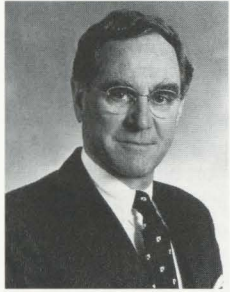


President Rose Called to Government Service; Plough Named Acting President of RIT



Dr. M. Richard Rose

President Rose, who is a retired colonel in the U.S. Marine Corps Reserve, has accepted a temporary assignment in the federal government. Rose will leave RIT for Washington, D.C., on Feb. 13, to work on national policies and procedures for two to four months. He is expected to announce his return date in March.

"I chose to accept this call because I considered it my duty as a citizen," Rose said. "When so many young men and

women are making great personal sacrifices on behalf of their country, the very least I can do is serve in an area that maximizes my military, educational, and management experience."

Dr. Thomas Plough, provost and vice president for Academic Affairs, was named acting president Monday at a special meeting of the Board of Trustees.

With extensive experience in the Marines and in education, Rose, 57,

served as deputy assistant secretary for Defense for Education from 1972 to 1974. He has served as president of RIT since 1979. Prior to that, he was president of Alfred University and assistant provost at the University of Pittsburgh.

He and his wife, Clarice, have three sons, two of whom were officers in the Marine Corps. His second son, Eric, is currently in the Marine Corps Reserve and has been called to active duty.

PRESIDENT'S RESPONSE: Dr. Thomas Plough

Q: What is your role in the capacity of acting president?

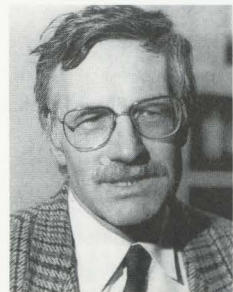
A: My primary task is to keep RIT moving forward, advance initiatives already under way, and facilitate the return of Dr. Rose in such a way that he can move right back in without skipping a beat.

Dr. Rose always maintains a full plate, and I am pleased that he and the trustees feel confident that I can cover it in his absence.

I hope I can handle things for Dr. Rose as effectively as Dr. Mary Sullivan covered for me when I enjoyed a brief professional leave several years ago. Fortunately, I have my associate and colleague Dr. Bob Desmond available to manage the agenda of the provost's office, in addition to a well-established collaborative relationship with the other RIT vice presidents.

I ask for the support of the entire RIT community as we carry out our important work as an educational community during the absence of our chief executive officer.

Czech Minister of Finance To Receive Honorary Degree

Vaclav Klaus
(Photo © The New York Times)

Czechoslovakian Minister of Finance Vaclav Klaus will receive an honorary doctor of laws degree from RIT during an academic award ceremony at 3:30 p.m., Feb. 18, at the Kilian and Caroline Schmitt Interfaith Center.

Klaus, one of the founders of the Czechoslovak Civic Reform Movement, believes his country must rapidly transform its socialized systems into a free-market economy.

"We are pleased to confer this degree upon Dr. Klaus, whose vision and leadership will help Czechoslovakia to again become one of the most robust economies in eastern Europe," said President Rose. "He is widely viewed both here and in Europe as central and eastern Europe's best hope for successful economic reform."

Klaus also has a link to RIT through the U.S. Business School in Prague, Inc., whose headquarters are based at RIT. College of Business dean Dr. Richard N. Rosett is

president of USBSP, a nonprofit corporation founded to help Czech Technical University establish its own business school. Klaus is a member of USBSP's academic advisory board. The project was initiated in response to a request from Klaus.

Klaus graduated from the Prague School of Economics in 1963, where he studied international trade. During post-graduate studies in Italy and the U.S., he became exposed to Western economic thought and developed capitalist role models such as Nobel Prize-winning economist Milton Friedman. He worked as a researcher at the Institute of Economics of the Czechoslovak Academy of Sciences until 1970, when he was removed after a hearing that labeled him "the leading counterrevolutionary" among Czech government economists.

He then occupied various positions in the Czechoslovak State Bank from 1971 to 1986 before joining the Institute for Forecasting at the Czechoslovak Academy of Sciences.

As spokesman for Civic Forum before he was elected to the Czechoslovak parliament, Klaus urged the government to move quickly to a market economy and warned the public they should be prepared to make sacrifices. Despite this message, he won election to parliament by a wider margin than any other candidate.

Level Enrollment, Tuition Challenges Put Pinch on Budget

A desire to hold down tuition increases, a no-growth forecast in enrollment, and reduction in both state and federal funding are pinching RIT's budget, according to Bill Dempsey, vice president for Finance and Administration.

While there was budget recovery from the recently completed Deloitte-Touche study, the savings weren't sufficient to guarantee a balanced budget for the coming year.

Priorities for the coming year's budget will be market increases as appropriate, as well as annual faculty and staff salary increases.

