

# NEWS & EVENTS

Rochester Institute of Technology

Vol. 13, No. 4, February 5, 1981

## Dr. Rose Releases Proposal to Improve Military Forces: Educational Incentives

President M. Richard Rose has released to the news media, U.S. Senators from New York, area Congressmen and members of armed services committees in Congress a proposal that would improve the quality of U.S. military forces.

Rose, who is a former deputy assistant secretary of defense for education and currently serves in the Marine Corps Reserve, notes that the number and calibre of persons attracted to military service have deteriorated, "jeopardizing our national security" at a time when the nation must deal with unstable, if not volatile, international conditions. Although the all-volunteer force has been based since its inception in 1973 on economic incentives, Rose maintains that educational incentives must be made the chief attraction if we are to revitalize our armed forces.

He says that the argument that "higher pay and allowances will solve all of our problems" merely moves us further along paths that have already proved counterproductive. He proposes an alternative, in which young men and women earn educational credits through full-time and reserve service.

Rose envisions a program in which an individual would enlist for a given period of time, perhaps six months, for initial recruit training and entry-level skill training. In return the individual would receive an educational "entitlement" of one school year, which he or she would use while remaining in the active reserve. Subsequently, the individual would return to active duty for additional training and service. This would earn additional educational entitlements, "perhaps one year of entitlement for one year of service time."



DR. M. RICHARD ROSE

Upon completion of active duty, interrupted by periods in which the individual pursued college work while in the active reserve, various options would be available. He or she could discontinue all service affiliation; return to active duty; stay in the active reserve; or join the inactive reserve.

Making education the top incentive in a military program would not be extraordinarily costly and would simultaneously solve our intermediate and long-term military problems, improve the quality of our armed forces, and pull the active and reserve military forces together, Rose says.

On the other hand, he sees potential disaster in continuing along the present

course. Rose notes that he argued against an economic base for the all-volunteer force even before it was implemented. While at the Department of Defense he directed a series of studies comparing the relative power of various incentives that would bring high quality individuals to the armed forces. "The results of those studies were clear, but ignored," he says.

"The studies showed that educational and training incentives were clearly superior in attracting personnel and that

Continued on p. 8

## Warming Up For Big Weekend

The warmest weekend this winter is fast approaching. RIT's Winter Weekend, Feb. 13-15, will feature a variety of outdoor and indoor activities, geared for student, faculty and staff interaction.

Outdoor sports, such as snow soccer, football and hockey, are planned. Teams may sign up at the Winter Weekend information booth in the College-Alumni Union.

"A Night in the Union" on Friday will feature many different kinds of entertainment, ranging from Sky Sands and his magic show to the Aligators' danceable rock. Overall cost for the night is \$2.50 for RIT faculty, staff and students, and \$3 for all others.

Continued on p. 8



# RIT Plans Projects, Events to Honor International Year of Disabled Persons



## what is deafness?

strength, perseverance, love of life... in a quiet world.

World Week of the Deaf  
Sept. 28-Oct. 4, 1981



International Year of  
Disabled Persons  
1981

THIS POSTER WAS OBTAINED FOR THE WORLD FEDERATION OF THE DEAF BY STUDENTS IN THE IN-HOUSE COLOR PROGRAM OF THE ART DEPARTMENT OF THE NATIONAL TECHNICAL INSTITUTE FOR THE DEAF THROUGH AN AGREEMENT BETWEEN REGISTER IN A INSTITUTE OF TECHNOLOGY AND THE U.S. DEPARTMENT OF EDUCATION.

world's deaf people; a third edition of Ruth Bender's book, *Conquest of Deafness*; a videotape/brochure that shows successful deaf professionals; and 30-second public service announcements on deaf dancers and musicians and early detection of deafness among infants for national television distribution.

"RIT's role in contributing to the 1981 International Year of Disabled Persons is particularly fitting because the Institute was named the 1980 Employer of the Year by the President's Committee on Employment of the Handicapped," says President M. Richard Rose. "As an educational institution, RIT is committed to educating the general public to the great potential of the disabled person as a contributor to society."

