



April 21-27, 1975

Women should "expand perspective, role" in personnel

What role do women in the United States play in personnel administration today?

Edward and Beryl Johnson of 12 Guilford Way, Pittsford, answered that question in an extensive study published in a recent issue of "The Personnel Woman," the official publication of the International Association of Personnel Women (IAPW).

Dr. Johnson is dean of the College of Business at RIT. Mrs. Johnson is a member of the adjunct faculty of RIT's College of Continuing Education.

The Johnsons surveyed 323 members of the IAPW across the country.

They found that most women in the personnel field spend most of their time on traditional personnel activities related to the employment function rather than on broader corporate matters such as profit improvement, cost benefit analysis, computer applications and organization development techniques.

"Acquiescence to this role may label personnel women as 'second-class citizens' within the personnel function," the Johnsons wrote. "And, they may very well stay that way unless they expand their perspective and their role."

A great majority of the women surveyed (70 per cent) expressed satisfaction with their jobs; only 5.5 per cent expressed dissatisfaction. However, the majority also aspire to positions of greater responsibility, most within the personnel field. The data suggest, however, that many women lack strengths in broader administrative areas which are frequently considered



Edward and Beryl Johnson

necessary for higher level managerial positions.

Most of the respondents said they have encountered problems in their personnel career, especially in sex discrimination. Still, they strongly encourage other women to enter the field. The most frequently cited reasons were centered on its being an interesting job with good opportunities for advancement.

Other characteristics of the Johnsons' sample were:

--More than half of the respondents were over 45 years of age;

--Less than half were married;

--91.6 per cent have attended college or have degrees;

--Their academic preparation has been concentrated in business administration and the behavioral sciences.

Most students made Transfer Scholar contest

April 4 & 5, were the dates of the Outstanding Transfer Scholarship Competition as well as the blizzard that closed RIT. Community and Junior college graduates who were invited to participate in the competition by RIT were coming from eleven states and many were already enroute or in Rochester when the storm broke. The competition could not be cancelled without being unfair to many individuals and it proved to be a demonstration of high motivation. 100 out of 130 individuals made it to the Hilton Inn On The Campus and the full

program of orientation and testing was held at the Inn. One student walked in from Exit 46 of the Thruway when his car was stalled.

The Hilton personnel juggled all of their schedules, gave special rates to the student competitors, and provided testing rooms at no charge. They also arranged on short notice a banquet for the group which included the RIT faculty members who were involved and current RIT students who were acting as hosts and hostesses for the occasion.

Employees urged to keep "close relationship" with Chest

RIT President Dr. Paul A. Miller this week asked faculty and staff to support the upcoming Community Chest-Red Cross campaign.

In a letter to Institute employees Miller said:

"This year our Community Chest - Red Cross fund raising drive will begin April 21 and run through April 30. In the past, RIT faculty and staff have helped tremendously.

"In 1975 alone over a quarter of a million persons will be served directly by the Red Feather agencies. Through your support more than 107 agencies are able to provide services to the aging, health and rehabilitation services, emergency and out-patient service in hospitals, various services to youth such as day care centers and recreational

programs plus counseling services to help families with serious problems.

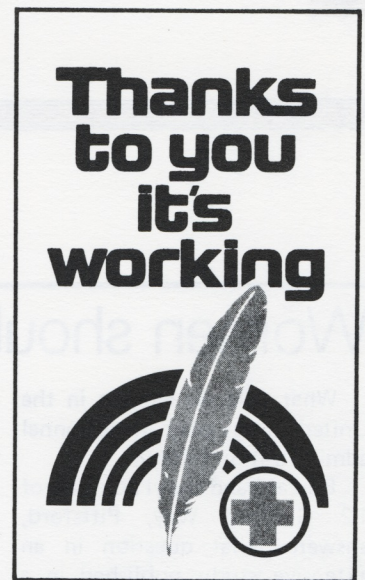
Moreover, in recent years, both on and off-campus programs at RIT itself have come to depend upon the unusually close relationship we enjoy with the United Community Chest of Greater Rochester. More specifically, we should know also that more than 230 of RIT faculty, staff and dependents used Red Feather agencies during the past year!

"At RIT I hope that all of us will keep the good work of these Community Chest agencies in mind. Contributing to this necessary effort is an important way for RIT to demonstrate its continuing concern for the community of which it is part. However, if you wish you may designate a single agency to

receive your donation. Whatever the case, each and all of us who are gainfully employed in these difficult times have more reason than usual to help others who are less fortunate.

"This year, RIT will again have a payroll deduction plan available which will greatly facilitate your giving. In addition, you may pay cash or check or be billed by the Chest according to your instructions. I hope that it goes without saying that each individual must make his own personal decision.

