

NEWS & EVENTS

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P&O Committee Submits Report to President; Optimistic About Future of University

After six months of intensive study, RIT's Priorities and Objectives Committee has submitted its more than 200-page report to President Simone and the RIT community.

Appointed in March by Thomas Plough, executive vice president and provost, the P&O committee was charged with "providing observations, suggestions and recommendations to the president to better position the Institute to achieve its academic mission, while remaining financially healthy with balanced budgets."

In the preface of its report, the committee points to a strong sense of optimism about the future of RIT: "The foundations of the Institute are very, very strong. We will, however, need to make some significant changes in order to be financially healthy in the years ahead." And the report urges the implementation of a "thoughtful, comprehensive strategic plan and a campus-wide commitment to successful change" to ensure that RIT continues to evolve as a modern technological university that operates in a fiscally sound manner.

Dr. Simone thanked committee members for their "thoughtful and significant contributions that will make a lasting impact on RIT." He added that "the report will be central to RIT's strategic planning process," which will be initiated in the near future.

In its conclusion, the report sets forth five underlying themes:

- The entire Institute community must have and continually demonstrate a commitment to facilitating student success, satisfaction, and personal development.
- RIT will need to reduce its expenditures base to continue to have a balanced budget in the future.
- RIT needs to implement a systematic process for strategic curricular review.
- An RIT education must be accessible and affordable to students who are interested in attending RIT.
- RIT should pursue additional strategies to increase revenues from new as well as continuing sources of institutional support.

The P&O Committee was chaired by Lawrence Matteson, RIT trustee. Dr. Stan McKenzie, professor of literature in the College of Liberal Arts, served as vice chair. The committee was divided into two major subcommittees: Academic Programs and Everything Else. In addition, there were three subcommittees that cut across these two subject areas: Quality of Life, Revenue Enhancement, and 1993-94 Budget.

The Academic Program report reviewed 47 selected academic programs in the colleges, the allocation of resources to the programs, program flexibility, educational outcomes, and the role of faculty.

The committee recommended that seven programs be terminated and that a long-range strategic plan be implemented for on-going comprehensive evaluations of all academic programs, including their quality and centrality to RIT's mission. In addition, the committee suggested the adoption of a new costing methodology.

Other issues addressed include allocation of space, facilities, faculty, and program resources; assessment of full-time faculty responsibilities; acquisition of productivity data; and a recommendation to determine whether consolidations or restructuring could result in cost savings without affecting quality.

The Everything Else Report recommends that RIT seek to both strategically shape the nature of its student population and provide it with adequate support. The report provides eight potential scenarios to accomplish this.

Other issues addressed include potential restructuring of non-college areas, alternative tuition rates, and periodic analyses of all services to consider cost savings by external contracting.

The Student Quality of Life report stresses that improving the quality of student life is critical to the future vitality and viability of the Institute and proposes a new institutional character and spirit to focus on a student-centered community.

The report recommendations include:

- Development of an institute-wide commitment to facilitate student academic success, satisfaction, and personal development.

- Improvement of the student living environment.

- Development of a more efficient and effective academic advising system.

- Ensuring that an RIT education is accessible and affordable.

The Revenue Enhancement report identifies opportunities for RIT to increase revenues from non-tuition sources. Among the areas studied: sponsorship of additional special events and non-credit activities, strategic planning for future use of RIT's City Center, athletic membership fees, and pursuit of health insurance payments for use of RIT's Student Health service.

The '93-'94 Operations Budget report focused on specific budget issues, including tuition, financial aid, impact of student enrollment changes, and the impact of salary base and increases.

The report concludes that RIT must reduce its expenditure base, with major savings expected to be accomplished through consolidations, attrition, and salary recovery.

The entire report has been distributed to RIT trustees, vice presidents, deans, directors, and department heads. In addition, copies are available in Wallace Library, the offices of Student Government and Faculty Council, and through P&O Committee members. The report is also available on the Vax system.

Committee Members Set the Foundation

"This has been the most time-intensive project I have ever worked on, and without the willingness of committee members to discuss, argue, listen, revise, and revise again—all with good cheer and unfailing patience—it could never have been completed," says Dr. Stan McKenzie, professor of literature in the College of Liberal Arts and vice chair of the RIT Priorities and Objectives Committee.

The committee submitted its final report last week and McKenzie praised the entire campus community for its "level of interest, with literally hundreds of thoughtful responses being submitted to us by students, faculty, staff, and administrators alike."