The poster, designed by four deaf students, is the first project to be completed. Dr William E. Castle, vice president of RIT and director of NTID, says it will be printed in seven languages and distributed throughout the world to assist the United Nation's efforts.

The poster was prepared for the World Federation of the Deaf, and RIT faculty and staff helped translate the wording into Chinese, French, German, Japanese, Portuguese, Russian, and Spanish.

The four deaf students who designed the poster are Wayne Evans, Robert Irving, Barbara Lehman, and Heidi Moalli. All are members of the NTID Art Department's In-House Co-op at RIT. Jack Slutzky, NTID associate professor of art, was the art director, and Robert Iannazzi, NTID media specialist, and Michael Voelkl, NTID art instructor, were the project's photographer and production coordinator, respectively.

"RIT's role in contributing to the 1981 International Year of Disabled Persons is particularly fitting because the Institute was named the 1980 Employer of the Year by the President's Commission on Employment of the Handicapped," says President M. Richard Rose.

RIT students, faculty and staff are at work on eight major projects in honor of the United-Nation's-designated International Year of Disabled Persons. In response to the U.N. proclamation, the U.S. Council for the IYDP, a coalition organization, was formed to encourage the participation of the 35 million Americans with mental and physical disabilities. RIT, represented by NTID, is one of 260 national organizations that

have joined the council to support the implementation of IYDP activities at the national, state, and local levels.

According to Jim Papero, associate director, Personnel, RIT will host and provide facilities for a two-day exposition in June. The event is planned to focus community attention on the needs and capabilities of disabled individuals.

Other RIT contributions include: a poster that brings special attention to the

### CCE SPRING REGISTRATION

Registration for CCE Spring Quarter courses started Feb. 2 in the Registrar's Office, Administration Tower. Open registration will be on March 3 and 4, and classes begin on March 9.

## Committee Seeks NTID Dean

A search committee has been formed to find a new dean for NTID, according to Dr. William E. Castle, vice president of RIT and director of NTID. The dean provides academic leadership and management to ensure the total career and personal development of 1,000 deaf RIT students.

Qualifications required include an earned doctorate from an accredited university and demonstrated achievement in academic, business or public management. Ability to communicate with deaf people or a willingness to develop such skills expeditiously is essential.

Chairing the Search Committee is Karen Connor, NTID associate professor of business careers.

The closing date for nominations and applications is March 1. Applicants should submit a current curriculum vitae and the names, addresses and telephone numbers of individuals who may be contacted for reference to: Karen Connor, Chairperson, Search Committee, c/o Box DA 12, Rochester Institute of Technology, National Technical Institute for the Deaf, Room 60-02620, One Lomb Memorial Drive, Rochester, N.Y., 14623.

### POLICY & INFORMATION

#### Policy Council Agenda 2/11/81

- 1) Proposed AAS degree program for interpreters for discussion and action;
- 2) Reports on the current status of the work by five committees: Committee on Tenure, appointed by VP Academic Affairs and Chairman of Faculty Council; Priorities and Objectives Committee (faculty renewal); Long-Range Planning Committee (involvement of students, faculty and students in decision making); Educational Programs Committee (extended summer quarter); and the Ad Hoc Committee to study the Policy Council;
- 3) Report on the recommendations of the 1980 Facilities Planning Committee (Dober Report) and the process of implementation of the recommendations;
- 4) Report on administrative reorganization.

Anyone wishing the source of or additional information on any of the above, call ext. 2527.



*James Forman, director of RIT's new School of Applied Industrial Studies (SAIS), introduced the members of the school's Industrial Advisory Committee at the group's recent meeting. Standing (l. to r.): Gordon Fiske, Eastman Kodak Co., and Gil Gimbel, Xerox. Seated (l. to r.): Frederick Gardner, associate dean, College of Continuing Education for Dean Robert Clark; Ellis Faro, Industrial Management Council, for John Hostutler; Charles Hargrave, Mixing Equipment Co.; and Rudolph Kistner, Gleason Works, for Theodore Klem.*

## SAIS Advisory Committee Formed

RIT's School of Applied Industrial Studies has appointed seven area executives to its Industrial Advisory Committee.