The United Community Chest is a non-profit organization governed by a volunteer membership body and a board of directors. The Chest allocates funds to finance services provided by agencies after an evaluation of service programs and management



effectiveness.

The Chest was designed to "make our voluntary social service system as efficient, effective, and significant as possible," its directors said.

Students plan cancer research fund drive



Making final plans for next week's campus cancer drive are (seated from left) Karen Lewis, co-chairperson; Prof. William Gasser, county chairman; Betsy Attisano, campus chairperson; and Robert Higgins, co-chairman.

Co-chairpersons (standing from left) are Valerie Chamberlain, Jackie Perry and Craig McDonald. Theme for the campus drive, "Send a Mouse to College," is designed to raise money for cancer research. About 20,000 mice are used locally for research at a cost of almost \$1.00 each. RIT donors will be given a "Send a Mouse to College" button. A variety of educational displays and accompanying literature will be set up across campus next week. The Institute drive is a project of RIT's fraternities and sororities.

Sculpture show open in Bevier

It's a car....no, it's 100 welded car bumpers that look like a car....no, it's a sculpture! The object in question is the "Seeleymobile" one of the art works in RIT's Sculpture Invitational Show.

Opened to the public on April 11, in Bevier Gallery, the show has pieces from 23 American sculptors and a display of antique sculpture tools by Mark Beecher.

The works range far and wide in concept and materials--with realistic bronzes depicting American Indian beliefs along side neon colored polyester sculptures; and erotic, expressionistic woods by Wolfgang Behl rooming with Gerald DiGiusto's abstract stainless steel boxes.

Inn all 57 objects will be shown, including pieces in wood, bronze, plaster, marble, polyester, clay and stainless steel.

Nearly half the artists represented will attend the Friday evening opening.

The show runs through May 1, Mon.-Fri., 9a.m. to 4:30 p.m.

Grant Deadlines

The Office of Grant & Contract Administration reminds all faculty, staff and students that the following are deadlines for proposal application. Since Institute review and approval must be accomplished prior to mailing a proposal, applicants are requested to forward their proposals to Grants Administration one week before the listed deadline.

Guidelines and application forms of listed programs are either on hand in, or on order by Grant & Contract Administration Office. For additional information and/or assistance, please call Dan Cashman Ext. 2388.

NATIONAL ENDOWMENT FOR THE HUMANITIES

June 2, 1975-Fellowships for Independent Study & Research 1976-77. (Intended for scholars, teachers writers who have completed their formal academic training by date of application.)

NATIONAL ENDOWMENT FOR THE ARTS

May 30, 1975-Photographers Fellowships FY76.

May 15-Media Studies Support for filmmakers & video artists in short term residencies at educational institutions. Also seminars, workshops, conferences etc.

DEPT HEW PUBLIC HEALTH SERVICE

June 1, 1975-Research proposals on Alcoholism & Alcohol Abuse including behavioral, sociological & medical studies.

July 1, 1975-New Nursing special Project Grant (Start-up-grants for New Nursing Training Programs.

NATIONAL SCIENCE FOUNDATION

April 22, 1975-Research on Productivity Measurement Systems for Administrative Services.

A S S O O N A S
POSSIBLE. Faculty research stipend(s) for summer 1975 under existing NSF research grants at larger institutions.

ADMINISTRATION ON AGING

May 12, 1975. Research and development in aging.

N.Y. STATE EDUCATION DEPARTMENT

May 1, 1975. Post-secondary occupational education projects to develop, expand and improve programs and supportive services for people in need of occupational training which can lead to meaningful careers.

HEW OFFICE OF SECRETARY

April 30, 1975-Child Developments Child Welfare Research & Demonstration Grant.

U.S. OFFICE OF EDUCATION CAREER EDUCATION PROGRAMS

April 21-includes grants for (a) training & retraining persons for conducting career education programs. (b) activities designed to communicate career education methods & activities to counselors & to general public.

U.S. AIR FORCE
OFFICE OF
SCIENTIFIC RESEARCH
List of Current Priorities in Grants Office.

Rap and Produce at Metro Center

Roy O. Fuentes, director of the National Education Association's Migrant Education Project, was keynote speaker at this year's annual Rap & Produce workshop series on community issues, April 18 and 19, at RIT's Metropolitan Center, 50 W. Main St.

Fuentes' main responsibility is to find ways to improve educational opportunities for migrant children and to support negotiation rights of migrant farmworkers. His address focused on educational opportunities for the disadvantaged.

In addition to Fuentes' appearance, 13 workshops were conducted. They included consumer concerns, criminal justice, transportation, community-based education and parents' and students' rights.

Other workshop topics were: housing, funding resources, communications, health, single parent families, life-long learning, the minority experience and governmental structure.

