

Plans Announced to Consolidate Two Colleges

Facing opportunities for change, Acting President Thomas R. Plough announced a plan to consolidate the College of Graphic Arts and Photography and the College of Fine and Applied Arts into one college. When a name for the college is selected, it will reflect the units within the new academic structure.

"It's both knowing our strengths and recognizing RIT's potential to gain a competitive advantage that has led to this change," Plough said. "We now have the opportunity to position ourselves even more as a leader in the creative and applied arts, design, photography, printing, and imaging in the broadest sense. We also make an additional statement to the wider world about RIT's wise use of resources, along with our continuing quality and leadership in these academic areas."

The unique opportunity for change was made possible when the deans of both colleges stepped down from their posts last fall.

"While the schools of each college will remain intact, the consolidation presents new opportunities for curriculum access, collaboration, fund raising, and shared resources, and reflects changes in the marketplace," Plough added.

Plough pointed out that the workplace

reflects the increasing crossovers and teaming that now occur with regularity among artists, designers, photographers, printers, and scientists.

"We need to provide educational models that are analogous to the workplace and that provide easier access to these various

technologies, creative competencies, and management paradigms for our students," he stressed.

Schools in the new college will be the School of Printing Management & Sciences, the School of Photographic Arts & Sciences, the Center for Imaging Science, the School of Art and Design, and the School for American Craftsmen.

This new cluster of four schools and a center is expected to function with a dean and individual program directors, such as the director of the School of Photographic Arts & Sciences.

A national search is under way, and the new dean is expected to be named by September 1. According to Plough, "The person will have characteristics similar to those of a small college president. While no individual could have the complete range of expertise on each school, the person must have skills in planning and policy, and the ability to generate external financial support that will result in the ultimate success of each school."

Plough also emphasized the challenges of recruiting students in an era of a declining pool of available students.

"To attract quality students and at the same time increase our market share annually is a formidable task," he said. "At the same time, this cluster of programs has the potential for attracting an increased number of inquiries to RIT. As students move from the inquiring stage to the application stage, their academic interest becomes more focused on a particular school. We will continue to market the more outstanding features of the individual schools. College structures *per se* are not the attraction to RIT — it's the individual schools and their unique programs."

In a recent Saturday retreat with the faculty of both colleges, Plough pointed to the educational benefits of the merger, as well as more efficient space usage and potential for shared capital equipment, planning, and acquisition.

"The new college will afford us an appropriate model to demonstrate how individual programs can benefit from enhanced internal cooperation," he stressed. "It will offer a blend of applied and visual arts, sciences, and technologies. Printing, for example, has become electronically driven, and the industry is heading toward a combination of design and imaging. Likewise, imaging science will continue to have its technical emphasis."

"I've concluded that it's better to reorganize creatively than be faced with forced and difficult accommodations in the near future," Plough said.

PROVOST				
EXECUTIVE OFFICER				
School of Photographic Arts & Sciences DIRECTOR	School of Printing Mgmt. & Sciences DIRECTOR	Center for Imaging Science DIRECTOR	School for American Craftsmen DIRECTOR	School of Art & Design DIRECTOR

Czech Reform Movement Leader Presented Honorary Doctorate

RIT has sent an important message to the Czech and Slovak people by awarding a Czechoslovakian government leader an honorary doctorate, said Dr. Vaclav Klaus, finance minister of that country.

"The citizens of Czechoslovakia face tremendous difficulties, challenges, and troubles," Klaus said in remarks Feb. 18 during an academic award ceremony in Interfaith Center, where he received an honorary doctorate of laws. "They feel partly ashamed of their own past, and they try to change it. And they are not sure

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Students, Staff Feel Effect of Gulf War; 26 Called to Duty

While most at RIT were settling back into work routines and class schedules after the holiday break, some were coping firsthand with the war in the Persian Gulf.

As of this printing, 25 students and one staff member have been called to active military duty. Most called are considered to be "en route" to the Persian Gulf. It's not clear how many may already be there.

Of the 25 students, most are full time. All are in the active reserves. Three of those reservists are ROTC students. Two 1990 ROTC graduates have also been called.

A couple of the students were called up early in Fall Quarter, though most were called in November, December, and January, according to Vicki Aspridy in the Registrar's Office.

According to a policy dating back to at least the Vietnam War, says registrar Daniel Vilenski, students who are called to duty through the eighth week of the quarter take withdrawal grades and receive 100 percent tuition reimbursement. After the eighth week, students can arrange with their instructors to take an incomplete grade and complete their courses when they return.

