you see your priorities as internal or external?

A. I see them as primarily internal, with the completion of the capital campaign. A new organizational structure that will enhance our service to students will be my primary objective. At the same time, there are international educational objectives, fund-raising priorities, and other areas that will enable me as president to keep RIT focused as a major comprehensive university with a leadership position in professional career education.



SCHOLARS COME FORTH... Frederick Douglass 1990 award winners included, from left to right: bottom row, Mechelle Kerr, Courtney Dillard, Michelle Taylor, David Arquette, Bonita Britton; second row, Elizabeth Westenberger; third row, Milagros Concepcion, Aida Santiago, Marilyn Hughes, Socrates Cala; top row, LaVerne McQuillen, Martin Green, Menelik Alleyne, Benjamin Hill, and Terence Rock.

Conference on Moving Image Preservation Returns to RIT

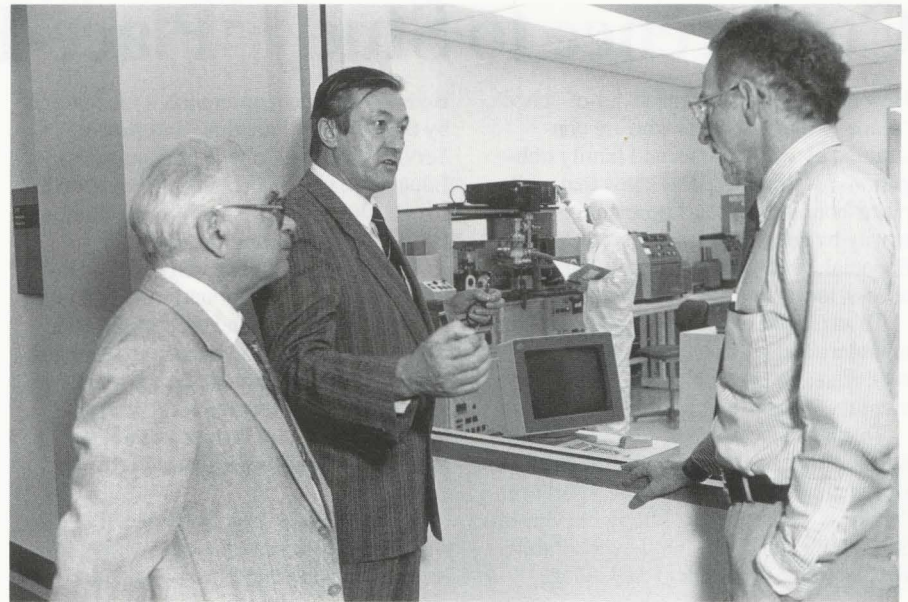
Half of the movies produced in the United States before 1950 no longer exist. Much of television's "Golden Age" programming literally has turned to dust.

"The deterioration and irretrievable loss of motion picture and video productions is not limited to the U.S., nor has the destruction meaningfully abated," says Dr. Bruce A. Austin, William Kern Professor in Communications, College of Liberal Arts. "The problem is not simply one of the past, it's equally urgent for the present and future."

To further explore moving image preservation issues, the second international conference, Fast Rewind: The Archaeology of Moving Images, is back by popular demand. As Kern Professor, Austin is organizing and sponsoring the conference from June 13 to 16, 1991, at the Stouffer Rochester Plaza.

The 1989 conference attracted more than 125 participants from 35 states and a dozen nations. Archivists, curators, and filmmakers shared information with academics, social science researchers, and museum administrators.

"Participants at the first Fast Rewind unanimously indicated the need, interest in, and support for a sequel," Austin said. "The response was overwhelmingly positive and encouraging."



Vladimir Labunov (center) tours the microelectronics and computer engineering labs with Mark Piterman, mechanical engineering technology (left), and Richard Lane, microelectronic engineering.

Soviet Scientist Visits RIT, Learns of New Developments

RIT was the learning site last month for a Russian who wanted to update his knowledge of the newest developments in Western science, technology, and business.