"The Institute will continue to support successful existing programs," Dempsey said. "At the same time there will be insufficient funds to advance operating budgets. Even with maintaining current enrollment numbers, we are entering a period of economic constraint, as are many other universities. There also is a goal to increase tuition at a moderate level, which appears to be necessary to keep RIT competitive in the recruitment marketplace."

A decision concerning tuition for next year has not been made.

Enrollment is forecast to remain level. "With limited prospects for enrollment growth and severe reductions in state and federal scholarship aid, RIT must budget conservatively — a trend that is likely to continue, not only at RIT, but in all of higher education," Dempsey concludes. "Without the Deloitte-Touche study and implementation, RIT's budget outlook would be very serious."

ALBANY UPDATE: Critical Need

On Jan. 31, Gov. Cuomo released his proposed state budget for the 1991-92 state fiscal year. The budget calls for drastic cuts in state support for independent higher education, including a 50 percent cut in the Bundy Aid program, which provides direct institutional support for educational and general purposes. RIT's annual Bundy Aid allocation currently totals about \$3 million.

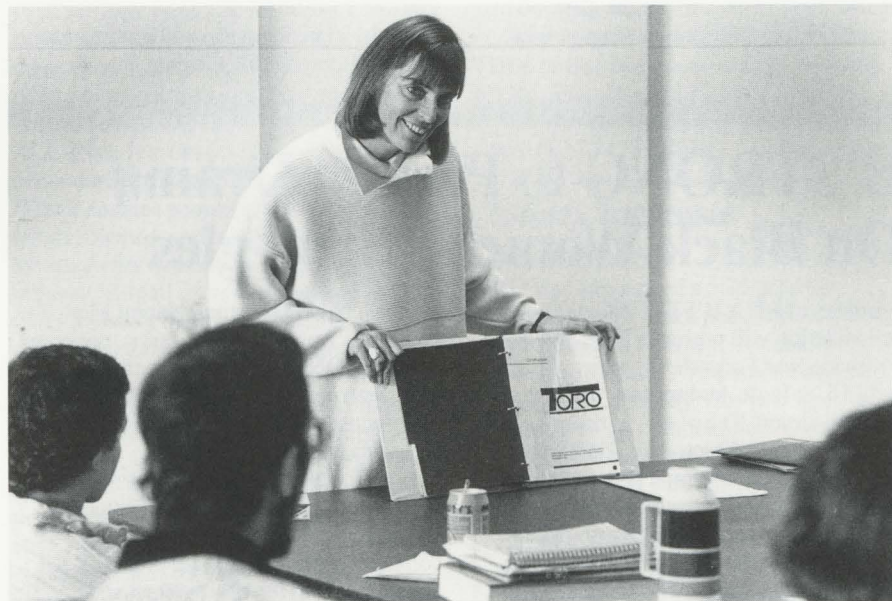
Other proposed cuts in state programs that affect independent colleges and their students are:

- A reduction in Tuition Assistance Program (TAP) awards of \$400 for all TAP recipients except those eligible for the maximum TAP award (currently \$4,125). More than 3,600 RIT students receive TAP support.
- A \$100 cut in the annual award of students eligible for maximum TAP benefits.
- Elimination of Regents Scholarships and a phase-out of the Empire State Scholarship Program.
- A one-year delay in the implementation of the new Liberty Scholarship Program.

The proposed cuts signal a retreat from the state's commitment to independent higher education. While other parts of the higher education budget were cut as well, no other sector was hit with a reduction of the magnitude of that proposed for Bundy Aid. If this proposal is approved, Bundy Aid will be reduced to the level of funding it received in 1973. Similarly, the proposed TAP cuts would reduce awards to where they were in the early 1980s.

These cuts would compound the hardship imposed on RIT students by the state budget revisions made in December. Faced with a deficit in the current state fiscal year, the governor and legislature reduced TAP awards (except the maximum), Regents Scholarships, and Empire State Scholarships by \$100 and imposed a 10 percent reduction in the February Bundy Aid payments. The result was a loss of more than \$400,000 in student and institutional aid.

Given the current state budget situation, the competition to restore any cuts the governor has proposed will be particularly intense this year. The Office of Government and Community Affairs will be coordinating RIT's efforts, in cooperation with other independent colleges and universities, to focus legislators' attention on the critical need to sustain a strong independent sector, particularly in troubled times.



THE DESIGN BUSINESS IS A LOT OF FUN... ... and challenges for those willing to work, said graphic designer Kathleen Schenck Row, guest lecturer last month in the College of Fine and Applied Arts. Owner of "Designspace," Row talked about her industry and running a highly competitive business in design. A multi-talented designer and teacher from New York City, Row has spent years developing a curriculum in graphic design for the Cooper Union School of Art and Architecture.

Harris Semiconductor Presents Scholarship to Engineering Major

Harris Semiconductor recently announced a scholarship program for RIT microelectronic engineering students. The scholarships are for undergraduate or graduate students who have at least two cooperative education assignments to fill.

"Harris Semiconductor recognizes the value of an RIT education," said Jeffery P.