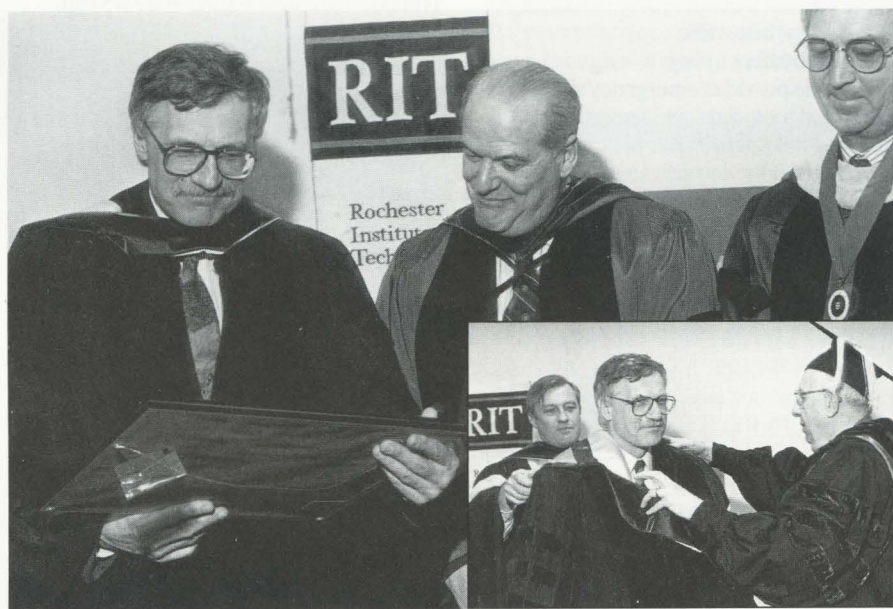
Associate registrar Richard Pettinger is the only RIT staffer to be called — so far. He could be joined by five of his colleagues, who are also in the active reserves.

Pettinger shipped out to the Gulf Feb. 4 and is expected to be there for a minimum six-month tour of duty. An Army civil affairs officer, Pettinger spent most of January at Fort Bragg, N.C.

Many of Pettinger's RIT projects will be delayed until his return and others will be handled by staff members, says Vilenski. Because much of Pettinger's work, such as the "degree audit" project he has been working on, is so technical, it is difficult to turn over to others.

Pettinger is on an unpaid leave of absence and his benefits will continue for 90 days, according to Terry Bruce, director of personnel systems and services.

The Office of Veterans' Affairs is now forming a support group for spouses, parents, friends, and roommates of personnel stationed in the Gulf. If interested, call Eugene Clark at -6641.



Czechoslovakian Finance Minister Vaclav Klaus (left, center photo) studies the honorary doctorate of laws conferred upon him at an academic award ceremony in the Interfaith Center, as Dr. Richard N. Rosett, dean of the College of Business, and Acting President Thomas R. Plough look on. Dr. Robert Desmond, acting provost and vice president of Academic Affairs (left, inset) and Dr. Paul Bernstein, Graduate Studies dean, hood Klaus at the Feb. 18 event. (Top right) Among the faculty and staff Klaus had the opportunity to meet during a reception in the Fireside Lounge was International Student Affairs director Barbara Letvin, who is of Czechoslovakian descent.

Institute Announces Changes In Tuition Rates for 1991-92

RIT today announced an undergraduate tuition increase of 7.9 percent for 1991-92, bringing tuition next fall to \$11,823.

Room fees will increase \$180 to \$2,700 (7.1 percent), and board costs will increase \$153 (7 percent) to \$2,334. The cost to undergraduates who live on campus and participate in a board plan will be \$17,052 — a change of \$1,197 over 1990-91. There were no increases in student activities and health fees.

"The tuition increase is related to maintaining quality, enhancing financial aid,

and meeting our goal of remaining competitive in attracting and retaining quality teaching faculty," said Bill Dempsey, vice president for Finance and Administration.

Full-time graduate tuition will change \$1,035, to \$12,657. The part-time hourly rate will increase \$29, to \$359.

For students enrolled in the College of Continuing Education or evening division programs, lower-division course tuition will change \$9, to \$170 per hourly rate, and upper division course tuition will rise \$10, to \$186.