Under the sponsorship of the United Nations Association of the USA, Vladimir Labunov, a doctor of technical sciences specializing in microelectronics at the Belorussian Academy of Sciences, visited RIT Oct. 17. The visit was coordinated by Barbara Letvin and Cynthia Wayne, Office of International Student Affairs.

While on campus, Labunov visited various computer and engineering labs, the co-op office, College of Business, NTID, and a class taught by Lou Andolino, associate professor, Department of Social Science.

"RIT is the perfect example of integrating university learning with businesses," says Letvin.

Labunov had expressed interest in the privatization of governmental institutions, the creation of small- and medium-sized firms in Belorussia, the organization of joint ventures, and the establishment of international trade on the republic and local level.

Labunov is a member of the People's Deputy of the USSR, USSR Supreme Soviet, and academicien in the Belorussian Academy of Sciences, and was chosen secretary of the Physics, Mathematics, and Information Branch. He also works in the Minsk Radio Engineering Institute, where he is chief of the microelectronics department.

Student Wins Fellowship

Nancy Bard, a graduate student in the Packaging Science Program, College of Applied Science and Technology, is the recipient of an American Association of University Women (AAUW) fellowship worth \$5,000.

The Educational Foundation of the AAUW, the oldest and largest non-institutional source of funding for graduate education of women, awarded more than \$2 million in fellowships and grants for 1990-91. The graduate fellowships are given to women who have demonstrated scholarly excellence.

Bard was among 44 women who won awards in the Selected Professions Fellowship category. Graduate fellowships are given to women who have demonstrated scholarly excellence in pursuing advanced degrees in traditionally male-dominated fields of study.

Bard received a BFA degree in graphic design from the University of Illinois, Urbana/Champaign, in 1982. She also studied business and marketing at De Paul University College of Commerce, Chicago.

Engineering Offers Aerospace Option

The high demand for aerospace engineering has prompted the College of Engineering to make an aerospace option available to mechanical engineering majors by fall 1991.

The option will allow fourth- and fifth-year mechanical engineering students to substitute aerospace engineering courses for technical and free electives.

"Aerospace engineering fills a vital role in today's transnational economy," says Dr. Paul Petersen, College of Engineering dean. "This new program provides an attractive option for our mechanical engineering students."

Specialization in aerospace engineering will better qualify these students for jobs with companies such as NASA, McDonnell Douglas, and Bell Aerospace, says Dr. Charles Haines, acting department head.

RIT Part of U.S.-Eastern European Universities' Democratic Alliance

RIT will be among 12 American and 28 East European universities meeting Nov. 4-7 in Budapest, Hungary, to form the Alliance of Universities for Democracy.

The goal of the alliance is to enhance the role of education in promoting democratic institutions, economic development, technology transfer, decentralized decision making, and common moral and social values.

"RIT is pleased to play a leadership role in this new association of significant educational institutions," says President M. Richard Rose. "We expect the alliance to foster a variety of student and faculty

exchanges, meetings, and joint research projects — emphasizing such topics as fiscal policy, environmental protection, economic growth, and social development."

The alliance is the result of a visit last spring of six East European educational leaders to the United States.

Among the participating universities are Indiana, Tennessee, Utah, Georgia, Kansas, and Lehigh. Eastern European universities include the University of Sofia, Charles University, Czech Technical University, Prague School of Economics, Budapest University, and the University of Warsaw.

"Through this network of institutions we can seek out partners for bilateral and multilateral activities," Rose says. "The network should provide an information clearing house so that politics and problems inherent in cooperative efforts can be avoided. RIT is enthused with the opportunity to provide leadership and direction to the alliance in its formative stage."

Representing RIT at the Budapest conference will be Dr. Thomas Plough, provost and academic vice president.

"We feel the access to leadership from a broad array of East European universities furthers RIT's goal of sharing the concepts

of our quality professional career programs and knowledge of the management of technology on the international stage," he says.