Harris Semiconductor Scholarship recipient Sheila Stefanski

Greer, Semiconductor Sector College Programs administrator. "We believe that a quality on-the-job work experience, combined with RIT academic instruction, offers excellent preparation to enter our workforce."

The first recipient of a Harris Semiconductor Scholarship is Sheila Stefanski of Salamanca, N.Y. Stefanski is a fourth-year student in microelectronic engineering.

Harris Corporation's Semiconductor

Sector manufactures discrete semiconductors and integrated circuits for signal processing and control applications and is the sixth largest U.S. merchant semiconductor manufacturer and the number one supplier to the military and aerospace market.

Harris Corporation, with worldwide sales of more than \$3 billion, is focused on four businesses: electronic systems, semiconductors, communications, and office equipment.

SPAS Fall Foliage Photos Popular with Gulf Soldiers

U.S. soldiers stationed in Saudi Arabia know well the heat and cold of the desert weather, their daily companion. Those from the northeast could only remember the fall season's warm colors — until RIT photography students sent off more than 1,000 pictures of fall foliage to 600 service men and women stationed in the Persian Gulf.

The "Fall in the Desert" project was the brainchild of Professor Guenther Cartwright, department of applied photography, School of Photographic Arts & Sciences. He combined the efforts of his photography students

with students in the photographic processing and finishing management department, who processed and finished the prints.

"The students thought it was a great way to boost morale and brighten the day of troops in the desert," says Cartwright. Already, students have received more than 60 thank-you letters, he adds, including response from a 1982 SPAS alumnus who took pride in his school's effort.

Other student groups, as noted in the Jan. 25 issue of *Reporter*, are writing letters of support, sending photographs of groups gathered in support of the troops, and offering general assistance to relatives and friends of those in the Gulf. According to RIT's Office of Veterans' Affairs, 25 RIT students and dependents of staff presently serve with those troops.

Veterans' Affairs staff will help direct mail to the troops, and RIT's Amateur Radio Club will send radio messages to Saudi Arabia whenever possible. Its open hours are 9 a.m. to noon each weekday; the answering machine (-6973) can take messages at other times.

NTID Plans Exhibits, Shows To Celebrate Black History

Several local artists explore the sights and sounds of African-American culture during Black History Month observances at NTID.

Historic black-and-white photographs by the late pioneer newspaper photographer Albert R. Stone will be on display from 8:30 a.m. to 4:30 p.m. weekdays, Feb. 4-25, in the Switzer Gallery. Selected panels from "Images: 'Afro-Rochester' 1910-1935" are on special loan from the Rochester Museum and Science Center, which mounted the original exhibit in 1988. Stone, a staff photographer for Rochester's *Herald* and *Democrat & Chronicle* newspapers in the early 1900s, documented activities in the local African-American community. For more information about the exhibit, call -6406 (V/TDD).

"A Bridge to African-American Culture through Poetry and Folklore" will be presented from 7 to 8:30 p.m., Thurs., Feb. 21, in the Panara Theatre. The performances will feature folktales by renowned African-American storyteller Dr. David Anderson, Rochester City School District's supervisor of parent education. Anderson has been delighting audiences with traditional African and African-American folklore since 1981. Also featured will be a poetry reading by Shirley Allen, associate professor in NTID's general education instruction department. The program is free and open to the public and sign language interpreted. For more information, call -6354 (V/TDD).

Nathie Marbury, a nationally known deaf educator and member of the boards of both the National Association of the Deaf and National Advisory Council for the University of California Center on Deafness, will present "ASL and Deaf Culture" at 1 p.m., Tue., Feb. 19, in the Panara Theatre. Her presentation will be voice interpreted for the hearing audience.

Preceding Marbury's presentation will be an African dance performance by

"UTUMADUNI," a duo composed of Waithera Kinuthia, a student in the Joint Educational Specialist Program of the University of Rochester and RIT, and Nelly Munikah, RIT criminal justice student.

Staff Holiday Break Popular

One of the most popular recent decisions at RIT was to give the Institute community three extra days off between Christmas and New Year's Day. President Rose received more than 150 telephone calls, notes, and cards expressing appreciation of his decision to offer extra time for family gatherings.

The following are excerpts from two cards: "Dear President Rose . . . Just a note to thank you for the time off at the holidays . . . for it was greatly appreciated.

It not only allowed me to play catch-up around the house, but allowed for visits with family and friends.

A trip to Philadelphia to visit our four-year-old grandson and see the glow on his face Christmas morning is a memorable

one I will treasure for a long time.

I thank you on behalf of my family. RIT is a great place to work and I'm proud of it."

Another person wrote:

"Dear Dr. Rose:

Time is what I always seem to run out of — especially at Christmas. I really appreciated the extended holiday you offered. Thank you!

My daily routine slowed down to a very relaxed mode. My husband and I entertained friends and family. The confusion of life with teenagers and their friends was fun. Even our dog benefited from long walks.

Much happiness, health, and peace to you and your family."

At this time there is no indication concerning future holiday leaves.