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School	College of Fine & Applied Arts and College of Graphic Arts & Photography			
	Enrollment	Faculty		
	Undergrad	Graduate	Full-Time	Part-Time
SPAS	835	44	45	21
Printing	384	44	23	4
CIS	107	92	11.5	5
GAP Total	1326	180	79.5	30
Graphic Design	451	30	9	7
I, I, & PD†	233	16	7	4
Fine Arts	185	47	11	4
SAC	111	34	12	-
Found. Studies	-	-	15	6
FAA Total	980	127	54	21

† Industrial, Interior, and Packaging Design

Faculty Development Leaves Offer Growth Opportunity

Twenty-six RIT faculty members have been awarded professional leaves for the 1991-92 academic year, either to teach at other universities, to acquire more education in their fields of study, or to conduct research.

"These leaves provide opportunities for personal and professional growth that in turn enhance teaching and learning at RIT," says Acting President Plough. Leaves are granted each year to assist faculty members with the completion of scholarly research projects, advanced study, and creative activities. Following review of proposals by college deans, department heads and directors, and the Institute Committee on Professional Development Leave, faculty leaves are awarded by the provost to full-time faculty with at least six years of service at RIT.

Representative of these busy individuals are six faculty who have chosen the following research plans during their professional development leaves:

- Patricia Sorce, associate professor, College of Business, will study the cognitive strategies used by older consumers to supplement their decision-making abilities.

- Thomas K. Holcomb, assistant professor, NTID, will attempt to clarify the philosophy of the total communication movement within deaf education and critically assess its success.
- Marvin Gruber, professor, College of Science, will prepare a monograph on James-Stein type estimators, continuing and extending his substantial work on the best ways to estimate error in linear regression models.
- Stanislaw Radziszowski, associate professor, College of Applied Science and Technology, plans to expand his knowledge of computing by networks of automata, to work on several problems of Ramsey theory, and to unify some combinatorial computing software packages that are currently incompatible.
- Paul A. Haefner Jr., professor, College of Science, will study the reproductive cycle of female brown shrimp in the North Sea, and, depending upon support, combine his research with teaching in the University of Maryland's European Division.
- S.K. Gupta, associate professor, College of Engineering, will extend his research in the micromechanics of deformation in metastable strained-layer heterostructures.

Listed by college are the other faculty members awarded leaves for the 1991-92 academic year and the titles of their projects.

Applied Science & Technology: Professor David L. Olsson, Packaging Curriculum Development at FIT

Business: Associate Professor John A. Helmuth II, Tobin's q Ratio and Bank Deregulation

Continuing Education: Professor Ronald J. Hilton, Exploring the Enigma of Adult Education in Scotland

Fine and Applied Arts: Professor Max L. Lenderman, Teaching Monograph for Computer Knitting and Fiber Art Forms; Professor Douglas E. Sigler, CAD/CAM Computers for the RIT SAC Woodshop; Assistant Professor Mark Stanitz, Controlled Technology Copper Electroforming for the Artist/Craftsman; Assistant Professor Leonard Urso, Hot and Cold Nonferrous Metal Forming

Graphic Arts & Photography: Assistant Professor Patti Ambrogio, Metaphors in Transition: New Images for New Experiences; Associate Professor Douglas F. Rea, Electronic Still Photography; Assistant Professor John W. Retallack, A Visit to Russian Professional Photographers

Liberal Arts: Associate Professor Roger Harnish, Development of a Behavior Modification Computer Simulation; Professor Richard D. Lunt, A Psychohistory of Ethnic Conflict in an American City

NTID: Assistant Professor John-Allen Payne, to teach English at the University of Veliko Trnovo, Bulgaria; Assistant Professor Donna Rubin, to begin Ph.D. course work; Assistant Professor Linda A. Siple, completion of residence requirement for Ph.D.

Science: Associate Professor Marcia Birken, Using Symbolic Processing to Enhance Learning in the First-Year Calculus Sequence; Assistant Professor Wanda Szpunar-Lojasiewicz, Differential Inclusions in the Optimal Control Theory; Professor V.V. Raman, Study of High-Energy

Physics and Its Impacts; Associate Professor Robert H. Rothman, to work on a textbook on bacterial genetics

Learning Development Center: (Professor) Irene M. Payne, advanced study at the C.G. Jung Institute.



Pictured with Acting President Plough (standing at right) and committee chairman Daniel Goodwin (seated, left) are faculty who will be on leave during 1991-92: Patricia Sorce (center); Stanislaw Radziszowski (standing, left); and Marvin Gruber (seated, right).