Lawrence Matteson, RIT trustee and chair of the P & O Committee, said, "I was awed by the dedication and level of effort of the committee members. During the study, this team developed a comprehensive perspective of RIT's future needs and engaged in a creative and healthy dialogue that produced a first-class result and an excellent starting point for the strategic planning process."

In a letter accompanying the report, President Simone said, "we as a campus community owe each of the members . . . a tremendous debt of gratitude for their indefatigable efforts to accomplish this task within a short time frame." And, he added, "the Committee is to be especially applauded for the open communication style in which it operated throughout the process."

Adrian White, president of Student Government and student member of a P&O extended group, echoes the president's comments: "RIT really owes the P&O Committee and the support staff a tremendous thank-you for their efforts. It is inconceivable the number of hours put in by the committee members in addition to their existing RIT responsibilities. I was impressed with the extreme sense of dedication and real longing by the members to truly make RIT a better place."

Committee member Jean-Guy Naud added, "I always knew that the Institute had many caring individuals. Now, I can identify them by their first names." He also urged all members of the RIT community to not hesitate in becoming more involved in Institute affairs at all levels.

Nancy Neville found the six-month effort the most fruitful, productive, and

collegial committee she ever served on.

"The experience left me looking to a very bright future for the Institute. We have a tremendous amount of potential and many good-hearted, talented people who are looking forward to sharing in the shaping of the future and realization of the potential."

And she added "We have set forth a foundation upon which RIT's future planning can securely rest."

The P&O Committee included: Matteson; McKenzie; Bill Batcheller, director of Business Services and chair of the Revenue Enhancement subcommittee; Paul Bernstein, professor of business and former dean of Graduate Studies; Stan Bissell, director of CCE's Career & Human Resource Development; Laura Cann, assistant director of the Counseling Center and chair of the Quality of Life subcommittee; Charles Haines, department head, Mechanical Engineering; Barbara Hodik, professor of Art and Design and chair of the Academic Programs subcommittee; Isaac Jordan, chair of the Commission for Promoting Pluralism; Jean-Guy Naud, department head of NTID's Photo/Media Technologies; Nancy Neville, director of Enrollment and Career Research; Carole Sack, associate dean, College of Imaging Arts and Sciences and chair of the Everything Else subcommittee; Deborah Stendardi, director of Government and Community Affairs; and Joe Voelkel, associate professor of Mathematical and Applied Statistics.

Four support personnel were also appointed: Barry Culhane, Student Ombudsman; Robert French, assistant to the vice president for Enrollment Services; David Moszak, assistant controller; and John Whitely, director of Institutional Research and Policy Studies.

The Quality of Life subcommittee added four extended members: Jamal Berkeley, student; Jamie Campbell, professor of philosophy; Ed Lincoln, executive director of Alumni Affairs; and Adrian White, president of Student Government.

The 1993-94 Budget subcommittee added one extended member: David Calman, budget director.



BILLBOARD ART WITHOUT ADVERTISING . . . Senior painting and illustration students had an unusual opportunity last spring to make their creative mark in a big way—through a billboard-sized painting with a community service theme. Jerry Miller, now working in Columbia, Mo., won the design contest, resulting in a painting of his work by sponsor Patrick Media Group of Rochester. The 14 x 18-foot billboard, which first stood above the Salvation Army Thrift Store at the corner of Meigs and Monroe avenues, bears a timely message—"VOTE." The billboard now faces east at the corner of East Main and Richmond streets.

United Way Seeks Poster Subjects, Speakers

Do you or any member of your family use a service provided by a United Way agency? If so, you could be the subject of an RIT United Way Campaign poster.

The United Way steering committee is looking for RIT employees who have benefited from a United Way agency service to appear on campaign posters for the upcoming year. In the past, posters have featured faculty and staff who have used United Way services, as well as those whose children or grandchildren have benefited from the services. Last year, student volunteers were featured.

The steering committee is also looking for volunteers to serve on an internal speakers bureau during the upcoming campaign. Volunteers will assist key captains by speaking at departmental presentations on behalf of RIT and the United Way. Appropriate people would be beneficiaries of United Way-supported agency services or individuals who do volunteer work with United Way agencies, and members of United Way of Greater Rochester volunteer committees.

Interested people should contact Cindee Gray, Government Affairs, at -4987. The deadline for signing up is Fri., Nov. 20.

Student Projects Seeks Volunteers

The Student Projects Committee, under the direction of the Support Staff Advisory Board, is looking for volunteers to help provide a "munchie break" for students during its "Exam Breakaway" the evening of Thurs., Nov. 12. Home-baked goodies or other food donations are also being sought.