B'STRONG to Present Drama On Black Women's Struggles

Students of RIT's B'STRONG women's organization will present a play, *Broken Promises and Forgotten Dreams*, 4 p.m., Feb. 16, in Ingle Auditorium, Student Alumni Union. The play — written, assembled, and directed by Tonja Moss, a senior in the Professional and Technical Communication Program, College of Liberal Arts — honors Black History Month.

"It's about what Black women face in the '90s," says Moss, who wrote the dialogue and used works of authors Langston

Hughes, Nikki Giovanni, Naomi Madgett, and Maya Angelou. Ethel Jarvis, president of B'STRONG, also wrote poems for the play. Starring B'STRONG members, the play focuses on four characters and their struggles and successes in life.

B'STRONG provides mentoring to high school girls through Rochester's Urban League, in addition to serving as a college women's professional group. All are welcome to the free performance.

PRESIDENT'S RESPONSE: The Gulf War

Q. What is your stance related to differing opinion concerning the war in the Persian Gulf?

A. The war in the Persian Gulf is a matter of grave concern to all of us. It is a complex matter that elicits deeply felt and conflicting emotions, attitudes, and views among members of a community as diverse as RIT. These feelings and views all have their justification and should be shared without fear or retribution in the interest of greater understanding and respect for the complexity of this international crisis.

RIT is a community. At a time such as this each of us is called upon to reflect on the meaning of community — how we can strengthen it and support one another. The recently published Carnegie Commission study of community on college campuses, *Campus Life: In Search of Community*, calls for colleges and universities to be "an open community, a place where freedom of expression is uncompromisingly protected and where civility is powerfully affirmed . . ." and " . . . a caring community, a place where the well-being of each member is sensitively supported." The current crisis is an opportunity to enhance these qualities of community at RIT.

I am pleased to see the activities that have occurred on campus: forums in support of, and opposed to, U.S. involvement in the Persian Gulf; expressions of encouragement to our troops; discussions of issues in the campus media; services of prayers for peace; and academic presentations. Those who have initiated and participated in these efforts are to be commended. In the difficult days ahead, I urge continued positive efforts and mutual respect for the views and feelings of others.

For those seeking sources of personal support, the staffs of the Counseling Center and the Department of Campus Ministries are available to assist individuals or groups.

We all hope and pray for an early and peaceful solution to the conflict.

Author to Describe Life Under Apartheid



Mark Mathabane

Mark Mathabane, author of *Kaffir Boy: the True Story of a Black Youth's Coming of Age in Apartheid South Africa* and *Kaffir Boy in America*, will speak at 8 p.m., Feb. 14, in Ingle Auditorium on issues of apartheid in honor of Black History Month at RIT.

Kaffir Boy, Mathabane's autobiography, won the prestigious Christopher Award, was published in condensed form in *Reader's Digest*, and will be the subject of an ABC Television "Movie of the Week" special. Oprah Winfrey, who brought Mathabane onto her TV show, bought the movie rights to the book.

Urged to get whatever education he could by parents who were illiterate, Mathabane came to the U.S. on a tennis scholarship in 1978, escaping the poverty, humiliation, and brutality that drove him to a suicide attempt at the age of 10. He graduated from Dowling College in New York and went on for graduate studies at the Columbia School of Journalism.

Kaffir Boy earned the number three spot on the *New York Times* bestseller list and number one on the *Washington Post* bestseller list.

Sponsored by Student Directorate, Mathabane's presentation is free and open to the public.

Spring Quarter Registration

Until March 6 — Walk-in with Payment

March 7 — Registration for CCE Courses Only

March 8 — Open Registration

Summer Quarter Telephone Registration Begins March 25.

College of Engineering Celebrates the Profession

The College of Engineering is celebrating National Engineers Week, Feb. 17-23, to advance people's understanding and appreciation of the engineering profession.

Highlighting the week's events, the college is holding a poster session from 10 a.m. to 4 p.m., Feb. 20, in the Student Alumni Union. The posters will provide information about various projects that students are working on or have completed. Students will be on hand to explain the projects and talk about their curriculum and why they chose to major in engineering.

Following the poster session, a College of Engineering volleyball game will be held at 4 p.m. in the Bubble. Engineering students, faculty, and staff will split up into teams and compete for the first College of Engineering Volleyball Championship. The volleyball game will be followed by a buffet dinner for engineering students, faculty, and staff.

Following are two examples of College of Engineering faculty and staff who exemplify the dedication and enthusiasm that make RIT's College of Engineering unique.

Margaret Urckfitz Assistant to the Dean

As the College of Engineering moves into the '90s, Margaret Urckfitz, assistant to the dean, is making sure the wheels roll smoothly.

Urckfitz, who will celebrate 15 years in the college this May, handles a range of responsibilities, from coordinating special events such as the Engineering Week volleyball game with faculty, students, and staff, to special programs like the Outstanding Freshman Scholarship program, which is expected to attract more than 200 high school students from around the country. She also advises undeclared engineering majors.