Institute Improves Employee Retirement Benefit Package

Despite tight budgets, RIT has been able to enhance the employee benefit package at little additional cost to the Institute.

New retirement plan enhancements have been approved by the president and Board of Trustees. Options were developed through a Task Force on Retirement Benefits formed last September and chaired by dean of Graduate Studies Paul Bernstein.

New options allow RIT faculty and staff to have access to and greater flexibility with their CREF funds. As of July 1, individuals over 55 who separate from the Institute may cash in their CREF funds. However, such action subjects these funds to income tax. If taken out prior to age 59½, the funds are subject to an additional 10 percent income tax penalty.

As of Jan. 1, 1992, 15 Fidelity "core" funds will be added as options within RIT's basic retirement plan. When the funds are added, two-way transferability between CREF and Fidelity core funds will be permitted to employees.

TIAA does not currently offer withdrawal of TIAA accumulations under the basic retirement plan. RIT's basic retirement plan is derived from a total of the Institute's contribution on behalf of its employees (currently 10 percent); the employee-required contribution of 2 percent; and any voluntary contributions beyond that amount not directed to Supplemental Retirement Annuities or Fidelity funds.

For other information on faculty and staff compensation for the 1991 fiscal year, see page 4.



IMADE IT ALL BY MYSELF... Richard Deverell, 3, son of Lee Deverell, a 1985 printing graduate, holds his hand-made valentine high for all to see. The Deverells took part in the 14th Annual Hand-Made Valentine Day, organized by School of Printing Management & Sciences students and professor Joseph Brown. The event took place Feb. 9 in the Paper Lab of the Gannett Building.

Easter Seal Telethon To Be Held at NTID, Televised Locally

The Easter Seal Telethon may be in its 15th year, but 1991 brings a couple of "firsts" for the annual event. This is the first year the telethon will be based at RIT and the first year it will be televised on WOKR-TV, channel 13.

More than 1,000 volunteers will work during the 19-hour telethon — from 11:30 p.m., Sat., March 2, to 7 p.m., Sun., March 3, in NTID's Panara Theatre.

RIT was selected as the site for the telethon, at WOKR-TV's suggestion, because of the link to deafness provided by NTID. The Easter Seal Society works with many deaf and hard-of-hearing clients; funds the preschool speech and language program at the Rochester Hearing and Speech Center, as well as programs of the local chapter of Self Help for Hard-of-Hearing People, Inc.; and has a strong representation of deaf and hearing-impaired persons on its board. The telethon will be TDD accessible.

In addition to the telethon, a volleyball marathon will take place simultaneously in Clark Gymnasium.

To volunteer for the telethon, call Kristine Phillips of the Easter Seal Society at 232-2540 (V).

Hillside Center: For Children In Trouble, It's a Safe Haven

By the time children reach Hillside Children's Center, they often feel out of hope. Having been bounced around among social service agencies, they need to find the way to a better life.

Hillside offers a way.

Hillside provides emergency shelter, short- and long-term residential care, education and day treatment, preventive programs, and adoption services. As one of the first United Way agencies in the Rochester area, Hillside has a 153-year history of caring for emotionally disturbed and mentally ill children and thousands who are abandoned, neglected, abused, or in trouble with the law.

Without Hillside, it's likely a child could end up in jail or a psychiatric hospital.

On Feb. 14, RIT United Way key captains toured the Hillside campus of residential cottages, emergency shelter, administration buildings, and campus school on Monroe Avenue. The tour was an opportunity for the key captains to see firsthand an agency that will directly benefit from their fundraising efforts through RIT's United Way campaign.

While there, they saw a caring staff devoted to children in trouble. The staff's care also extends to the children's families, because that's often where many problems begin. Hillside helps families and their children by identifying problems and strengthening strained relationships. As a result, these children may avoid spending years in the child care "system."

Children are brought or referred to Hillside by the police and parents, or referred by other agencies. Hillside has the largest non-secure detention program and is the largest provider of preventive services in the state.

Last year, Hillside — the largest non-profit agency in upstate New York — served 2,000 children and their family members each day in Rochester and at its branches in Henrietta, Geneseo, and Syracuse. Funding requirements are constant and growing. Hillside is often full and cannot admit all the children in need of long-term support. Volunteers who can

work one-on-one with a child in a sustained relationship are also greatly needed. For information about volunteering at Hillside, call Stew Patton at 473-5150, ext. 262.