The SAIS Industrial Advisory Committee will meet monthly at the school, which is located in RIT's newly renovated City Center at Main and Fitzhugh Streets. "We look to the Industrial Advisory Committee for guidance in curriculum development and other aspects of the school's training program," said James Forman, director of the school, which recently completed its first year in operation.

The seven who have been designated are: Gordon Fiske, director, Management Development and Training, Eastman Kodak Co.; Gil Gimbel, consultant, Xerox Corp.; Charles Hargrave, director, Industrial Relations, Mixing Equipment Co.; Theodore Klem, works manager, Gleason Works; John D. Hostutler, president, Industrial Management Council; Stephen Saunier, personnel director, Rochester Products Division, General Motors Corp.; and Ernest Timm, president, Nordon Tool and Mold Inc.

In announcing the appointments, Forman, who also holds the title of Russell McCarthy Professor, commented

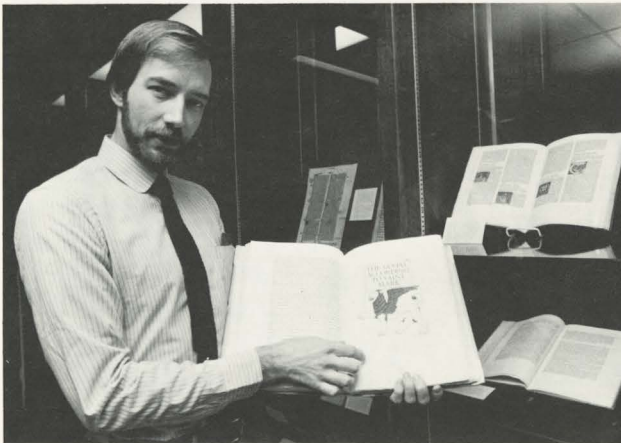
that SAIS was created to meet the needs of local manufacturers for skilled workers in machine and other technologies. "Rochester industry has been involved in the planning for this school from its inception," he said. "We look forward to continued industrial participation through this committee."

#### MATHEMATICS COLLOQUIUM

**TITLE:** "Vector Analysis: A Child of Physics and Mathematics"  
**SPEAKER:** Dr. Varadaraja Raman, professor of physics  
**DATE:** Wednesday, Feb. 11  
**PLACE:** Building 8 (Science) 3154  
**TIME:** 3 p.m., refreshments at 2:45 p.m.

#### RIT SINGERS PERFORM

The RIT Singers will perform a concert of 16th and 20th Century Choral Music on Sunday, February 8 at 3 p.m. in the NTID Theatre. There is no charge for admission.



## Cary Library Displays Bibles

A collection of rare Bibles dating from the 13th century is on display in the Melbert B. Cary, Jr., Library through the end of February.

According to Cary librarian David Pankow, "The display includes nearly 60 of the most impressive Bibles ever printed and, in some cases, handwritten." Pankow points out that the display is a representative selection of the history of the Bible over the past eight centuries.

"The Bible has served not only as a sacred text, but as a highly treasured literary work, as evidenced by some of the most exquisite printing works ever completed," explains Pankow.

The display includes only leaves of some famous Bibles and complete copies of others. Besides the historical review of Bibles, the collection also displays private press editions, printed mostly after the turn of the century. "The private press volumes epitomize the printers' art and were available only in limited editions," explains Pankow.

Central to the display are four landmark Bibles in the history of printing. The Cary collection includes a leaf from the famous Gutenberg Bible printed in 1456; the John Baskerville Bible from 1763; the Doves Press Bible issued in 1905 and the Oxford Lectern Bible from 1935.

The most lavishly decorated bibles were done in the 13th century and are colorfully embellished by hand.

The library is located in the School of Printing in the College of Graphic Arts and Photography. The Bibles are on display in the showcase windows facing the hallway and can be viewed any time. The Cary Library is open from 9 a.m. to 5 p.m., Monday through Friday, and one evening a week.