RIT is involved in several other international initiatives under the direction of Robert Johnston, special assistant to the president. The Institute is negotiating with Sumitomo Metals Industries in Japan to establish a graduate program for U.S. and Japanese graduate students. Students in the three-year program, financed by Sumitomo, would take the first half of their courses in Tokyo and complete the second half at RIT.

RIT also is investigating the possibility of advising the University of Zululand in the design, construction, and staffing of an arts and crafts school and a business school. The university would pay RIT for its consulting services and other expenses. Later, RIT and the new schools may establish faculty/student exchange programs.

In another project, RIT is considering ways it can help former Communist countries make the change to capitalism. RIT may educate Eastern Europeans in business subjects in a program that would bring businessmen to RIT or send RIT professors to Eastern Europe.



New Campus Safety uniforms for daytime wear are designed to blend into the campus community.

New Campus Safety Uniforms Will Be A Perfect Fit

As of September 1, Campus Safety uniforms have had a new look. The familiar dark blue has been replaced during the day-time hours with oxford shirts and sweaters.

Dick Sterling, director, explains the reasoning behind the uniform change. "We want to open the lines of communication with the RIT community," he says. Different uniforms were designed to fit various duties of a Campus Safety officer.

During the day, officers will be attired in a golf shirt, oxford shirt, and gray sweater or blazer, along with blue trousers. All will have gold "Campus Safety" lettering on the breast.

For evening wear, personnel will go back to the basic blue uniform. "Evening is a different line of work. We respond to situations that require an authoritative look," says Sterling.

The goal for the added change in uniform is to keep a low-key profile and to blend in with the RIT community.

USSR Official To Speak Here



Nikolai Vorontsov

Nikolai Vorontsov, Soviet minister of environmental protection, will speak at RIT at 7:30 p.m., Nov. 8, in Ingle Auditorium.

As head of the USSR's drive to clean up massive pollution problems ranging from Chernobyl water contamination to city air pollution levels — so severe as to cause emergency efforts to curtail dangerous emissions — Vorontsov faces an incredible challenge. Not a member of the Communist Party and formerly a biology professor who studied zoology and genetics, Vorontsov bears credentials of years of work at the USSR Academy of Sciences — not all spent in good stead with Soviet leaders.

Vorontsov's scientific background would appear to prepare him well for his position; his lack of political savvy may or may not be a hindrance.

Part of RIT's Speakers Series, the speech is free and open to the public. Sponsored by Student Directorate, the presentation will be interpreted for the hearing impaired and handicapped accessible.

NTID Accepts First Wave Of International Deaf Students

In response to years of requests, the National Technical Institute for the Deaf has swung open its doors to deaf students from around the world, beginning with Fall Quarter.

Seventeen international students — 15 from Canada and one each from Japan and Australia — are enrolled at NTID for the first time in its 22-year history.

Foreign deaf students were previously prohibited from enrollment at NTID because the institute's original charter did not grant the authority to receive them. After three years of negotiations, school officials recently obtained approval from both Congress and the U.S. Department of Education to do so.

"I'm glad that I am able to attend NTID because there is only one college [a vocational center] for deaf people in Canada," says Paula Knight, a student from Newfoundland. "That college doesn't have programs I'm interested in."

"I feel good about being here and meeting all these people from the United States," Knight adds. "I've never met a person from the United States before."

NTID faculty and administrators see the enrollment of deaf international students as mutually beneficial.

"These students add to the cultural diversity of the campus," says Dr. James DeCaro, dean of NTID, "and that has a positive effect on all of RIT. It also provides the opportunity for international students to become acquainted with a variety of people and cultures and to receive a good technical education to take back to their home countries."