Catrina decorates Valentine's Day cookies in a project coordinated by Hillside recreation therapist Anne Marie Colavecchia.

Computer Access Now Available For Updated Alumni Records

Personnel on campus with the need to contact alumni can obtain read-only access to alumni records, including names and addresses of RIT alumni. Those wishing to read records must have a computer terminal that accesses the IBM mainframe and clearance to view the records.

The Offices of Cooperative Education and Placement and the Registrar currently have access to the records. Faculty and staff in the School of Photographic Arts & Sciences and the School of Printing Management & Sciences have also found the system useful.

According to Betty Kelly of the Registrar's Office, the alumni records are useful in forwarding diplomas returned through the mails when undeliverable at a previous address. The office can check the records for the latest address of the graduate and send the diploma to that address.

To obtain the necessary clearance for access to alumni records, contact Marge Murray in the Office of Development, -5025.

PRESIDENT'S RESPONSE: NTID at RIT

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

Q. Why do NTID students take courses in RIT's other colleges?

The goal for NTID always has been to encourage deaf students to reach their full potential. It's one of the very special reasons why NTID is an integral part of this university. It affords young people who are deaf opportunities not found anywhere else in the nation.

RIT is a major comprehensive university with leadership in many technical and artistic programs. It provides many distinctive and important opportunities for success by mainstreaming deaf students who have the interest and abilities into other RIT colleges.

Deaf students are provided vital support services, including interpreters, note takers, tutors, and advisers, that enable these RIT students to earn the highest degree possible.

In addition, more than 700 hearing-impaired students are cross-registered by taking some of their required courses in other RIT colleges. The goal, of course, is to provide as many options as possible and not to force-fit students into a single mode of instructional delivery.

Hearing students profit from interacting with deaf students. The diversity of this campus is enriched by culture and language contributions.

As with all cultures, as we get to know people as individuals, we grow in our appreciation and understanding. And as our hearing and deaf students enter the world of work, all of society benefits.



Dr. John Paliouras, dean of the College of Science (left) shares a laugh with Dr. Andreas Langner (center) and Dr. Plough, acting president, after Langner received the Sears-Roebuck Foundation's 1990-91 Teaching Excellence and Campus Leadership Award.

Science Professor Langner Receives Teaching Award

Dr. Andreas Langner, assistant professor of chemistry in the College of Science, has received the Sears-Roebuck Foundation's 1990-91 Teaching Excellence and Campus Leadership Award.

The award recognizes model classroom teaching, campus leadership, pioneering teaching methodology, and creative course development. Nearly 700 faculty members, with three years of teaching experience or less, were recognized nationally by the Sears-Roebuck Foundation.

Langner, who has taught chemistry and polymer chemistry in the College of Science since Fall Quarter 1989, received \$1,000 from the Foundation at a recent dinner in his honor.

"Dr. Langner represents one of those extremely rare cases of freshman faculty who establish themselves as stars in the teaching profession even before their first

year is out," said Dr. John Paliouras, dean of the College of Science.

"I'm ecstatic about the award," said Langner, "but I have to add that this is due in large part to the fact that I love what I'm doing, and it's easy to be good at something you love."

According to Dr. Gerald Takacs, Chemistry Department head, Langner is not only an effective presenter who continually challenges his students. He also is accessible and patient.

"Dr. Langner is truly open and available to students inside and outside the classroom," said Takacs. "He spends an enormous amount of time outside class working on his research, and he still finds time to answer student questions and concerns."

Langner is a member of the Disabled Students Advisory Group and serves on a number of department and college committees.

He currently is working on a text for a polymer course he teaches. "After teaching Structure-Property Relationships in Polymers for three more quarters, I should have enough material to assemble a text," he says.

1991 Commencement Schedule Announced

With Commencement just three months away, faculty and staff should note on their calendars that this year's ceremonies will be held on **May 25**.

Here is the schedule for the 1991 Commencement ceremonies:

8:30 a.m.

Frank Ritter Arena

College of Applied Science and Technology

George H. Clark Gymnasium

College of Graphic Arts & Photography

11:30 a.m.

Frank Ritter Arena

College of Business

College of Science

George H. Clark Gymnasium

National Technical Institute for the Deaf

2:30 p.m.

Frank Ritter Arena

College of Fine and Applied Arts

College of Liberal Arts

George H. Clark Gymnasium

College of Continuing Education

College of Engineering

Festivities will again be held throughout the courtyards and quadrangles of the academic areas from 10 a.m. to 4:30 p.m.