---

## NEWS & EVENTS

---

Published weekly on Thursday during the academic year by the Communications Office at Rochester Institute of Technology and distributed free of charge to the Institute community. For information call 475-2750.

---

Cary Librarian David Pankow holds a copy of the Four Gospels, printed in 1931 by the Golden Cockerell Press and one of the many rare Bibles on display through February.

## Faculty Seminar Scheduled

John Moen, professor of comparative literature at Eisenhower College; John Humphries, RIT's coordinator for international exchanges, and Dr. Roy Satre, vice president of academic affairs, will speak on "International Academic Opportunities" at the next Faculty Council seminar. The seminar will be held Thursday, Feb. 12, in the 1829 Room of the College-Alumni Union from 4:5-30 p.m. A reception with RIT's International Student Association and international snacks will follow in the Faculty Center, Wallace Memorial Library.

Moen, a charter member of the Eisenhower College faculty, will discuss his recent trip to Japan's Tokai University. Humphries will discuss the faculty opportunities for international work, and Satre will speak on the Institute's international faculty development policy. Also to be discussed will be opportunities for student field trips abroad, and faculty development leaves for Peace Corps or foundation funded work.

This is one of several Faculty Council seminars planned for the 1980-81 academic year. Future topics include: "Writing For Publication," March 17; "HAL, R2-D2, IBM and You: Computers in Education," April 1; and "Early Retirement Strategies," April 13.

## Women's Club

The RIT Women's Club will be attending the NTID Theatre performance of "The Illiad: Play by Play," on Saturday, Feb. 14. Tickets are \$4 and may be picked up at the ticket office by 7:45 p.m.; the performance is at 8 p.m. Dessert and coffee will be served following the play. Reservations may be made by sending a check (with number of tickets desired) to JoAnne Smith, 38 Shelwood Drive, Rochester, N.Y., 14618. Those who attend the play are reminded that the Sweetheart Ball will be held that same evening in the College-Alumni Union. Music will be provided by Lee Castle and the Jimmy Dorsej Orchestra.

## LIBRARY CLOSING

Wallace Memorial Library will be closed during Winter Break on March 2, 3, and 4 for remodeling.

# NEWS & NEWSMAKERS

**Dale Rievert** has recently been employed as manager of the Technical Support Division of the Office of Computer Services. Rievert was previously employed by Xerox Corp. in Rochester in a technical and supervisory capacity in support of their IBM computer software.

**Pam King** has recently been employed as a designer in the Communications Dept.

**Dr. Warren L. Hickman** was a panelist at a workshop sponsored by the Rochester area colleges for the Industrial Management Council. The focus was on international trade, particularly on intercultural relations fundamental to sound functioning of international business.

**Howard Le Vant**, assistant professor of professional photography, has been selected as the visiting professor by the College of Photography at Southern Illinois University in Carbondale, Ill. Le Vant will discuss communications in photography.

**Dr. Michael Weiner's** article, "The Effect of Incentive and Control Over Outcomes Upon Intrinsic Motivation and Performance," was recently published by *The Journal of Social Psychology*, 1980, 112.

**Dr. Thomas E. Comte**, assistant dean for graduate programs, College of Business, published a paper entitled "Improving Oral Presentation Skills Using Videotape: A Strategic Management Course Experience" in the December issue of *Exchange: The Organization Behavior Teaching Journal*.

**Ellen Wolf**, coordinator of health education, Student Health Services, recently spoke to the American Operating Room Nurses of Upstate New York concerning "Providing Health Care to Deaf Surgical Patients."

**Frances Welles**, CCE arts manager, is one of the metal artists participating in SUNY Brockport's Metal Invitational. She is showing two six-foot long aluminum wall sculptures at this Sixth National Metalsmithing Invitation, which will continue at Brockport's Tower Fine Arts Gallery through Feb. 28.

**Drs. Les Stroebel** and **Richard Zakia**, School of Photographic Arts and Sciences, and **Professor Emeritus Hollis Todd** have published *Visual Concepts for Photographers* (Focal Press, London, 1980).