Drop-off coordinators for edibles are Deborah Resch, 1100 Cooperative Education and Placement, Bausch & Lomb Center; Corinne Heschke, Controller's Office, sixth floor, Eastman; Bonnie Brunswick, 1212 College of Imaging Arts and Sciences, Gannett; Mary Ann Connor, Residence Life, 1400 Watson; and Lin Hoke, NTID Communications Support, 3821 Johnson.

A brown-bag informational meeting for volunteers will be held from noon to 1 p.m., Thurs., Nov. 5, in the Clark Meeting Room. To volunteer or for more information, contact Heschke (-2377) or Brunswick (-5886) by Wed., Nov. 4.

Hearing Tests Available

NTID's Department of Audiology offers audiological assessments and counseling at no charge to the RIT community. To schedule an appointment, call Kathy Tyson at the Hearing Aid Shop, -6473 (V/TDD), between 8 a.m. and noon.

Partnerships Are Key Concept for TPD

In the past year, the College of Continuing Education's Training and Professional Development division has forged a closer working relationship with several academic units on campus, providing more programs, services, and facilities in a wider variety of areas. The result was TPD's most successful year in its history.

"I'm thrilled by the level of success we've achieved," said executive director Raymond A. Santirocco. "But I'm even more excited by the fact that our success is largely due to the partnerships we've built with the academic units. The success of the past year has proven that working together is in the best interest of RIT."

TPD generated a sizable surplus that was returned to RIT, participating academic units, and individual faculty. It ended the 1992 fiscal year with a \$436,000 surplus—far exceeding its goal—which was returned to the Institute to help offset the increasing cost of tuition. In addition, TPD training and consulting activity generated \$100,000 in surplus for participating academic units and \$400,000 in add-pay for faculty involved in TPD activities.

Partnership is the key concept, said Gary Bonvillian, assistant dean of the College of Business. "Our ventures with TPD work because we come to the table

with a mutual appreciation and understanding of what each is bringing to the partnership."

"CCE's Training and Professional Development staff is being recognized throughout the campus as a valuable partner in training activities," said Larry Belle, dean of the College of Continuing Education. "CCE provides an environment for incubating new programs. The TPD staff works very hard and successfully to provide the environment and basic ingredients that academic units need to grow their training initiatives. The result is a symbiotic relationship where all parties thrive and grow."

When TPD personnel call on companies to discuss their individual training needs, they act as representatives of RIT, sharing information on credit courses, co-op programs, and educational services. "Every contact I make begins with my describing the many things that RIT has to offer, with TPD's services being just one of them," said Marianne Yarzinsky, a program director for TPD. "I may not sell training every time, but the contact has been a successful one if I've been able to share and promote the benefits of RIT."

A new computer laboratory in the School of Computer Science and Information Technology, open to students, is a visible

manifestation of one of these productive partnerships. Equipment was obtained through a collaborative effort of the Information Technology Program and TPD.

The lab has been the site of a series of seminars taught by information technology faculty for information systems professionals.

The Integrated Electronic Prepress Laboratory that opened this summer in the College of Imaging Arts and Sciences was the result of a joint effort with the School of Printing Management and Sciences. CIAS students will benefit from access to the equipment donated by various imaging companies, and a number of new electronic imaging seminars for industry professionals will be held in the lab and offered through TPD's Technical & Education Center.

"We are continuing to develop these important partnerships," said Santirocco. "The successes of the past year form the solid foundation for another successful year for TPD, our academic partners, and all of RIT."

Institute Answers Requests For Campus Deaf Accessibility

After a series of rallies last fall by deaf students, RIT has implemented a number of strategies to make the entire campus fully accessible for deaf students. Those strategies include the installation of additional visual fire alert systems and pay phones equipped with TDDs (telecommunication devices for the deaf).

"It's important that all members of our community have equal access to the benefits offered by an RIT education," says Dr. Thomas Plough, executive vice president and provost.

This summer, 145 campus apartment units were equipped with emergency visual fire alert systems as well as strobe doorbells in Colony Manor, Perkins Green, Racquet Club, and Riverknoll apartment complexes. In addition, the Institute Safety Committee is revising the campus construction policy to ensure that all new facilities include visual fire alert systems and that renovations to existing buildings include such systems. While NTID academic and residence facilities already are equipped with visual alert systems, RIT has recognized the need for all campus buildings to have such safety measures.

RIT was honored for its commitment to implementing these measures when it received the 1992 Industrial/Business Award presented by the Rochester Safety Council.

RIT responded to the students' request for additional TDD-accessible pay phones by installing new ones in the library and in a residence hall, bringing the total to five. An AT&T 2000 telephone, which utilizes the latest technology in pay phones and is TDD-compatible, also was installed recently in the Union.