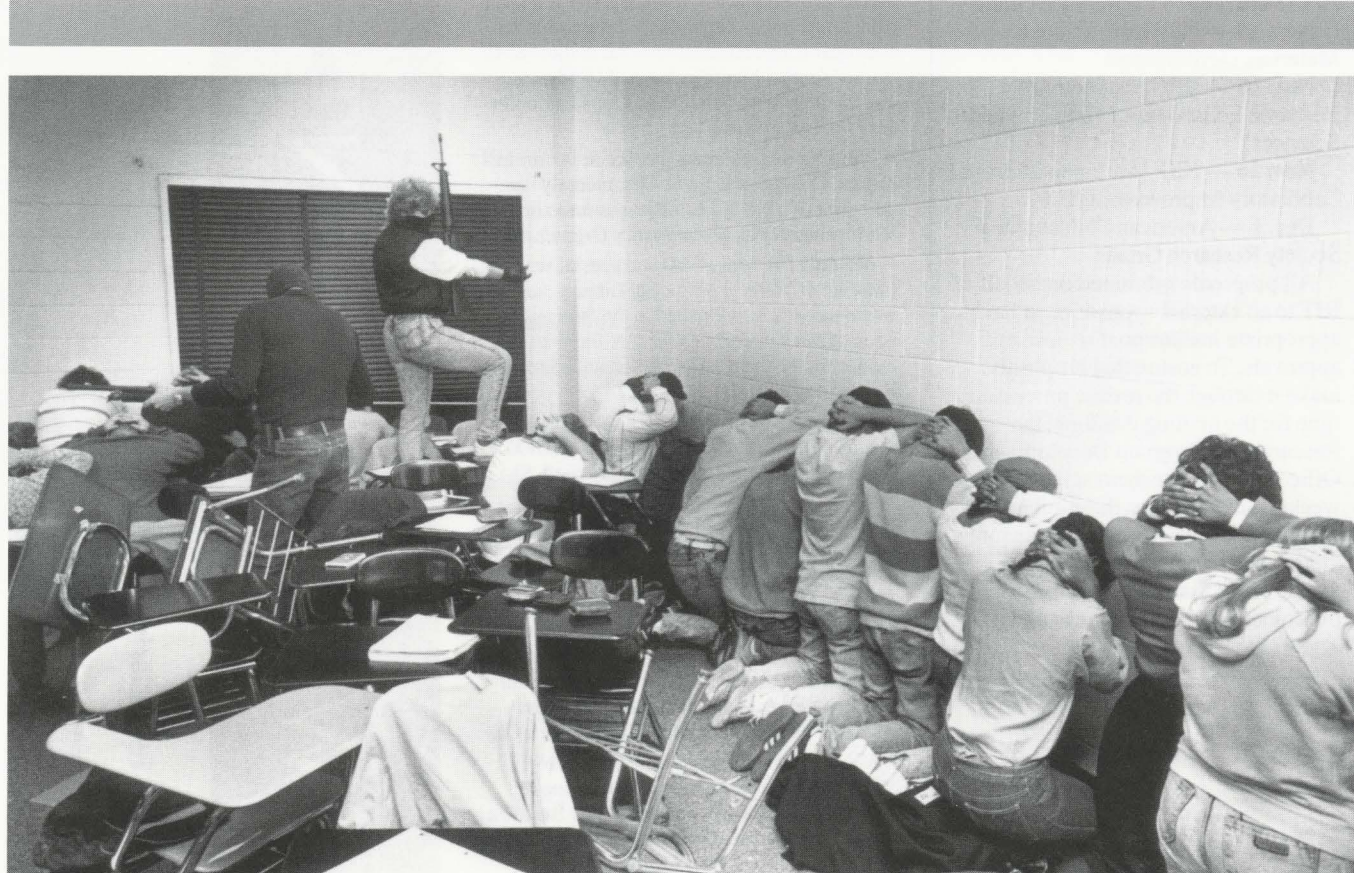
"Gaining experience with hearing students at RIT will be good preparation for me later when I look for a job," says Knight.

Student Photo House Gets New Darkrooms

Removing old ceilings can result in some very special funding, say RIT Photo House students. The 40-member group's outdated, "makeshift" darkroom, located in a residence hall, could not be salvaged following asbestos removal from the ceiling last year.

Fortunately, Residence Life volunteered to fund brand-new darkrooms and equipment from its emergency fund.

"It's great that RIT was willing to spend more than \$50,000 on our facilities," notes Ed Burgoyne, third-year film and video student and president of Photo House. "We use them for historical photo work and class projects." The darkrooms, carved out of a dorm room, have one all-glass wall and were designed by RIT's architect.