BE STRONG IN YOUR HERITAGE AND IN YOURSELF... Atallah Shabazz (center), daughter of slain civil rights activist Malcolm X, spoke during Black History Month at RIT. Her presentation, "Positively You," was sponsored by the student Black Awareness Coordinating Committee.

Career Fair '91: Networking for Blacks, Hispanics Emphasized

Representatives from Fortune 500 companies and local/regional corporations join in RIT's Minority Alumni Advisory Committee (MAAC) Career Fair '91: "Networking in the '90s."

The fifth annual career fair takes place 11 a.m. to 2 p.m., Sat., March 16, in the Student Alumni Union. With an emphasis on African-American and Hispanic recruitment, the fair welcomes RIT alumni, RIT and other area college students, and anyone interested in career opportunities.

Participating corporations include IBM, Rochester Telephone Corp., Holiday Inn, RIT, New York State Police, Mobil Chemical Company, and Wegmans. Company representatives — looking for qualified candidates from a variety of disciplines — will meet with potential candidates during the fair.

"Black Expo 1991" will be held in conjunction with the fair. Call -ALUM for more information.

Finance Unit To Improve Student Service

The creation of a new student financial services unit within the Bursar's Office is already offering several student service improvements, according to bursar Richard Schonblom.

Identified during restructuring activities in the fall, the student financial services unit is aimed at enhancing those services through cooperative efforts in Financial Aid, Information Systems and Computing, and the Bursar's Office.

Schonblom says several operational changes are in place:

- Student billing statements have been revised to reflect anticipated financial aid credits.
- Student billing statements have been reduced from four per quarter to two per quarter.
- The billing system was changed to allow financial aid counselors to process — on-line — anticipated financial aid not yet credited.
- Registration, bursar, and financial aid functions have been integrated at open registrations.
- A financial aid counselor has been present in the Bursar's Office for the first few days following each open registration.

In addition, Schonblom says expanded facilities within the Bursar's Office will be established by this summer to house the student financial services unit.

Other areas of campus have also implemented changes recommended by the restructuring report.

Dr. Elaine Spaul, associate vice president for student affairs, says a study team will complete its interim report by the end of Winter Quarter, regarding the delivery of student services in a combined Student Affairs/Learning Development Center operation.

"This team has been working intensely for the past three months to create an environment that will provide better academic support services to students," explains Spaul.

The study team is co-chaired by Marie Giardino, director of Special Services, and J. Wixson Smith, chair of LDC's college program.

The Finance and Administration Division has also followed through on a number of items following last fall's restructuring proposals, according to Richard Lindner, associate vice president.

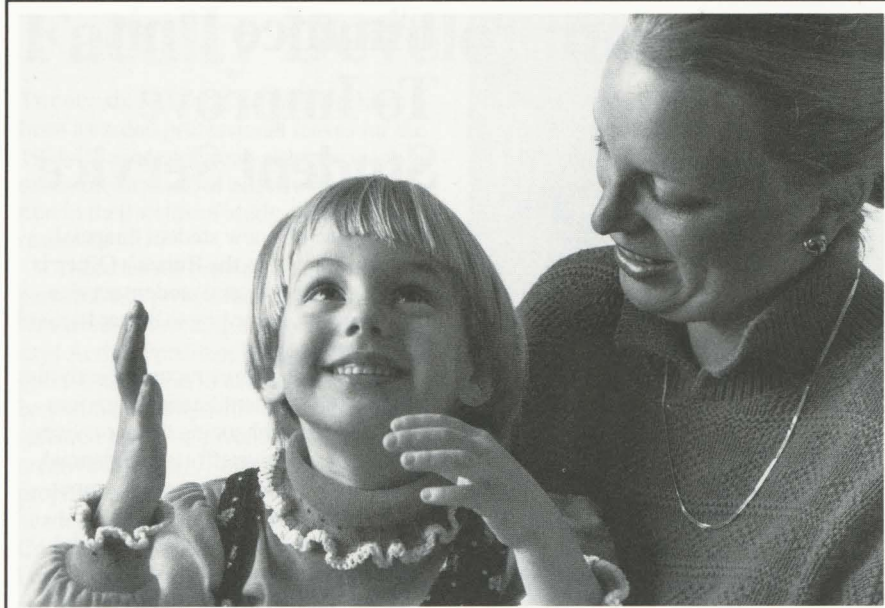
The consolidation of Institute pay schedules is currently under study and specifications are being written for a centralized credit card approach to purchasing. Lindner says a "just-in-time" supplies delivery program could also be implemented as soon as procedures and data processing support are in place.