Wheelchair users also will have more complete access to campus buildings: in November, a wheelchair elevator will be installed at the south entrance of the Johnson Building, NTID's main academic facility.

Comedienne Returns For Performance

Hiccups Comedy Kabaret isn't the only place you'll find comedic talent in Rochester in November. NTID will present nationally known comedienne Kathy Buckley at 1 p.m., Tues., Nov. 3, in the Panara Theatre, Johnson Building. The program is free and open to the public.

Buckley, who is hearing impaired, returns to RIT as part of the NTID Special Speakers Series. Her material relates experiences and challenges from both her childhood and adult years. Having survived two bouts with cancer and an accident that left her in constant pain for five years, Buckley keeps a positive outlook on life with her philosophy that laughter is the best medicine. She also uses comedy as a means of bridging the gap between deaf and hearing cultures.

She has been featured on VH-1, Arts & Entertainment network, the Fox network, and The Tonight Show with Jay Leno. All NTID performing arts and guest artist productions are accessible to both hearing and deaf audiences. For information, call Julie Cammeron at -6467 (voice/TDD).



During his visit to RIT, Wendy's founder Dave Thomas signed autographs everywhere he went. During a reception in Henry's he autographed Dave's Way for Richard Lagiewski, a graduate student in the School of Food, Hotel, and Travel Management.

Wendy's Dad Is Campus Celebrity

He may not look like your typical celebrity, but the response Dave Thomas received at RIT was like that of a movie star. Thomas was constantly mobbed by admirers; a walk from a reception in Henry's to Ingle Auditorium resulted in constant clapping and yelling of "Hi Dave" to "It's Dave Thomas!" And at every opportunity, Thomas stopped to say hello, shake hands, and sign autographs.

Thomas, founder and senior chairman of the board of Wendy's International, Inc., was at RIT Oct. 22 to receive the Service Leadership Award from the School of Food, Hotel, and Travel Management, as part of its 100th anniversary celebration. A capacity crowd in Ingle was treated to a humorous talk by Thomas of his life and the success story of Wendy's.

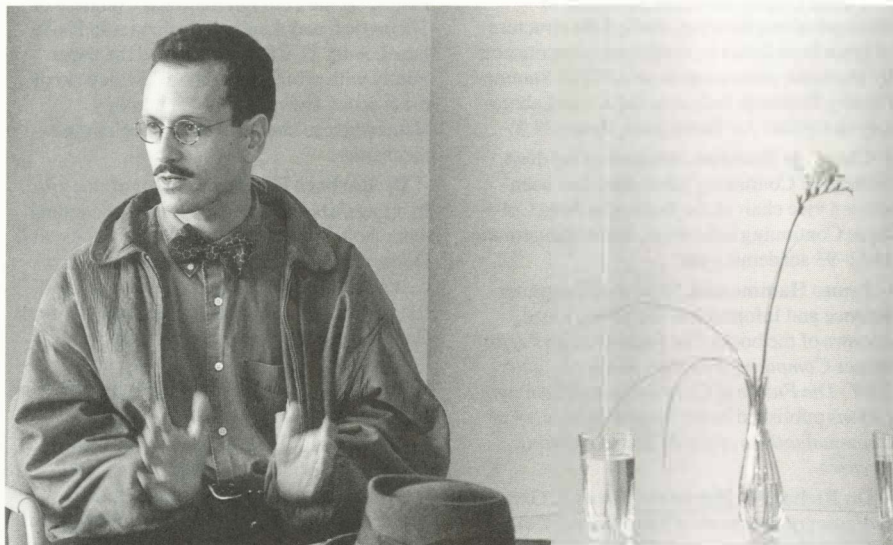
"I appreciate being at RIT and I'm honored to receive this award," said Thomas. "I received an entrepreneurial award from the school 10 years ago—maybe I'll be invited back in another 10 years." Thomas also showed a hilarious behind-the-scenes "home movie" on how his television commercials are made.

Also during his talk he gave his five rules for success: a winning attitude, have your own convictions, take a risk, focus, and give back. Regarding Wendy's success, Thomas explained that "quality is our recipe, and that you have to be nice to people, make sure the food is correct and give customers value."

During the evening, Dr. Francis Domoy, the school's director, thanked and personally acknowledged the school's faculty, staff and students, as well as its National Advisory Board members—many of whom were in attendance—and alumni, as major components of the school's success.