NIGHT TERROR... "Terrorists" storm down a College of Liberal Arts hallway to take students hostage in a simulated attack on criminal justice professor John Violanti's Terrorism and Hostage Taking class. Three members of the Monroe County Sheriff's Office hostage recovery team acted out the part of terrorists, demanding students kneel and face the wall for nearly an hour. Some students were taken into the hallway and "executed;" blank shots were fired for effect. Later, Violanti led a discussion with students and terrorists about the simulation. (NOTE: Except for the pistol shooting blanks, the officers' firearms were not loaded. Students were forewarned about the terrorist attack at their Oct. 23 evening class and could choose not to attend.)

CALENDAR

Oct. 30-Nov. 20 — exhibit: "One Color, Two Color," one- and two-color graphic arts pieces, including brochures, leaflets, calendars, and booklets, by artists from the American Institute of Graphic Arts (AIGA); 8:30 a.m.-4:30 p.m., Mon.-Fri., Switzer Gallery. Free.

Nov. 9 — lecture: "Meet Me at the Meat Counter"; noon-1 p.m., 1829 Room, Union

Nov. 9 — program taping: "Adventures in Good Music" by Dr. Karl Haas, for WXXI-TV and National Public Radio; 2-4 p.m., Panara Theatre

Nov. 10 — U.S. Marine Corps Birthday Celebration, 3:30 p.m., Clark Dining Hall

Nov. 10 — concert: "The Romantic Piano" by Dr. Karl Haas, sponsored by Women's Council; 8 p.m., Panara Theatre; reception and book-signing following; tickets \$30; call 247-7347

Nov. 10 — Veterans Day Services/Luncheon

Nov. 12 — lecture: "Care of the Back"; noon-1 p.m., 1829 Room, Union

Nov. 12 — Admissions Office open house for prospective students

Nov. 12-13 — exhibit: CFAA Faculty Exhibition

Nov. 13-14 — Graphic Arts Industry Advisory Committee

Nov. 14 — lecture: "Pray on the Run," Campus Pastor Rev. Jeffrey Hering; noon-1 p.m., 1829 Room, Union

Nov. 14 — meeting: Toastmasters Club demonstration, 5-6:30 p.m., Clark Dining Room

Nov. 15-16 — Board of Trustees meeting

Nov. 16-17 — Tax Planning Institute at Holiday Inn, Genesee Plaza



Noted pianist-conductor Karl Haas will perform "The Romantic Piano" Sat., Nov. 10, at the Panara Theatre.

Grant Deadlines

The Research and Program Development office reminds faculty and staff of the following program deadlines:

Nov. 15 — ADAMHA Substance Abuse Prevention Conference Grants

Nov. 15 — NSF Instructional Materials Development

Nov. 15 — NSF Postdoctoral Research Fellowships (Mathematical Sciences)

Nov. 16 — NSF Instrumentation and Laboratory Improvement (ILI)

Dec. 1 — American Philosophical Society Research Grants

All proposals submitted on behalf of RIT to an external sponsor must have appropriate institutional review and approvals. To ensure that proposals make it through the review process in time for the mailing deadline, the Research and Program Development Office should have them at least one week in advance. Anything submitted within three days of deadline cannot be guaranteed of approval. The office is available for assistance with any phase of project or proposal development at -5073.

• **Ann Elizabeth P. Nash**, program coordinator in the Office of Cooperative Education and Placement, had work from "Second Room" accepted to National Exposure '90, sponsored by Associated Artists of Winston-Salem, N.C., Sept. 28-Oct. 26. The juror was **Ken White**, chairperson, Fine Arts Photography Department. "Second Room" was exhibited in its entirety at the Lamar Dodd Art Center, LaGrange College, Ga., Sept. 15-Oct. 31.