**Rodger Baker** and **Michael Lutz**, Computer Science and Technology, recently attended the Eighth ACM Symposium on Principles of Programming Languages in Williamsburg, Va.

## Comp Ed Has\$\$

Complementary Education money is still available to full-time faculty and staff who want to propose innovative, participation-oriented programs for students.

Proposals must be submitted by Feb. 15 to Elaine Spaul, assistant to the vice president for Student Affairs and coordinator of Complementary Education. Help will be provided to brainstorm ideas and to write the proposal. Call ext 2268 for more information.

## Cancer Talk Scheduled

**Dr. Marvin A. Friedman**, director of Corporate Toxicology for the American Cyanamid Company, will present a talk entitled "Food Cancer: The Environment" on Tuesday, Feb. 10 at 7:30 p.m. in the College of Science Auditorium (08-1250). The talk is free to students and interested professionals from the Rochester community.

**Dr. Friedman**, a diplomate of the American Board of Toxicology, will discuss the nature of carcinogens from foods, air and other sources. The talk is cosponsored by the American Chemical Society and RIT's Department of Clinical Sciences and the School of Food, Hotel and Tourism Management.

### TIGER SPORTS HOTLINE

The one number to call day or night for RIT sports scores and schedules

475-6180

## Paper Love



Handmade valentines have a special meaning, and on Saturday, Feb. 7, Cupid's assistants will be on hand to help you create your own valentine for your special someone.

Cupid's helpers are members of RIT's student chapter of TAPPI, the Technical Association of the Pulp and Paper Industry. They will be on hand with vats of red and white paper pulp to demonstrate and help in making handmade paper for valentines.

The valentine making session will be held from 10 a.m. to 4 p.m. and is open to all students, faculty, staff and families.

## Wrestling Coach Honored

**Earl W. Fuller** was recently named Wrestling Coach of the Year for the 1977-80 season by the New York State Coaches' Association. Fuller, who has been RIT's wrestling coach for 32 years, received the honor during the New York State Invitational last week at Cortland.

He guided the wrestling squad to a 9-5 dual meet record and 10th place in the National Collegiate Athletic Association (NCAA) Championships last spring. Three RIT grapplers—Darrel Leslie, Steve Smith and Terry Ryan—the most in any season for RIT, earned all-American honors.

Leslie placed third in this year's state competition and remains undefeated in dual matches with a 10-0 record.

### LOMB LUNCHEONS

- Feb. 10—London Broil, Baked Potato, French-Cut Green Beans, or Soup & Chef's Salad, Lemon Chiffon Cake
- Feb. 11—Ham & Cheese Casserole, Mixed Green Salad, Zucchini Muffin, or Soup & Salad Club Sandwich, Minty Chocolate Angel Torte
- Feb. 12—Oriental Pork Chop Suey, White Rice, Chinese Cabbage, or Soup & Tuna-Pinnapple Sandwich, Pears Grenadine
- Feb. 13—Supreme Chicken Polysens, White and Wild Rice, Green Beans with Mushrooms, or Soup & Roast Beef Sandwich, Strawberry Sweetheart Mousse

The cost is \$2.25. For reservations, call ext. 2351.

# Phone Book Changes and Corrections

## Divisions

Computer Services (p. 3)		
Robert Weeks	Senior Systems Analyst	2816
CCE (p.5)	Technical Studies	2122
External Program Develop.		
Dorothy Paynter	acting director	2003
Eisenhower Dev. (p. 4, p. 8)	5th floor, City Center	262-3050
Instructional Development		
Lawrence Belle	director	2543
Thomas Forrester	instructional developer	2240
Charles Plummer	instructional developer	6613
Gordon Goodman	instructional developer	6690
Joanne Mahan	secretary	2240
Faculty Fellow		6690

## Colleges

NTID	Division of Mgmt. Serv. (p. 7)	
Warner Strong	Administrative Services	6504
School of Printing	Grad. Prog. (p. 7)	
J.L. Silver	coordinator	2696
College of Science (p. 8)		
William A. Burns	associate dean	2482
John Shaw	acting head, Physics Dept.	2421
James Aumer	director, Med. Tech. Prog.	2526