An energy savings plan, expected to yield \$150,000, will be in place next year. Management of the ice arena has been moved to Athletics.

Sign Language Courses

Courses are offered in sign/simultaneous communication for faculty and staff members (and interns) for instruction during Spring Quarter. Registration deadline is March 8. Courses run March 18-May 10. For registration materials contact Susan Shifley at -6497 (V/TDD).

The remaining Sign Communication Proficiency Interview dates for the 1990-91 academic year are Fri., Apr. 12, and Fri., Apr. 19.



Julia Darcy and her mother Vickie. (Photo by Janina Trynkus, Applied Photography senior, for Portrait Class Project)

Girl 'Blossoms' With Confidence

Julia's mother, Vickie Darcy, says Julia's new-found confidence is due to the help her daughter received at the Hearing and Speech Center of Rochester, a United Way agency.

"She went from a little girl who was very frustrated with her speech to being very confident in her articulation," says Darcy, a career opportunities adviser at NTID. Julia, now five, graduated from the Early Childhood Class for Expressive Language and Speech (ECCELS) last year.

Julia now attends a BOCES kindergarten and continues to make strides with her speech. "ECCELS was great,

very supportive," says Darcy. "When I see how proud she is at being able to express herself, it's a great joy."

Vickie Darcy is one of more than 300 people at RIT whose life has been enhanced by United Way. Through United Way, the RIT community can help those it cares about and support services that benefit people like Vickie and Julia Darcy.

For more information, call Government Affairs at -4987.



PERSONNEL UPDATE

Changes in the Institute's total compensation package for the 1991-92 fiscal year are as follows:

Salary Enhancements: A 5.75 percent merit increment pool has been made available to be distributed according to performance. In addition, the salary improvement plan designed to raise RIT's wages and salaries to more competitive levels is expected to continue in the new fiscal year. Market adjustments will be released after Fall Quarter enrollments are known and the annual budget has been fully cast to reflect a balance in revenues and expenses.

Health Insurance: Premium contributions by RIT on behalf of its employees increased beginning Jan. 1, 1991, to coincide with rate changes announced by the various carriers. The \$200 "opt-out" benefit will continue to be available to those not enrolled in Institute-sponsored plans.

Long-Term Disability: Through special arrangement with Union Mutual, RIT's long-term disability carrier, regular full-time employees may enhance their coverage by purchasing an additional 10% insurance at competitive rates through payroll deduction.

Tuition Waivers: Presidential approval of the Omnibus Budget Reconciliation Act of 1990 extends real saving to those pursuing a graduate-level education. Beginning in 1991, the employee tax exclusion for employer-provided educational assistance is reinstated after having been repealed in 1988.

Employees will no longer be required to meet the job-related criteria previously applied in order to avoid taxation on the value of tuition waiver. Reinstatement of the tax exclusion will simplify the process of securing tuition waivers for graduate-level courses by eliminating the need to complete a Job-Related Verification Form.

For those employees not yet eligible for 100% waiver for "day school" courses (i.e., those with less than five years of service), it is still necessary to complete the Job-Related Verification Form in order to guarantee a full waiver.

Job-Related Verification Forms and Tuition Waiver Forms are available in the Personnel Office between the hours of 8:30 a.m. and 4:30 p.m. Normal processing of tuition waivers requires 24 hours.

Holidays: The number of Institute holidays will be increased by one floating holiday. At the same time, the current "individual holiday" will be replaced by a designated holiday. Both days will be observed during the period between Christmas and New Year's Day, permitting the Institute to close each year between Christmas and New Year's. The total number of actual holidays will be 11 annually.

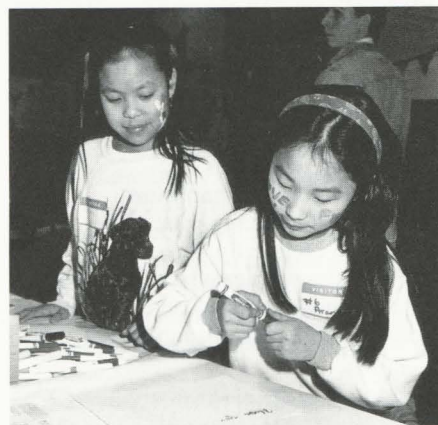
Vacation: Vacation credited beginning July 1, 1991, will be improved. For 12-month faculty, educational development faculty, and all staff employees with 20 years or more of service, vacation will increase to five weeks from four weeks annually.