• Professor **Ronald Amberger**, chairman of mechanical engineering technology, presented the paper "Development and Use of a Software Library for RIT Mechanical and Civil Engineering Technology Programs" at the eighth annual University Programs in Computer-aided Engineering, Design, and Manufacturing Conference in August at the University of Michigan in Ann Arbor. The paper was written by Amberger; Professor **Robert Merrill**; Assistant Professor **Ti-Lin Liu**, mechanical engineering technology; and Professor **Robert McGrath**, civil engineering technology.

• **Tom Barker**, associate professor in the College of Engineering's Center for Quality and Applied Statistics, presented a talk, "Exploring the World of Experimental Design," at the monthly meeting of the American Institute of Chemical Engineers.

• **Dr. Barry Culhane** has been elected to an additional two-year term on the board of directors of the AI Sigl Center and has been appointed to the AI Sigl Trust Fund Committee and Planning Committee.

• **Steve Diehl**, assistant professor, School of Photographic Arts & Sciences, along with his wife, SPAS alumna **Vicki Zaremba**, will be a contributing editor to *Popular Photography* magazine.

• **Dr. Eugene Fram**, J. Warren McClure Research Professor in the College of Business, will make three management presentations in the next two months. "Gathering Marketing Research Information" will be given for the local Service Corps of Retired Executives. "A Corporate Model for Non-Profit Organizations" will be presented at the Conference of Association Directors of Cornell Extension, and "Selecting International Distributors" will be presented at the annual meeting of the Laboratory Products Association in Bermuda.

• **Amy S. Friend**, instructor, School of Photographic Arts & Sciences, recently received two awards for her image, "Jellyfish," at the Biological Photographers' Association International meeting in Phoenix, Ariz.

• **Robert Heischmann**, professor, College of Fine and Applied Arts, recently had his paintings and sculpture featured at the Oxford Gallery, Rochester. The works in the one-man show include seascapes and garden views.

• **Kenneth F. Hoffman**, assistant professor, NTID Printing Production Technology Department, was the key speaker at the 3M Printing and Publishing Systems Division Customer Awareness Day, Rochester/Honeoye plants, Sept. 17.

• **Dr. Satish Kandlikar**, associate professor in mechanical engineering, was selected to serve on the national K-8 Committee (Theory and Fundamentals) of the American Society of Mechanical Engineers. The committee is responsible for setting the agenda for future research and organizing technical sessions at the ASME Winter Annual Meeting, the ASME Meeting, and the ASME National Heat Transfer Conference held every year.

• **John Klofas**, associate professor in criminal justice, College of Liberal Arts, recently was co-editor of a book, *The Administration and Management of Criminal Justice Organizations*.

• **Melanie Norton**, NTID and special services librarian of Wallace Memorial Library, has co-written an article published in the September issue of *Rochester Engineer*. "A Technical Center for the Deaf" was written with **James R. Mallory** of NTID.

• **Elaine O'Neil**, director, School of Photographic Arts & Sciences, has won a \$20,000 National Endowment for the Arts award. She was one of 83 top award winners out of 177 finalists and 5,353 entries. Her plans for the award include a return trip to photograph areas and people of China.

• **David Pankow**, associate professor in the School of Printing Management and Sciences and curator of the Cary Library, has been appointed editor of *Printing History*, a scholarly journal published twice a year by the American Printing History Association of New York City.

• **Mary Beth Parker**, assistant professor, NTID Business Occupations, and **Diane F. Weisskopf**, visiting instructor, NTID Business Occupations, presented the topic "Skip Testing — Never Write Another Multiple-Choice Question Again" at the 93rd annual Eastern Business Education Association conference.

• **Tom Policano**, associate professor, NTID School of Visual Communications, was a presenter at A Conference for Higher Education: Teaching Tools for the '90s. His session was

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titled "Presentation Slides Using the Macintosh Computer."

• **Patricia Pitkin**, Wallace Memorial Library director, has been elected to a three-year term to the SUNY/Online Computer Library Center, Inc. Network Advisory Committee. She will be a representative of the "Independent Higher Education" section and will serve as an alternate on the Users Council. SUNY/OCLC is a not-for-profit educational organization that assists libraries in acquiring beneficial services through OCLC, which offers computer-based systems through regional networks.