## People & Places

Alley, George	Food Administration, 01	2867
Arnold, Charles	SPAS, 07	2780
Aumer, James C.	Clinical Sciences, 08	2526
Berkowitz, Leslie	Physical Plant, 99	6124
Burns, William A.	Science, 08	2482
Clark Dining Room	04	2866
Comte, Thomas E.	College of Business, 01	2364
Dieth, Debra	NTID, Adminis. Serv.	6409
DiLorenzo, Louis	NTID, Inst. Plan. & Research	6231
Finnigan, Faye	NTID, Inst. Plan & Research	6582
Gillmeister, Elizabeth	Library, 05	2559
Grant, Donna	NTID, Inst. Plan & Research	6584
Harvey, Janet	NTID, Sys. Dev. & Oper.	6572

6147 (TTY)

Lenyk, Eugene	NTID, Sys. Dev. & Oper.	6470
MacLeod, Janet	NTID, Inst. Plan. & Research	6507
Maniscalco, Sandra	Industrial Eng., 09	2147
Martone, Geraldine	Fine & Applied Arts, 07	6114
Northrup, Theresa	NTID, Adminis. Serv.	6409
O'Brien, Lorna	NTID, Adminis. Serv.	6738
Pospesel, Betty	NTID, Mgmt. Serv.	6225
Pratt, Judy	NTID, Adminis. Serv.	6571
Remenicky, James P.	NTID, Adminis. Serv.	6583
Rogers, Susan	CCE, 12	2003
Schuetz, Isabella	GARC	2737
Siewers, Dean C.	College of Business, 01	2323
Shaffer, Jo Ellen	NTID, Syst. Dev. & Oper.	6233
Smith, Albert	NTID, Mgmt. Serv.	6224
Strong, Warner	NTID, Adminis. Serv.	6504
Weeks, Robert C.	OCS, 10	2816
Wejneber, Norm	CCE, 12	2182
Wells, Bruna	NTID, Sys. Dev. & Oper.	6234
Yarzinsky, Marianne	CCE, 12	2122

## Price Increase

Effective March 1 there will be a new Photo Processing Lab price list, which will reflect increased costs of materials and equipment from suppliers. This is the first general price increase in 18 months from the Photo Lab.

## NTID Schedules Spring Courses

Simultaneous communication involves the use of speech and manual communication (signs and fingerspelling). The Division of Communication offers the following courses in Simultaneous Communication for staff (and intern) instruction. These courses will run from March 16 through May 8. Evaluations will take place from May 11 through 15.

### Basic Communication I

8:30-10:00 MTWTh  
11:00-12:30 MTWTh  
2:00-4:00 MWF

### Basic Communication II

8:30-10:00 MTWTh  
2:00-4:00 MWF

### Basic Communication III

11:00-1:00 MWF  
2:00-4:00 TWF

### Basic Review

12:30-2:00 TTh

### Intermediate I

11:00-12:30 TTh

### Intermediate II

12:30-2:00 MTh

### Intermediate III

not currently offered

### Intermediate IV

11:00-12:30 TTh

### American Sign Language

8:30-10:00 TTh

Class registrations, formal requests for tutoring and any questions regarding classes should be directed to Karin Blood, ext. 6497. Registration will end Feb. 27; registrants will be notified of their acceptance into a class during the week of March 9.

# PROFILE

## "Andy Returns to Others What He's Received"

"When you do good, you feel good," says Andre Bessette.

Bessette, Physical Plant's superintendent for the west campus, must feel terrific. He spends a lot of his time doing good.

A familiar figure on campus, Bessette is in and out of buildings checking with personnel on how things are going, making sure there are no problems he doesn't know about and exchanging greetings with friends and acquaintances.

"I usually don't get a chance to take off my hat and coat," he laughs. Bessette is proud of his reputation on campus for his "let's-get-the-job-done" approach. "I'm here strictly for the support of the faculty, students and staff," he says.