Mrs. Jessie James, director of RIT's Urban Extension Office and program coordinator, says this year's Rap & Produce "was an exciting and eye-opening experience for many people in our community who feel powerless in determining the directions of government and education that affect their lives."

She said Rap & Produce was organized four years ago to give grass-roots people a chance to voice opinions and to get

New employee orientation Wednesday in Lomb Room

All new staff and faculty are being invited to a special new employee orientation program Wednesday, April 23 at 9:30 a.m. in the Henry Lomb Room in the administration building.

The meeting, sponsored by the Personnel department, is the first of the orientation meetings,

which will be held every other month.

The group will take a tour of the campus as part of the orientation meeting.

New faculty and staff will be invited through the Personnel office.

RAC sets reference service for part-time faculty

RIT will be participating in a part-time faculty reference service sponsored by Rochester Area Colleges, according to Dr. Charles Haines, assistant provost.

The reference service will attempt to locate part-time faculty in all academic and technical skill areas for RIT and other members of the RAC consortium.

Dr. Haines noted the need for part-time faculty across the Genesee Valley region is quite sizable.

Together, the 15 members of RAC employ more than 1,100 part-time instructors during each term of the academic year. Because of changes in needs and because of normal turnover of personnel, these institutions seek

answers to their questions about local public policies. "It's a forum for change," she said.

In the past, hundreds of inner-city residents as well as several local officials have attended the conference.

Mrs. James pointed out that "the issues discussed during the two-day workshops are not forgotten when the conference is over. Workshop groups continue to meet throughout the year to accomplish specific objectives and to get things done."

The conference was co-sponsored this year by Rochester Institute of Technology's Urban Extension office and the Columbia Banking Saving and Loan Association.

about 300 new part-time teachers each term.

The best part-time persons available do not always reside in the immediate area, and do not always know openings exist, Dr. Haines said.

The service will enable each institution to do a more effective job of recruiting women and racial minorities who are sometimes bypassed by the normal recruiting channels employed by colleges, Dr. Haines said. A deliberate attempt is being made to advertise the service to people who are not normally touched by academic publicity.

The reference service is to be run by RAC on behalf of its individual members. It will be supported by the consortium and its members. There will be no cost to the individuals who wish to be listed with the service for a possible part-time teaching position.

Through the listing, the individual's qualifications and availability are immediately known to all 15 institutions in the consortium. Since the institutions are all located in Rochester and the immediately surrounding Genesee Valley region, they are within commuting distance of anyone interested in a part-time teaching position.

Anyone wanting part-time teaching at the college level may contact Rochester Area Colleges, 50 W. Main St., Rochester, N.Y. 14614.

Events

APRIL 21, MOND RIT vs. U of R
-- Lacrosse (H) 2:00

RIT vs. Oswego - Golf (H) 1:00
APRIL 22, TUESDAY FORIT
meeting, every Tuesday night at 7:30
pm in the FORIT office located in
South Lounge of Kate Gleason.

Nickelodeon theatre, noon and 1
pm, \$.05 adm., Ingle Aud., CU,
"Mary Brothers Pigskin Capers" and
"This is War".

"How a Motion Picture Laboratory
Works and How To Work With
It" - IrwinDu Art Film Laboratories
Inc. - (Student Chapter Speaker
Series 1975) 1 pm. Call 2786.

Concert: Seals and Croft in Con-
cert at the Rochester War Memorial,
8 pm. Tickets: \$4.50, \$5.50, \$6.50.

Mini Workshops sponsored by the
Learning Development Center at
RIT: "Notetaking-Books" Session:
12-2 in 01-2358.

APRIL 23, WEDNESDAY

Women's Council - 1829 Rm.,
Ingle, 11 am-3 pm. Contact Mrs. Fitch
at 381-2290.

Nathaniel Rochester Society - CU
Main Lounge 4-8 pm.

Cancer Screening Day 5 pm-8 pm.
(By appointment only) Student
Health Center. Call 2572 betwee
7&9 pm.

Mini Workshop sponsored by the
Learning Development Center bt
RIT. "Notetaking - Books" Session
2: 7-9 pm in M2 CU.

Lecture: "Operating Systems" by
R. Fisher of Kodak. 3-5 pm in
09-1030. Sponsored by the Computer
Club.

APRIL 24, THURSDAY

Sigma Pi Cash Bar (open).
"Chemistry of Interstellar Space"
- A laboratory simulation study - Dr.
Andrew J. Yencha, Dept. of Chemis-
try, RIT 4pm, rm. 3100, Chemistry
Library. Call 2497.

B.E.O.G. - Workshop - 1829 rm. 8
am-6 pm. Contact Richard Anderson
at 2187.

APRIL 25, FRI April 25-27 Gally-
/NTID weekend, at Gallaudet
College.