"I like working with the students," says Urckfitz. "I enjoy seeing them come in as freshmen and leave RIT as mature individuals. Students get a good education here—they're ready to perform when they graduate."

In her capacity as assistant to Dr. Petersen, Urckfitz has a broad perspective of the college. Having worked in industry prior to coming to RIT, she appreciates the people-oriented atmosphere.

"We produce a different type of product here," she says, referring to the students, with whom she feels she spends too little time.

"Unfortunately, interacting with students is not a major part of what I do. But I enjoy advising students; they have important concerns that we try to address," she says.

In addition, Urckfitz serves as liaison between two-year New York State schools and RIT, and coordinates recruiting trips with faculty members to those schools.

Urckfitz, who has two sons, Jason, 21, a mechanical engineering technology major, and David, 18, a senior at Churchville-Chili High School, enjoys



Margaret Urckfitz

volleyball and aerobics, and is taking classes toward a degree in marketing.

As one of the many people who keep the College of Engineering running smoothly, Urckfitz enjoys her work and believes she is contributing to the future.

"Many of the students we see here will be shaping the country in the future," she says. And she is glad to have played a role in that mission.

Jayanti Venkataraman Associate Professor Electrical Engineering

Oftentimes the faculty goals of research and teaching are spoken of as if they are naturally in conflict—as if what benefits a professor's research automatically detracts from her ability to teach students. For Dr. Jayanti Venkataraman of the Electrical Engineering Department, it's just the opposite. The research she's done has helped her to establish better classes. The equipment she's received through grants for those classes has resulted in state-of-the-art labs available at other universities only at the graduate level.

An associate professor who first came to RIT in 1982, Venkataraman developed two professional elective courses—microwave engineering and antenna design—that enable undergraduates to do things such as design, construct, and test their own antennas on the latest network analyzers and oscillators. Visitors to her labs can't believe the array of equipment she has available to senior-level students.

VAX System Offers New Ways For Deaf to Communicate

Sharon Metevier Webster, systems analyst in NTID's Department of Information Services, doesn't always use the telephone to contact colleagues in other offices. Instead, she uses communications features provided by RIT's VAX system, which consists of six mainframe computers linked together.

The VAX system offers deaf and hearing colleagues a variety of communication modes that do not involve the telephone: electronic mail, Message, VAX Notes, and VAX Phone.

"The VAX system is wonderful," says Webster, "because it makes us all equal and helps me do my job right without having to depend on a co-worker or the New York Relay Center to make the call for me."

Both Webster and her colleague, Dr. Gerrard Buckley, chairperson of NTID's summer career exploratory programs and outreach development, are deaf. Their work environment is communication accessible, even though few RIT offices beyond those at NTID are equipped with telecommunication devices for the deaf (TDDs). The VAX system connects thousands of faculty, staff members, and students to each other, as well as to countless other computer users around the country.

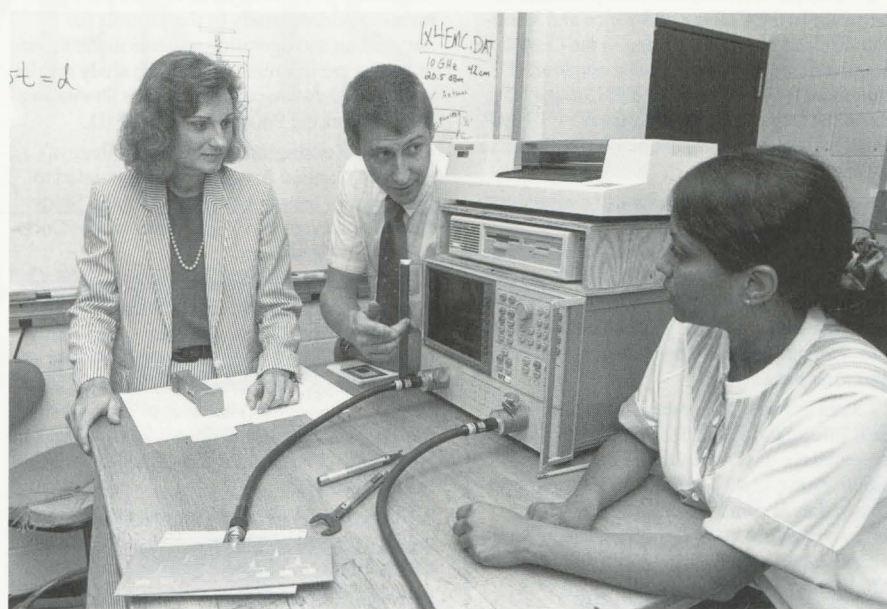
Electronic mail, or "e-mail," including ALL-IN-1, is probably the most popular communication feature on the VAX system. E-mail enables people to write and send letters, memos, and other information on the computer without ever handling a piece of paper. E-mail users can read and reply to their mail at their leisure, using time efficiently and avoiding "telephone tag."