WASHINGTON, D.C., GROUP REVELS IN PALEY'S STUDIO . . . Albert Paley recently "conducted" a group of 50 art aficionados from the Renwick Alliance—a group of patrons and supporters of Washington, D. C.'s Renwick Gallery, the nation's esteemed Arts & Crafts museum—through his downtown Rochester studio. Paley, an RIT artist-in-residence and holder of the Charlotte Mowris Endowed Chair, designed and made the portal gates at the Renwick. The gallery is exhibiting his 1974 concept drawings and photographs of the gates through Jan. 10.



"CREATIVITY IS EVERYTHING" . . . said Gregory Heisler, the fall William A Reedy Memorial Lecture speaker at RIT, during an informal talk to students Oct. 1 before the evening lecture. Beyond the art element, Heisler said "the most satisfying thing about [photography] is it's instantly gratifying. You have this concrete thing to show that you are alive on this planet." Heisler's evening presentation, prefaced by a video made by Instructional Media Services and Eastman Kodak Company, addressed appropriate use of computers in photography. "Computer pictures are still hard and slow and tedious, but, in time, they will be it," he said, noting that other methods will in the future be considered more like crafts techniques, not the main method of making pictures.

Beat Thieves with The CLUB®

Campus Connections is now offering The CLUB® at wholesale cost to the RIT community. Auto theft is on the rise in Monroe County and the RIT campus, and The CLUB® acts as a deterrent to crime. Made of tempered steel, the device attaches to the steering wheel, making it impossible for any would-be car thieves to steer the vehicle with the device attached.

"We are trying to help people deter car theft," said John Roman, director of stores. "We believe that anything we could do to

discourage car thieves on campus would be a benefit to RIT. We have selected The CLUB® because it has been endorsed by law enforcement officials."

The CLUB® is available for \$31.99 (list price \$59.95). It carries a \$500 guarantee that the vehicle won't be stolen. Two other models are also available.

For more information on how The CLUB® works, call the RIT Crime Prevention Office at -6989 or -6654 (TTY) or see the display at Campus Connections.

Tigers Ready To Play Hockey

Coach Eric Hoffberg's Tigers are readying for another hockey season. RIT opens the campaign at Oswego on Sun., Nov. 1. The home opener comes the following weekend (Nov. 6-7) when the Tigers host the 12th annual RIT Tournament. In first-round action, RIT faces off against Fredonia at 7:30 p.m., Fri., Nov. 6. Wisconsin-Stevens Point and Hobart clash in the opener at 4 p.m. Consolation and championship games are slated for Saturday at 4 and 7:30 p.m.

Hoffberg is reserving judgement on this year's squad. "Although we have a lot of newcomers, I think we're fortunate to have some outstanding freshmen and transfers who will complement a good nucleus of veterans," he said. "Short of making predictions, I know we're a better hockey team, and there's a certain air or energy around campus. People are excited about being here, and that has trickled down to affect our hockey program."

Tickets are now on sale at the Ice Arena office. Cost for the tournament is \$4 nightly for students and \$6 each night for RIT faculty, staff, and alumni. Purchasers of advance tickets for both nights receive a \$1 savings. Season tickets for 12 regular season home contests are also on sale at a cost of \$20 for students; \$35 for RIT faculty, staff, and alumni; and \$45 for the public.

Educators Gather For Conference

More than 100 educators from elementary, middle and high schools, colleges, and universities gathered in Ingle Auditorium for the Fourth Annual Bridging the Gap conference, sponsored by RIT's College of Science and the Rochester Area Science Supervisors Association.

This year's conference focused on "Learning Outcomes for Math, Science, and Technology under the New Compact for Learning."

Following an introduction by College of Science dean, Mary-Beth Krogh-Jespersen, President Simone welcomed the audience to RIT. Simone addressed the important role of the U.S. in the world economy, and told the educators that together "we" can prepare "our" students for the competitive market by improving the quality of math and science education in our schools.

Answering questions of the audience were Edwin Przylibowicz, Carol Andrews, Len Sharp, and Vernon Tryon, members of the New York State Curriculum and Assessment Committee for Math, Science, and Technology established under the New Compact for Learning. The committee will present a status report of its findings to the commissioner of education as the first in a series of steps toward reform.

Program Addresses Sexual Harassment

A teleconference on "Confronting Sexual Harassment on Campus" will be presented Thurs., Nov. 12, from 1:30 to 3:30 p.m. in Ingle Auditorium. The teleconference, which is provided by the National Association of Student Personnel Administrators and the National University Teleconference Network, is sponsored by the RIT Women's Network and supported financially by Dr. Simone.

Attendees will be able to phone in their questions through an 800-number.