Bessette joined RIT in 1967 to set up a housekeeping program for the new campus. The systems he designed for maintenance reporting are still in use.

"When I came to RIT," he says, "male employees in Campus Services were called porters and were paid 15 cents an hour more than female employees, who were called maids." Within eight weeks of the time he started with RIT, Bessette classified all workers as custodians and saw that men and women were paid the same wage for the same work.

Bessette also named the first woman to a supervisory position in campus services. When someone commented on his selection of a woman for a supervisory role asking if he didn't know the difference between men and women, Bessette replied, "I've known the difference since before you were born, and there is no difference from the neck up."

But after awhile, according to Bessette, the challenge was gone from his job. "I stopped growing as a person and I started drinking." Bessette was confronted with his problem and in 1975 became the first RIT employee to take advantage of the Institute's Employee Assistance Program. "Had it not been for the Employee Assistance Program and the Institute's compassion and support in my endeavor to recover, I don't know where I'd be today," he says.

Where Bessette is today is in a variety of places. In addition to his regular duties



ANDY BESSETTE

at RIT, he now works with the Employee Assistance Program at the Institute. He lectures at the Clifton Springs Rehabilitation Center on Sundays. He's on the part-time staff at Park Ridge Hospital's Chemical Treatment Center. As a member of the National Council on Alcoholism and a representative from the Health Association, he lectures to students at area high schools. He's also led industry seminars on the benefits of Employee Assistance Programs. He's been involved with Explorer scouting and, with former vice president for Academic Affairs Dr. Todd Bullard, set up the local Air Force Explorer program.

"Andy Bessette is generous with his time," says James Papero, associate director of personnel. "I always feel he's returning to others what he received in terms of counseling, guidance and empathy. He's taken the Employee Assistance Program to the workplace."

Papero says Bessette has worked with Sybron and other local corporations in counseling executives with alcohol abuse problems. "What Andy showed them was that they needed to have an Employee Assistance Program of their own," says Papero. "In fact, Taylor Instruments has just started one."

But, according to Papero, Andy Bessette spends most of his time looking out for RIT. "This is the International Year of Disabled Persons, and RIT is hosting this region's Expo program to

focus the attention of all people on the handicapped," explains Papero. "The Expo needs to be set up on a Sunday. Bessette and his supervisors have volunteered their time to come in and set up the event. That's how Andy and his people are. They just pitch in and do what has to be done."

Bessette says he has an easy job. What makes it easy is the number of fine individuals at RIT, he says. "My managerial abilities are only as good as the people who work with me. I like to think of myself as a captain of a team rather than as a supervisor."

Bessette's family is involved with RIT as well. His wife Mary Alice, a graduate of Skidmore, works in the Bursar's office. His older son graduated from the College of Business last spring and is now with Blue Cross/Blue Shield. His younger son is a sophomore in mechanical engineering.

Bessette gives RIT's Employee Assistance Program (EAP) a lot of credit. "We have the best program in the country, from what I've seen. We're running about 80 percent success with EAP. That's pretty impressive."

"Our philosophy with EAP," says Bessette, "is not to terminate the employee because he or she has a problem, but to terminate the problem." RIT's EAP will work with students, spouses, family and friends as well as faculty and staff.



## Rose Proposal

continued from p. 1

pay beyond a certain limit was counter-productive. Those attracted solely on the basis of dollars subsequently created a totally disproportionate incidence of disciplinary actions.

"Conversely, we found that those who were attracted by educational or training opportunities not only had a high incidence of re-enlistment but also a significantly lower incidence of disciplinary involvement."

The current state of our volunteer forces was "predictable," Rose says, but now "we have an even more serious problem than we could have envisioned" at the time present policies were approved.

The Department of Defense finds itself in a tight marketplace, competing with the private sector and the higher educational community in a race in which "there can be no winners."

"It is apparent to anyone who would examine the pool of available personnel that no segment of society is going to attract the full complement of highly motivated men and women it will require in the '80s and beyond. There is a single apparent solution and that is a national strategy of sharing," Rose says.