"Many companies eager to hire deaf individuals are concerned about communication," Buckley says. "E-mail represents an opportunity for these companies to take advantage of technology that allows deaf professionals to participate in the mainstream of the business world."

Buckley also uses VAX Phone whenever possible. VAX Phone enables up to six users to "converse" simultaneously on the terminal screen. The screen is split horizontally into as many segments as there are users, and each user can read what the others type.

"If we can get large numbers of professionals to use VAX Phone," says Buckley, "access for deaf professionals on campus will be greatly enhanced."

Another VAX feature that enables users



Dr. Jayanti Venkataraman (right) reviews equipment donated by Hewlett-Packard Corporation with Sandy Swistak (left), a Hewlett-Packard representative and 1982 electrical engineering graduate, and John MacDonald, a 1990 electrical engineering graduate.

"I think I have developed a very good lab," she says. "And I have very good students working with me."

Venkataraman applied for, and received, a \$100,000 grant from the National Science Foundation and \$65,000 from Hewlett-Packard Corporation to put together a microwave and antenna laboratory for the courses. It includes a network analyzer, oscillators, and detectors.

"The NSF grant really triggered everything," she says. "It was based on peer

evaluation, and it was really competitive. You feel good about getting something like that because it's from your peers."

In the antenna design course, students must spend 30 hours on a design project of their own. "They enjoy the practical experience," says Venkataraman. They have built antennas that can be used on TVs, for satellite tracking, and in radar detection. One kind of antenna students build is a microstrip—efficient, compact, and popular for airborne vehicles, among other uses. Venkataraman is studying these antennas, along with millimeter wave and microwave integrated circuits and antennas.

In the future, Venkataraman would like to develop a course in applied electromagnetics. Most university courses currently available in electromagnetics are designed for graduate students; she'd like to develop one for her undergraduates. As it is, all of the undergraduates who have completed her two elective courses have either gone on to graduate studies in electromagnetics or are working in the field.

"They call me back," she says, "and tell me their bosses, or their advisers, are impressed with how much they know."

Institute Students, Faculty Get Attention From National Media

People across the nation have been reading a lot about RIT students and faculty in the past month. Among the major stories placed by the Communications Office: three stories in *The New York Times*, two in *USA Today*, and one in *USA Weekend*.

A careers column in *The New York Times* focused exclusively on RIT's Imaging Science Program and featured comments from Dr. Rodney Shaw, director of the Center for Imaging Science. The column is also syndicated nationwide. There also have been two Sunday placements: Barry Culhane on his role as a student ombudsman, including a photo; and mechanical engineering students working to help redesign the Ford Taurus, also with a photo.

In *USA Today*, a cover story on the Persian Gulf War includes a comment from Joe DeLorenzo, College of Engineering, on the effect of heat on satellite reconnaissance. Dr. Paul Kazmierski, College of Continuing Education, was quoted in an article on the war's effect on children. *USA Weekend* did a story with Toby Thompson, College of Fine and Applied Arts, about edible packaging.

Salary Increases Announced

RIT has announced a 5.75 percent salary increase and a potential market adjustment of 2 percent that could combine to reach 7.75 percent, according to Bill Dempsey, vice president for Finance and Administration. Dempsey pointed out that based on the assessment of the fall enrollment and economic conditions, the 2 percent market adjustment to qualified candidates would be implemented.

General salary increases will be based on performance, with outstanding performers receiving 5.75 percent increases or beyond.

"This is an exceptional raise in challenging financial times and reflects RIT's priority commitment to reward faculty and staff," Dempsey said.

NEWSMAKERS

• **Dr. Joseph Hornak**, associate professor of chemistry in the College of Science and Wiedman Chair of Medical Imaging in the Center for Imaging Science, has received a donation of equipment from Eastman Kodak Company for use on the Department of Chemistry's FT-NMR, which was also previously donated by Eastman Kodak.

• **Rose Mary K. Hughes**, project coordinator, College of Continuing Education, was nominated for the 1990 Athena Award sponsored by the Women's Council of the Greater Rochester Metro Chamber of Commerce for her efforts on behalf of women in CCE's subsidized secretarial training program and her volunteer work at Sojourner House.

• **Laura Jacobs**, senior data base administrator at Information Systems and Computing, presented the paper "Training End Users Supernatural" at the 21st Software AG Conference in San Antonio, Tex. Supernatural is a software product that aids individuals in viewing information from RIT's Administrative Information Systems.

• **Dr. Robert H. Johnston**, adviser to President Rose, has been formally elected to the office of vice chairman of the board of trustees of the American Schools of Oriental Research. ASOR was instrumental in the identification of the Dead Sea Scrolls and in excavations in the Middle and Far East. He is currently applying electronic image filtering techniques for the enhancement of degraded scroll images to enable translators to decipher the scrolls.

• **Dr. John Klofas**, associate professor of criminal justice, College of Liberal Arts, was the Dec. 7 speaker for the Science and Technology seminar series for the Laboratory of Laser Energetics at the University of Rochester. He also published a book review of *Pardons: Justice, Mercy, and the Public Interest* for the *Criminal Justice Review*, Vol. 15, No. 2.