The Personnel Office will follow up this teleconference with a Human Resource Forum (date to be announced) for academic leaders and staff supervisors with a panel of RIT administrators. For information on the forum, contact Geri Curwin, -6956.

CAB Activities

College Activities Board brings more entertainment this fall: TGIF in the RITskeller, 5-7:30 p.m., Oct. 30, featuring Fools Harvest, a rock 'n roll, cover music band from Buffalo that plays 10,000 Maniacs and offers an acoustical edge; Talisman Movie, *Aliens 3*, 7 and 9:30 p.m., Oct. 30 and 31, Ingle Auditorium, \$1 admission; TGIF in the RITskeller, 5-7:30 p.m., Nov. 6, with Barefoot Gravediggers, a band from Syracuse playing originals as well as Grateful Dead, \$1 admission; and Talisman movies *Trust*, 7 p.m., and *Unbelievable Truth*, 9:30 p.m., Nov. 6 and 7, Ingle Auditorium, free.

Election Forum

"Pluralism and Election Results": a panel analysis and question-and-answer forum on the state of politics, post-election—focusing on the effects by and on minorities and women—takes place 1-2:30 p.m., Nov. 10, Skalny Room, Interfaith Center. The second in a series of forums on diversity and the political process, the event enlists as panelists Mary Winters, president of the Winters Group, which conducted area election polls; Neville Chambers, student; Frank Annunziata and Richard Lunt, history professors; and John Murley, criminal justice professor. The forums are sponsored by the Commission to Promote Pluralism within the RIT Community. Refreshments will follow.

Prof's 'Funniest' Video To Appear on ABC

John Violanti, assistant professor of criminal justice in the College of Liberal Arts, flew to Hollywood Oct. 22 to appear on a segment of ABC-TV's "America's Funniest Home Videos" to be aired Sun., Nov. 1.

Violanti's "funniest home video" was taped at his son's Canisius College commencement ceremony, during which the college's president, wrapping up a long speech, broke into the song "Unforgettable," pulled out his trombone, and started to play.

The show's producers have placed the video among three finalists vying for the week's \$10,000 grand prize. ABC financed the trip of Violanti and his wife to appear on the show.

Halloween Parties

In the spirit of Halloween, Kappa Delta Rho will transform its home, on Gibson Hall's fifth floor, into a Haunted House, 3-7 p.m., Friday, Oct. 30, and 1-7 p.m., Saturday, Oct. 31. The house will be open to the public; proceeds will be donated to a children's charity. At 9 p.m. Saturday night, they will host a traditional (non-alcoholic) Halloween party for the RIT community, complete with costume contest, apple-bobbing, mulled apple cider and tarot card reading.



TIME BEGINS FOR GIANT CLOCK SCULPTURE . . . RIT artist-in-residence Wendell Castle installed his 20-foot clock, "Lunar Eclipse," in the Greater Rochester International Airport this month. After numerous delays and political issues over county monies for public art in the airport, Castle's clock adds a delightful dimension for travelers and visitors to ponder.

PERSONNEL UPDATE

The following questions and answers are part of a series regarding the Americans with Disabilities Act (ADA) and its effect on employment, educational, and physical access practices within the Institute.

Isn't the ADA just another version of Section 504 of the Rehabilitation Act?

No. The ADA imposes a number of different requirements and provides much broader coverage. It extends requirements for new building construction and alterations that apply to all new structures and all alterations. Employment provisions are much more detailed than under Section 504 in terms of defining "essential functions" of jobs, reasonable accommodations, and non-discrimination in provision of employee benefits. As one example, under the ADA employers must consider transferring newly disabled employees to other open positions; this was not required under Section 504.

Who is protected by the ADA?

Every person who either has, used to have, or has been treated for or been considered to have a physical or mental disability is covered.

The law protects any person with a "physical or mental impairment that substantially limits one or more major life activity(sic)." This definition includes the obvious physical impairments such as blindness, deafness, and mobility problems, but also includes persons with mental or psychological disorders; those with cosmetic disfigurements (e.g., burn victims), and persons with serious contagious and non-contagious diseases, including cancer, epilepsy, AIDS, and AIDS-related complex. Drug addicts or persons who have suffered from drug addiction in the past are protected, but not if they are currently using illegal drugs. Persons suffering from alcoholism are also protected, but can be required to conform to the same standards as other employees.

The ADA also protects persons who have a known association or relationship with a disabled individual. Persons who have a record of an impairment are also protected; this includes, for example, someone with a history of mental illness, cancer, or heart disease. If you think of a person as "disabled," the ADA applies to that individual; so an individual without an impair-

ment who is erroneously thought to have such an impairment is protected.