Tuition . . .

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"During the last half of 1990, we identified more than 85 positions within the non-academic staff that we felt could be eliminated with minimal impact to teaching programs," Dempsey added. "The reduction in staffing represents 5 percent of total non-academic employment and affects the 1991-92 budget by \$1.3 million.

"In addition, changes in administrative procedures and organizational structure this year will save RIT in excess of \$.5 million," he continued. "Also, non-salary expenditure budgets have been reduced approximately \$.7 million. These operational efficiencies will enable RIT to reduce the impact on tuition while maintaining the integrity of our quality academic programs."



MESSAGES OF LOVE TO SOLDIERS IN SAUDI ARABIA . . . RIT'S 10th annual Love Day brought nearly 200 city and Henrietta elementary schoolchildren together with 194 volunteers from 15 Greek and other student organizations. The eight- to 10-year-olds wrote letters to Desert Storm troops, enjoyed "weird science" experiments, kite-making, learning sign language, ice skating, making cookies, and taping in WITR's studio.

Honorary Doctorate . . .

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whether they go in the right direction. So any praise, any award, is for them a justification that our way is the right one."

Czechoslovakia became a free state in November 1989, after the "velvet revolution" swept Communists from power. The Czechoslovakian economy was one of the most robust in Europe, but 45 years of Communist rule has taken its toll. Klaus, an internationally recognized economist, is a strong proponent of rapidly moving the country from socialized systems to a free-market economy.

"Of all the prominent public figures in the recently liberated countries of central and eastern Europe, Dr. Klaus has demonstrated the most thorough grasp of the place of private markets in a free society," said Dr. Robert Desmond, acting provost. "As an exceptionally successful political leader, he has been able to convince a large majority of the Czechoslovak electorate that the hardships of transition must be endured if the benefits of a private economy are to be reaped. He is widely viewed both here and abroad as central and eastern Europe's best hope for successful economic reform."

Klaus has been involved with RIT through the U.S. Business School in Prague, Inc., whose headquarters are based here. Klaus, now a member of USBSP's academic advisory board, had asked College of Business dean Richard N. Rosett to help initiate the project. Rosett is president of the nonprofit corporation, founded to help Czech Technical University establish its own business school.

Klaus called the Persian Gulf war and the disintegration of the Soviet economy "an unhappy coincidence of events" for Czechoslovakia. The United Nations embargo of Iraqi oil has cut off Czechoslovakia from a potential oil supply, while at about the same time, the country's major supplier, the Soviet Union, has recently reduced its oil shipments more than a third because of production problems.

"I'm very often asked whether these external shocks somehow could provoke deceleration of the reform efforts," Klaus

said earlier in an interview. "And my standard answer is 'It's just the other way around.' We need a flexible economy. We need an economy that is able to accommodate external shocks—that is flexible and able to adapt. And, for that reason, we have to reform as fast as possible. The worse the external situation is, the faster the internal reforms at home must be."

Despite the recent Soviet crackdowns in the Baltics, Klaus said, Czechoslovakians do not feel endangered by the Soviet Union, politically or militarily.

"This is our strong belief. We are pretty sure the Soviet Union is so preoccupied at home that they don't have ambitions to start a new adventure in central and eastern Europe," he said. "Economically, I don't see a strong correlation between the political changes in the Soviet Union and our economic situation—foreign trade between Czechoslovakia and the Soviet Union.

"The economy is in such disintegration in the Soviet Union; nobody is in charge, as I understand it. I don't see any direct consequences to Czechoslovakia as a result of the political changes in the Soviet Union."

Klaus is the first foreign leader to receive an RIT honorary doctorate, and in its 162-year history, the eighth recipient. RIT has awarded honorary doctorates to leaders in industry, academia, government, and other professions relating to RIT's mission.

Grant Deadlines

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

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

March 15 — NSF Engineering Faculty Internships Initiative; U.S. EPA Exploratory Environmental Research in Biology

March 22 — U.S. EPA Exploratory Environmental Research in Socioeconomics

April 1 — U.S. Institute of Peace Unsolicited Proposals; American Philosophical Society General Research Grants

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