• **Dr. Venkataswamy Raju**, associate professor and chairman, manufacturing engineering technology, has written a paper, "Trends in the Applications of Lasers in Manufacturing," published in the proceedings of the International Symposium on Automotive Technology and Automation. The paper was presented during the 22nd ISATA symposium in Florence, Italy, May 14-18.

• **Roger Remington**, professor of graphic design, recently presented "Art and Publicity," a 20-minute slide show on magazine design, at the Georges Pompidou Centre in Paris.

• **Luvon Sheppard**, associate professor, College of Fine and Applied Arts, was recently elected to membership on the Board of the Memorial Art Gallery of the University of Rochester.

• **Gary Smith**, director of purchasing, was part of a panel, "Current Recycling Practices — What Companies Are Doing," at the Recycling Is Good Business seminar held in Rochester Oct. 5.

• **Bruce Sodervick**, associate professor, College of Fine and Applied Arts, has two oil paintings in a national traveling exhibition, "Armchair Pilot." He also recently presented two slumped glass pieces at the Wayne County Council for the Arts Regional Glass Show '90.

• **Dr. John Violanti**, assistant professor of criminal justice, presented a paper, "Research on Jail Crowding," at the Building an Agenda for the '90s conference sponsored by the National Institute of Corrections, Sept. 18. A dozen researchers and practitioners met in Denver, Colo., to develop a research agenda on jails.

• **James Wilson**, systems administrator for NTID Information Services, represented the Personal Computer Special Interest Group at the spring Digital Equipment Computer Users Society Symposium planning meeting in Cambridge, Mass. He is a symposium coordinator for DECUS.

• **W. David Baker**, director of the School of Engineering Technology, received the annual

Alumni Award from SUNY College of Technology at Alfred's School of Engineering Technologies. The award was presented during SUNY-Alfred's sixth annual Founders Day ceremonies Oct. 3.

• **Stanley Bissell**, chairman of the College of Continuing Education's Career and Human Resource Development graduate program, and **Gladys Abraham**, CCE visiting assistant professor, presented the seminar "Preparing Tomorrow's Work Force" to the Industrial Management Council's Human Resource Group on Sept. 28.

• **Dr. Paul Kazmierski**, assistant vice president, Student Academic Development, has been appointed to the Academic Support Services Advisory Board of Genesee Community College.

• **Michael Lutz**, associate professor, School of Computer Science and Information Technology, presented the paper "Experience with an Undergraduate Seminar on Object-Oriented Concepts" at the Symposium on Object-Oriented Programming Emphasizing Practical Applications at Marist College in Poughkeepsie, N.Y., Sept. 14-15.

• **Dr. Sidney McQuay**, associate professor, Industrial Technologies Department, NTID, made a presentation on CAD/CAM and led a discussion on computer-integrated manufacturing at Niagara Community College.

• **Father Butch Mothersell**, chaplain in the Interfaith Center and NTID liberal arts professor, was elected to the board of the International Ecumenical Working Group for Pastoral Care with the Deaf at the September meeting of the board in Switzerland. The only member of the board from the Western Hemisphere, he will begin his new role in Poland next July.

• **Dr. Elizabeth H. O'Brien**, associate professor, NTID English Department, presented a paper on "Transition Programs and Services for Deaf Individuals" at the 12th Biennial Convention of the American Society for Deaf Children, June 28-July 1, at the University of British Columbia.

• **Dr. Raymond A. Santirocco**, College of Continuing Education, was an invited panelist at the National Solid Wastes Management Association's annual convention, WasteCycle '90, held Oct. 4 in New York City. The subject of the panel was career opportunities in solid waste management.

• **Dr. John A. White**, professor of science, technology, and society, read a paper, "Dialectic: The Role of Discussion in Education," selected by the Institute for Critical Thinking for a conference at Montclair State College, New Jersey, Oct. 20. The paper will be repeated at the College of Liberal Arts' Colloquium Series.

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