The ADA does not cover conditions such as eye color, hair color, height, or temporary impairments (e.g., broken limbs, temporary illnesses, etc.). It does not cover minor impairments that do not limit a major life activity such as walking, speaking, breathing, seeing, hearing, etc.).

What does the law require of employers?

Employers may not engage in discrimination in hiring, appraisal, promotion, demotion, discharge, or other aspects of employment on the basis of a person's disability. This is not new to us at RIT; earlier statutes and Institute policy prohibit this and all other kinds of illegal discrimination. All disabled employees must be provided with equal or equivalent access to all benefits of employment that are available to a "similarly situated" employee, unless doing so would be an "undue hardship." When a disabled person applies for an Institute position,

Continued on page 4

CALENDAR

Oct. 30—lecture: Carrie Mae Weems, part of Charles Arnold Lecture Series sponsored by School of Photographic Arts and Sciences; 7 p.m., Webb

Nov. 1—music: RIT Singers Concert; 3 p.m., George Eastman House

Nov. 2—exhibit: nature photos; Union lobby

Nov. 2-7—exhibit: "The Photo Journey of Cyclin' Solo Across the U.S.A. in the Summer of 1992," by Matt T. Hochkeppel; second floor hallway display cases; Gannett

Nov. 4—seminar: "Text Telephone Use and Etiquette," by Charles Johnstone and Barbara Ray Holcomb of NTID; 9-11 a.m., 1829 Room, Union

Through Nov. 5—MFA candidate Paul Porell presents his thesis show, "Almost True Stories," which looks at his upbringing, socialization, and education, School of Photographic Arts & Sciences Gallery, fourth floor, Gannett; 10 a.m.-8 p.m., Mon.-Thurs., and 10 a.m.-5 p.m., Fri. and Sat.

Nov. 6—films: *O No Coronado*, *RocketKit-CongoKit*, *Tribulation 99: Alien Anomalies Under America*, and *Wild Gunman*, satirical black comedies by filmmaker Craig Baldwin, a master of "found-footage"; noon to 2:30 p.m., Auditorium, Carlson. After the films, Baldwin will speak informally in the fourth-floor film and video area, Gannett.

Nov. 9-14—exhibit: "Silent Vision: the Work of 3 Deaf Artists," by Keri Lamberti, second floor hallway display cases; Gannett

Nov. 13—seminar: "Purchasing Seminar," by Purchasing staff on systems contracting, on-line requisitioning, long-term contracts, purchasing policies and procedures, etc.; 9 a.m., 1829 Room, Union.

PROMOTIONS/TRANSFERS

Listed below are the promotions that occurred during September. These promotions are the result of a recruitment process, not a reevaluation process. The freeze on job evaluations remains in effect.

Promotions: **Paul Allen**, assistant facilities manager, Science; **Margaret Baker**, assistant, Financial Aid; **Alice Cutair**, head nurse, Student Health; **Marie Haschman**, secretary V, Imaging Arts and Sciences; **David Lake**, facilities manager, Science; **Deborah Makowski**, coordinator, NTID Interpreting Services; **Suzanne Shifley**, secretary V, Controller; **Jacqueline Stratmann**, student account assistant, Bursar; **David Thelen**, gardener, Physical Plant

Winter Quarter Registration

Mail-in With Payment—Until Nov. 20

Walk-in With Payment—Until Nov. 24

Registration for CCE Courses Only—Nov. 25

Open Registration—Nov. 30

Don't Trash 'Em—Cash 'Em!

Through Campus Connections' ReadCycle program, you can bring any book to the bookstore and receive 25 cents in return—whether or not you bought it there. To cash in, bring your books to the General Book Department on the first floor of Campus Connections.

Employee Discount Coupons

Marjax is now offering \$5 discount coupons to RIT faculty and staff. The coupons can be used at any Marjax location before the end of 1992. To receive your coupon, visit the Personnel Office.

• **Andrew Davidhazy**, professor, Imaging and Photographic Technology Department, School of Photographic Arts and Sciences, presented several lectures during his visit to Australia as its first Kodak Visiting Professor. He spoke and directed a workshop, "Imaging by Infrared and Ultraviolet Radiation," at the Australian Federal Police Headquarters in Canberra July 15 and 16, and gave a lecture on this topic and spoke on "Action and Electronic Flash Photography Principles and Applications" at the Victoria Police Criminal Investigation Laboratory July 31. Davidhazy spoke on "Scanning Techniques in Traditional and Contemporary Imaging Applications" at the Institute of Photographic Technology in Melbourne July 24, at the Kodak (Australia) Research Laboratory July 29, at the Queensland College of Art in Brisbane Aug. 18, at the Sydney College of Art Aug. 19, and at the Royal Melbourne Institute of Technology Aug. 21. He also taught a seminar on photoinstrumentation techniques and conducted a photoelectronics workshop for senior students enrolled in the science stream of the department of photography, and presented guest lectures and workshops to fine art and commercial photography students on several other topics.

