

November 17-December 7, 1975

## New Employee Assistance Program announced; designed to help those with personal problems

Institute employees with personal problems that affect job performance can now get help through the new RIT Employee Assistance Program.

The program, recently announced by President Dr. Paul A. Miller, is being coordinated by an advisory committee composed of representatives from Personnel, the Counseling Center, Student Health, Campus Services, NTID, and Communications plus an alcohol treatment advisor and counselor.

James Papero, program coordinator in the Personnel office, says the program should be viewed by employees as an available resource. "The Institute shouldn't have to lose employees who have serious personal problems with alcohol or drugs or any other major problems," he said.

Papero said the RIT program, which is one of the first at institutions of higher education across the nation, was developed after a series of meetings between Institute officials and a local representative from the National Council on Alcoholism.

He said the program is designed to:

--Acquaint supervisors with the behavior patterns typical of the employees with underlying personal problems.

--Identify employees whose performance is or may be adversely affected by any of the aforementioned influences.

--Motivate such individuals to seek help independently or as a result of referral by their supervisor.

--Direct such individuals to the best assistance available.

To acquaint Institute employees with

the program, a series of special orientation sessions for supervisory employees are now in progress.

The seminars are designed to acquaint supervisors with a range of personal problems, from physical illness to drug and alcohol abuse, that can be encountered by an employee and to introduce them to methods for helping employees with these problems.

Employees may refer themselves to the program, or be referred by their supervisor. All participation in the program is strictly confidential, Papero emphasized.

More information about the program is available by calling the Personnel department at 464-2424.

## RIT reaffirms commitment to equal employment opportunity, "continued, substantial progress"

RIT President Dr. Paul A. Miller and Affirmative Action Officer James Papero recently restated the Institute's Equal Employment Opportunity policy statement.

"In order to plan and implement a worthwhile affirmative action program at RIT, we must first establish a commitment to equal employment opportunities for all," Dr. Miller said. "RIT over the years has taken appropriate steps to assure continued and substantial progress in the hiring and promotion of women, minorities and handicapped persons for both faculty and staff positions.

An analysis of RIT's employment of new personnel and promotion of employees in 1974-75, especially women and minorities, indicates that the Institute once more showed substantial gains, Papero said. He pointed out that in the course of an analysis of new employees and promotions in 1974-75 and in accordance with the requirement of Health, Education, and Welfare, the Office of Civil Rights, we once more restate our Equal Employment Opportunity policy.

All deans, directors, department heads and other supervisors must continue to be very familiar with this policy and make the same known to their employees, Dr. Miller said.

A firm commitment is needed from all Institute employees to the E.E.O. policy and the affirmative action program that has been established to assure non-discrimination in employment practices and equal opportunities for all.

The Institute's policy is:

"It is the policy and requirement of Rochester Institute of Technology to give fair consideration to all applicants for employment regardless of race, color, creed, national origin, age and sex. In addition to maintaining a non-discriminatory attitude, the Institute will continue, through the affirmative action program, to recruit, employ and promote qualified women, members of minority groups and handicapped persons for faculty and staff positions.

Our efforts to locate as well as upgrade and promote qualified women, minorities,

and handicapped will include: wide dissemination of our equal employment opportunity policy; a continued search for women, minorities, and handicapped through both established and new referral sources; working closely with departments who are presently underutilizing women, minorities and handicapped in order to help them recruit and then employ qualified individuals; to better inform all department and colleges within the Institute regarding established affirmative action goals and progress.

In order to help achieve these aims, the office of affirmative action was established as an integral part of the Personnel Department. This office, under Papero's direction, works closely with those responsible for hiring and promoting employees to be sure appropriate procedures are being followed. In assisting all colleges and departments at the Institute, Papero attempts to be sure that the following are being accomplished:

--To communicate our equal employment

## Employment

cont'd. from p. 1

opportunity policy and commitment to all sources of faculty and staff candidates.

--To seek out, inform and secure the cooperation of appropriate local organizations, agencies, and individual minority, female and handicapped leaders, who can best refer candidates for RIT employment.

--To insure throughout RIT a receptive atmosphere for applicants' employment interviews and provide a realistic evaluation of their potential for employment at the Institute.

--To work closely with all departments who presently underutilize females, minorities, and handicapped in order to locate and employ qualified individuals for faculty and staff positions.

--To provide equal opportunities for appropriate compensation, transfer and promotions for all qualified employees regardless of race, color, creed, national origin, age or sex.

--To set realistic goals for increases of females, minorities, and handicapped throughout the Institute.

--To provide training within departments aimed at developing opportunities and skills for interested and qualified employees.

"The affirmative action program is carefully planned to insure equal employment opportunities for all as well as being consistent with sound employment and personnel practices," Dr. Miller said. "This ambitious program needs full Institute support in order to insure continued success."

## Society grants

Grants from national chemical societies allowed three Rochester area high school students to spend six weeks the past summer working as research assistants in the RIT Chemistry Department.

James V. Chelini of 30 Stutson St., Anthony T. Clark of 131 Earl St., and Mary Ann Nailos of 360 Barks Road, Caledonia, worked under RIT professors on a number of on-going research projects.