"To enter into any intense economic competition for limited personnel will be mutually destructive. If the military were required to pay salaries approaching union scale, it would bankrupt the nation within five years. No segment of society could or should participate in such destructive competition. Instead, the mode of the future should be cooperation," Rose emphasizes.

His proposal, he points out, would benefit not only the armed forces and the higher education community, but also the private sector. He notes that our armed forces are no longer organized primarily around masses of highly trained men and women, but around sophisticated, high

technology systems. Repairing an advanced airborne radar system, for example, or using a computerized supply system to produce an inventory of parts requires specialized training that would be useful in many civilian occupations, he says.

The proposal would require modifications in the manner in which each segment of society now operates. Industry, the higher educational community, and the armed forces would no longer have, as they do now, the physical presence of individuals for prolonged periods of time. Given today's highly sensitive political and economic climate, however, Rose concludes that such modifications are acceptable.

## Winter Weekend

continued from p. 1

Saturday's highlight will be the Sweetheart Ball, a semi-formal dance featuring the music of Lee Castle and the Jimmy Dorsey Orchestra. Tickets are priced at \$5 for singles and \$9 for couples, and may be purchased at the Winter Weekend information booth.

Other weekend events include an Italian luncheon on Friday, a German luncheon on Saturday, an ice sculpture contest, which will run all weekend, a photo exhibit in the College-Alumni Union, broom hockey in the Frank Ritter Memorial Ice Arena, a Friday evening concert by RIT's Jazz Ensemble, a National Theatre for the Deaf presentation of "The Iliad: Play by Play" on Saturday evening, and a cross country ski-in on Sunday.

Further information on these and other events can be obtained at the information booth.

# DATEBOOK

thru Feb. 27—Mixed Media Works by Mario Petriena, Original Gallery, Wallace Memorial Library\*

thru Feb. 27—Anatomical Studies by Cynthia Nado, Gallery 2, Wallace Memorial Library\*

thru Feb. 15—"Bruce Davidson—A Retrospective," MFA Gallery

thru Feb. 13—Non-Silver Works by Martha McDonald and Tim O'Meara, Faculty Center Gallery, Wallace Memorial Library\*

thru Feb. 27—Neon Crepes, by Matt West, Gallery 1½, Wallace Memorial Library\*

Feb. 6—*The Godfather*, 7:00 & 10:00 p.m.

(D)+  
Men's Hockey—at Canisius, 7:30 p.m.

Feb. 7—*The Little Prince*, 7:30 & 10:00 p.m.

(D)+  
*The Missouri Breaks*, 7:30 & 10:00 p.m.

(D)+  
Varsity Basketball—at St. Lawrence, 3:00 p.m.

Women's Bowling—at Ithaca Invitational, 11:00 p.m.

Men's Swimming—at UR, 2:00 p.m.

Feb. 8-27—"Herb Lubalin, John Massey, Push Pin Studio, Massimo Vignelli," Bevier Gallery.

Feb. 8—*On The Waterfront*, 1:30 & 4:00 p.m.

(D)+  
*Last Tango in Paris*, 7:30 p.m. (D)+

Varsity Basketball—at Clarkson, 3:00 p.m.

Men's Hockey—Oswego, 8:15 p.m.

Women's Hockey—Colgate, 6:00 p.m.

Wrestling—Colgate, Cortland, 1:30 p.m.

Feb. 9-12—"Color Control for Cost and Quality," Graphic Arts Research Center seminar. For information contact Val Johnson at ext. 2758.

"Quality Control for Photographic Processing," Graphic Arts Research Center seminar. For information contact Val Johnson at ext. 2758.

Feb. 9—Men's Bowling—WNY League in Buffalo, 7:30 p.m.

Women's Bowling—WNY League in Buffalo, 7:30 p.m.

Feb. 10—Women's Swimming, Buffalo State, 7:00 p.m.

Feb. 11—Men's Hockey—Hobart, 8:00 p.m.

Feb. 12—"Musing on a 1909 Sears Roebuck Catalog" by lecturer Joseph Avery, from 12:10 to 12:50 p.m. at RIT's City Center Union.