• **Steve Loar**, associate professor, School of Art and Design, recently published a review of the "Pennsylvania Lathe Turned Objects: 1700-1900" exhibition in *Fine Woodworking and Turning Points*. He also published a review of the "New American Furniture" exhibition in *Turning Points*.

• **Dr. Betsy McDonald**, assistant professor, and **Paula Wallenhaupt**, instructor, NTID Communication Division English Dept., presented a five-session workshop on aspects of the differences in ASL and English grammar and practical applications for the classroom with deaf students. The workshop was presented to faculty and staff of the Rochester School for the Deaf.

• **Dr. Dale Metz**, associate professor and research associate in NTID's Department of Communication Research, has been appointed associate editor of the *Journal of Speech and Hearing Research*, the major publication of the American Speech-Language-Hearing Association (ASHA).

• **Ann Elizabeth P. Nash**, program coordinator, Office of Cooperative Education and Placement, had her photography exhibit *Second Room* on display at the Olean Public Gallery through January.

• **William Nowlin**, associate professor of management, published "Recruiting and Hiring Minority Faculty: Old Story, Same Myths, New Opportunities" in the Summer 1990 issue of *College and University Personnel Association Journal* and "Restructuring in Manufacturing: Management, Work, and Labor Relations" in the November/December 1990 issue of *Industrial Management*.

• **Dr. David L. Olsson**, professor and director, **Dr. Daniel L. Goodwin**, professor, and **Fritz J. Yambrach**, associate professor, Department of Packaging Science, gave a joint presentation on "How to Develop Structural Design for Packaging that Considers the Use of Resources and Disposal Technology, Parts I and II," during the American Management Association conference at the 1990 PackExpo in Chicago Nov. 14. Dr. Olsson was also selected as the Distinguished Alumnus for 1990 of the School of Packaging at Michigan State University.

• **Dr. Venkataswamy Raju**, associate professor and chairman, manufacturing engineering technology, spent part of the summer as a visiting scholar at the Center for Technology, Policy, and Industrial Development at Massachusetts

Institute of Technology. His research assignments included a study of the controls for automation and operating systems in the manufacturing environment. Part of the study results were published in a paper, "Controls for Automation: A Working Paper," by the CTPID.

• **Roger Remington**, professor, College of Fine and Applied Arts, has been appointed to the advisory board of the Herb Lubalin Study Center of Design and Typography at The Cooper Union in New York.

• **Patrick Scanlon**, assistant professor of professional and technical communication, published the article "Smart Structures and Skins" in the September 1990 issue of *Fiberoptic Product News*. His lecture "The Story Of My Life: The History and Motives of Diary Writing" is included in the 1990-93 Speakers in the Humanities Series of the New York Council for the Humanities.

• **Dr. Gerald A. Takacs**, professor and head of the Department of Chemistry, recently presented a seminar on "Plasma Etching and Modification of Organic Polymers" to the department of chemistry at Colgate University.

• **Susan Unher**, adjunct faculty for LDC, and **Michael Foss**, director of the Diagnostic Medical Sonography Program, presented a paper, "Ultrasound Imaging of the Tongue for Improved Speech," at the New York Teaching English as a Second Language (TESOL) Conference at Hofstra University Oct. 21.

• **Daniel P. Vilenski**, registrar, gave a presentation on optical disk storage at the Middle States Association of Collegiate Registrars and Officers of Admission Conference, November 26-28, in Atlantic City, N.J.

• **Dr. Vladimir Vukanovic**, Distinguished Emeritus Professor in the College of Science, is coauthor of the chapter "Plasma Etching of Organic Polymers" in the book *Plasma Deposition, Treatment, and Etching of Polymers*, published by Academic Press.

• **Helen Wadsworth**, chairperson, Social Work Department, has been selected for *Who's Who Among Human Service Professionals for 1992-93*. She was also in the 1988-89 and 1990-91 editions. Her selection was in recognition of leadership within the human services community.

• **Michael Yacci**, assistant professor in the Department of Information Technology, School of Computer Science and Information Technology, recently received his Ph.D. in instructional design, development, and evaluation from Syracuse University.

• **Janet Zandy**, College of Liberal Arts, presented papers at the Theory and Pedagogy conference at Indiana University of Pennsylvania and the Class Bias in Higher Education conference at Queens College, New York City.

• **Jerry M. Adduci**, Chemistry Department, presented a paper, "Synthesis and Characterization of Semi-Flexible Thermotropic Poly(esterimide)s," at Himont Italia SpA, Novara, Italy, Nov. 30. Coauthors were two former MS graduate students, **John Facinelli** and **Fei Nie**, and Robert W. Lenz of the University of Massachusetts.

• **Bruce A. Austin**, College of Liberal Arts, presented a lecture, "Strategies for Bidding and Buying at Auction," to the Rochester chapter of the National Association of Watch and Clock Collectors Nov. 21. He discussed methods for

absentee and telephone bidding as well as in-person bidding, the importance of inspection to successful buying, the controversial buyer's premium, and auction pools.