Talisman: "Zardoz". \$1.00, Ingle
Aud.

American Society of Mechanical
Engineers - Alumni Room 11 am-3
pm. Call Candy Geandana at 2162;
4:30 pm-11 pm, Clark Dining Room.
Call Dr. Budynas bt 2153.

APRIL 26, SATURDAY

Alpha Xi Alumni, 1829 Room, 4
am closing. Call M. Marlene Cummins
at 247-5582.

Talisman: British Insanity (double
feature \$1.25) "Monty Python" and
"Bedazzled". (Midnight "Monty
Python" - \$1.00).

Munchkin Matinee' "March of the
Wooden Soldiers", 2:00 pm, \$.25
(adults \$.50).

American Society of Mechanical
Engineers - Clark Dining Room, 7
am-3 pm. Call Dr. Budynas at 2153.

Movie: Black and White Diamonds
at the Rochester Museum and
Science Center presents: "Woman in
the Dunes" directed by Hiroshi
Teschigahara. For more information
call 271-4320 ext 43.

APRIL 27, SUNDAY

Business and professional wo-
men's club, 11 am, Clark Dining
Room, CU. Call Mrs. Gladys Wiedrich
at 482-9640.

Boswell Coffee House, 7-10 pm,
1829 room, CU, open.

SOS-5 General Committee Meet-
ing, 7 pm, Clark Dining Room, CU.
Talisman: "Belle de Jour" 8:00
pm, one show, \$1.00.

Continuing Events

Nature Display - College Union by
Charles Fluhr. (April 27-May 9)

International Museum of Photo-
graphy - An exhibition of 40 early
photographs by Alfre Stieglitz from
the collection of Wade Newlin, Brac-
kett Clark Gallery. (through May 30)

MFA Gallery - a thesis presenta-
tion by Cathy Collins, 3rd floor,
photo bldg. (April 20-26)

MFA Gallery - Photographs by
Elaine Mayes, 3rd floor, photo bldg.
(April 27-May 10)

Library Exhibit: Costume: French
Portfolios of historical dress. Wallace
Memorial Gallery, 2nd floor, daily.
(through April 30) Bevier Gallery -
"Invitational Sculptural Show",
works of 23 artists from eastern U.S.
(April 11-May 2) Mon-Fri. 9am-
4:30pm

Metro Arts Gallery - Gary Stam-
Furniture, David Dickinson-Prints.
(through April 25)

"Five Painters" - Show at MCC,
Forum East Gallery, 10 a.m.-3p.m.,
Mon-Fri. Painters include Eris, Green,
Toland, Duncan, Kwiatkowski. (April
7-30)

Christian Science Organization -
Regualr Meetings at 7:30p.m. Col.
Union, Rm M-2. Counseling from
1-2p.m., Conf. Rm B, Col. Union.
Contact Ron Clarke at 4359. (Every
Tuesday)

Outing club - NRH South Lounge.
Trips every weekend, movies, speak-
ers, 7:30pm (every Wednesday)

F.O.R.I.T. - Kate Gleason South
Lounge, 7:30p.m. (Every Monday)

RIT Chorus 6:30p.m. Meeting

Exhibit: Paul Strand; "The Mexi-
can Portfolio" - 20 Gravure plates.
Wallace Memorial Library Gallery.
2nd floor daily.

Exhibit: "Surrealist Prints from
Durer to Dalí", an exhibition lent by
the Bibliotheque Nationale in Paris.
Will be on view at the Memorial Art
Gallery, April 5-28. Call Memorial
Art Gallery for times at 275-3081

Placement Interviews

Central Placement Services announces
that the following employers will be
on campus this week to interview
graduating students. This schedule is
subject to change.

Mon., April 21

MONARCH MACHINE TOOL
COMPANY will interview for
Mechanical and Electrical Design
positions and Service Engineers.

MORSE DIV. - BORG WARNER will
interview for Sales Engineering
Training.

EVERY LABEL SYSTEMS will
interview for Technical Service, Prod.
Manager Trainee, and Graphic
Research.

Tues. April 22

AGFA-GAVAERT, INC. will
interview for Laboratory Assistant -
Motion Picture Dept.

Weds., April 23

HOME LIFE INSURANCE
COMPANY will interview for
Insurance Sales and Sales
Management.

Fri., April 25

EMERSONS, LTD. will interview for
Management Trainee.

GENERAL RAILWAY SIGNAL will
interview for seniors graduating in
Elec. Eng. and Elec. Tech.

Transfer Scholar

cont. from p. 1

Dr. Rinehart, Director,
Center for Community/Junior
College Relations, stated that
the "Fantastic spirit of
cooperation on the part of the
RIT people involved and of the
Inn on the Campus people
turned in a potentially
embarrassing situation into a
very positive event for RIT."

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