• **Marion French**, coordinator of pre-college initiatives, Office of Distance Learning, presented "Issues in Distance Learning" at the School/College Partnerships conference at SUNY Oneonta in August. She also presented "K-12 Network Access Survey Results" at the FARNET meeting in Stowe, Vt., in August. French also taught "Getting Started: An Internet Workshop for Beginners," a hands-on tutorial for the first NYSENET conference in New York City Sept. 25.

• **Dr. R. Ray Gehani**, assistant professor, Department of Management, College of Business, was appointed cluster chairperson of the College on Innovation Management and Entrepreneurship for the ORSA/TIMS Conference to be held in Chicago in May 1993. Those interested in presenting a paper at the conference may contact him at -6072.

PERSONNEL UPDATE

Continued from page 3

he/she must be provided with equal candidate access.

RIT is required to act affirmatively and to provide "reasonable accommodations" for disabled applicants and employees who request them, unless doing so would create "undue hardship." This term is only vaguely defined in the statute as "an action requiring significant difficulty and expense." No simple test is given, but the Technical Compliance Manual published by the EEOC suggests that the resources of the "facility" will be taken into account; consequently, what may be required of RIT may not be reasonable for a smaller college, for example. Each request for an accommodation must be considered on its own merits, but it may be helpful to know that most accommodations are expected to cost less than \$1,000.

For more questions and answers about the ADA, see the Nov. 12 issue of News & Events.



"READY . . . SET . . . JUMP!" . . . And he did! On a cold, drizzly day in October, freshmen Ken D'Souza (with helmet) and Gerald Karikari (with hat) joined staff Jeri Roseboro (right) and Kent Winchester (front left), with AAHANA and NTID students in an exciting challenge rappelling down the Lyndon Baines Johnson Building. The students experienced a few scary moments, but eventually made it right-side-up to the ground. "Our students are breaking barriers in their lives," says Roseboro, who coordinates the Office of Minority Student Affairs' new freshman support program.

NEWSMAKERS

• **Vinnie Gupta**, associate professor of mechanical engineering, studied the structure of grain boundaries in aluminum interconnects by atomistic simulation as an AFOSR Summer Faculty Research Fellow at the Rome Laboratory in Griffiss Air Force Base, Rome, N.Y.

• **Christine Hammer**, assistant to the dean, College of Continuing Education, has been elected vice chair of the Rochester Area Colleges Continuing Education Association for the 1992-93 academic year.

• **James Hammerton**, School of Computer Science and Information Technology, had reviews of the books *The Federal High Performance Computing Program and Technology 2001: The Future of Computing and Communications* published in the August 1992 issue of *Communications of the ACM's Computing Reviews*.

• **Dr. Richard B. Hetnarski**, James E. Gleason Professor of Mechanical Engineering, College of Engineering, presented a paper, "Thermally Induced Dynamic Instability of Beams and

Plates," at the 18th International Congress of Theoretical and Applied Mechanics in Haifa, Israel, Aug. 22-28. He presented the paper jointly with professor Andrzej Tylikowski of the Warsaw University of Technology. Hetnarski also chaired a session on thermomechanics.

• **Dr. Barbara Hodik**, professor of fine arts, Imaging Arts and Sciences, gave the opening workshop, "How Designers Think," at the first Design for Management Seminar at the Art Center College of Design in Pasadena, Calif., June 24. She also gave an invited talk, "Joseph Campbell's Ideas on Universal Communication," to the Eastman Kodak Company Research Division as part of a lecture series for Kodak research scientists Aug. 7.

• **Thomas Hopkins**, Gosnell Professor of Economics, College of Liberal Arts, presented testimony on regulation reform before a subcommittee of the Canadian Parliament's House of Commons at the invitation of the Canadian government Sept. 15.



IT'S ALL IN THE WRIST . . . Richard-Gabriel Rummonds, left, gives instructions on the proper handling of an ink roller to Harry Duncan during "Problem-Solving on the Cast-Iron Handpress," one of three seminars presented during this year's Book Arts Institute, held in conjunction with the 24th Annual Frederic W. Goudy Award and Symposium.

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