• **Dr. James F. Burke**, associate professor, School of Food, Hotel, and Tourism Management, has been appointed chairman of the planning board for the Village of Fairport, N.Y.

• **Dr. Richard Chu**, College of Liberal Arts, presented a paper, "Implications of the Tiananmen Square Incident," at the annual convention of the American Association for Chinese Studies.

• **Douglas Drexel**, accounting, placed third in the *Monday's Business* Stock Market Game conducted by the Rochester *Democrat and Chronicle* and the Rochester office of Dean Witter Reynolds Inc. For selecting a stock that he correctly predicted would rise in value during the 10 weeks of the game, he won 10 shares of Gannett Co. stock currently valued at more than \$360. The stock he chose experienced the third highest percentage gain of all stocks chosen in the game.

• **Dr. David L. Farnsworth**, Department of Mathematics, had his paper "The Sum of Absolute Deviations and the Sum of Squared Deviations" published in the December 1990 issue of *The American Mathematical Monthly*, a journal of the American Mathematical Association.

• **Thom Foote**, data communications technician at Information Systems and Computing, presented "RIT Network Configuration and Applications" at the National Users Group — AT&T (NUGATT) annual conference in January in Scottsdale, Ariz.

• **Dr. Eugene Fram**, J. Warren McClure Research Professor, College of Business, has an article in the *Akron Business and Economic Review*. "Negative Appeals: The Neglected Side of Promotion — A Comprehensive Examination" reviews the major negative inducements available to promotion strategists and how they can be applied wisely to products and services. **Margaret M. Vogler**, an MBA candidate, was coauthor of the article.

• **Dr. Thomas D. Hopkins**, Gosnell Professor of Economics, served as a panelist assessing the public policy record and prospects of the *Instituto Libertad y Democracia*, a policy research and advocacy institution in Lima, Peru, at the Conference on Peru in Washington, D.C., Jan. 28-29.

• **John Hromi**, Center for Quality and Applied Statistics, College of Engineering, presented two papers at the annual meeting of the European Organization for Quality in Dublin, Ireland. The papers were "Company-Wide Quality Control: A Sound Business Strategy" and "Proposed Definitions of Some Emerging Quality-Related Concepts."

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PERSONNEL UPDATE

With the beginning of the new year, now is a good time to review any significant changes that may have occurred in your life and, if necessary, bring your personnel records up to date.

If you have recently moved, been married or divorced, had a baby, or lost a dependent, be sure to let the Personnel Department know about the change in your status. Because such information can have a direct bearing on your insurance coverage and other benefits, as well as the amount of state and federal taxes withheld from your paycheck, it is important that your records be as current as possible.

It is extremely important that your life insurance records reflect your correct beneficiary and dependency status. Be sure the person designated as your beneficiary is actually the person you want to receive the benefits in the event of your death.

If you have a child who will turn 19 this year (23 for full-time college students), don't forget that his or her medical and dental coverage will be dropped as of that birthday. Be sure to check with Personnel before the date arrives.

Another easily overlooked item is the "Person to be Notified in an Emergency" form on file for every employee. This information is routinely noted when a new employee joins the payroll, but circumstances may change with the passage of time. Be sure you have the correct name, address, and current telephone number of the person you would want notified in the event of a serious illness or injury.

Something of which to take note when filing your tax return: the Internal Revenue Service has changed the 1990 W-2 Wage & Tax Statement Form. The form is larger to allow for more information. Also, because Box 17 can be used for numerous items, code letters are used to describe the nature of the data being reported. These codes are explained on the reverse side of the employee's copy of the W-2.

CALENDAR

Feb. 13 — meeting: UNY-NACORE Chapter; 11:30 a.m., Henry's

Feb. 14 — Winter Quarter Graduate Reception; 3:30-5 p.m., Fireside Lounge

Feb. 14 — Nathaniel Rochester Society Valentine Dinner and Choral Concert, 6 p.m., Eastman

Feb. 17 — concert: RIT Singers/Philharmonia/Jazz; 3 p.m., Ingle

Grant Deadlines

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

Feb. 15 — NSF/EHR Research in Teaching and Learning; NSF Science and Mathematics Partnerships; NEA Music Program — Special Projects; Center for Disease Control Conferences on AIDS

Feb. 22 — NEA Design Arts Fellowships

March 1 — FIPSE/Ed Practitioner Scholar Grants; USIA Creative Arts Exchanges

March 15 — NSF Engineering Faculty Internships Initiative

Ash Wednesday Services

At Schmitt Interfaith Center

Feb. 13

Distribution of Ashes

Catholic Mass — 12:10, 5:10, and 7:30 p.m., Allen Chapel

Episcopal Eucharist — 12:10 p.m., Jones Chapel

Lutheran Eucharist — 7:30 p.m., Jones Chapel

NEWS & EVENTS

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