Their work was funded through fellowships of \$500 each from the Rochester section of the American Chemical Society and the SEED-Catalyst program of the National Chemical Society.

The students were selected on the basis of scholastic excellence, letters of application, teachers' recommendations and personal interviews.

Working with Dr. Joseph Lippert, Chelini research purified proteins and membranes from red blood cells. The object was to develop a fundamental theory about how proteins are folded by

themselves and in membranes.

Clark worked with Dr. William Bigler and Dr. Carole Sack. He used computerized methods to study the rate of enzyme reactions.

Working with Dr. David Hilborn, Ms. Nailos studied protein purification from the fava bean. The protein is of scientific interest because it can cause blood cells to bind together, Ms. Nailos explained. The purified protein will be used in subsequent studies of surfaces of both normal and tumor cells.

## Postal increase coming

Every Institute department that prepares a postal budget should be aware of postal rate increases to become effective December 28, Ralph Callahan, supervisor of Mail Services, said.

The rates, while not technically approved by the Postal Service's Board of Governors, are expected to be approved shortly.

Under the proposed rates, first class mail will increase from 10 to 13 cents per ounce; business reply cards up to a maximum size of 6 inches by 4 and one-quarter inches will increase from 12-14 cents; and larger business reply cards and envelopes will increase from 15-18 cents.

Other special postal services such as return receipts, address corrections certified mail, and special delivery are also increasing.

Callahan said the Institute spent about \$145,000 on postage during the past fiscal year.

## Fast planned

No one pretends that going without food for one day will make a dent in world hunger, but Oxfam-America, the international agency sponsoring "Fast For a World Harvest" on Thursday, November 20, says, "the fact that there is little we can do is no reason for not doing what little we can."

Last November an estimated 200,000 Americans, 700 of whom were here at RIT took part in Oxfam's nationwide 24-hour fast. This year, people in the U.S. concerned about growing food shortages in poor countries will be joined by concerned Canadians. Coming a week before Thanksgiving in the U.S., and shortly after Canada's Thanksgiving, the continental "Fast For a World Harvest" marks a first in cooperative efforts by North Americans to fight world hunger.

The dollars not spent for food November 20 will go to Oxfam projects to help small farmers in Asia, Africa and Latin America. Such development programs as water storage, better seeds and improved livestock management will help to grow more

food in famine areas.

At RIT a coalition of the Human Development Committee, the Chaplains Office, Food Service and Housing, is organizing both to fast and to direct local attention to the growing inequities of world-wide food distribution. Coffee, tea, fruit juice or broth may be taken during the 24-hour hunger period. Participants are asked to calculate the cost of the food which they would ordinarily consume in the same period and send the equivalent to Oxfam through the Human Development Committee. Resident students will be able to use the cost of their lunch by having their meal ticket punched the preceding day, November 19.

Among those who fasted last year was a small boy, who sent \$3.00 saved from his 50 cents a week allowance, and who signed himself "someone who also cares." One woman wrote, "What a luxury to be able to schedule our times of scarcity." A New York executive invited his staff to "join me for no lunch." A College student wrote, "I decided that as long as I was going to fast, I might as well not eat steak and lobster as not eat diluted beef stew." He sent a check for the cost of the steak and lobster.

"Fast For a World Harvest" is designed to prove that one person, one day, CAN make a difference.

More information about the "Fast For a World Harvest" on the RIT campus may be obtained by calling Sister Shirley Pilot at 464-2138, Chaplains' Office.

## Environmental group

The RIT/Community Task Force on Environmental Improvement was formed recently by RIT and the Business Environmental Improvement Committee of the Genesee Finger Lakes Region. It is headed by Bill Larsen, of the School of Applied Science. During 1974-75, the task force held two conferences, one for conservation boards and commissions, and one for Earth Day.

Objectives of the Task Force for 1975-76 are: 1. to act as a clearing house for technical assistance to industries faced with pollution abatement problems, 2. to provide the physical plant and staff for conducting meetings and forums on a wide variety of environmental matters in the Rochester regional area, and 3. to assist through the cooperation of the academic and industrial sectors of the community, in a program of environmental education enrichment in the public school system.

The task force would like to have a directory of faculty members at RIT who

are concerned about the environment and who would like to be called upon to offer advice and assistance in future programs. If you would like to participate with the task force, please contact William Larsen, Civil Engineering Technology.

## GARC seminar

The Graphic Arts Research Center will conduct a four-day Color Seminar for Pressmen on January 27-30, 1976. In this seminar the emphasis is on color control in the pressroom rather than the production of color separations and plates.

The subjects covered in the course of the seminar include the selection of color ink sets; ink laydown sequence; the gamut of printed colors; the problems of reds; and the effect of paper on printed color. Also included are discussions of color densitometry; evaluation of printed sheets; control of dot gain and trapping; how strong to print color; and standard illumination for color viewing. A review of color proofing and its relation to press printing round out the program.

Cost of the program, including tuition, supplies, and special reference material is \$300.

For more information, contact William Siegfried, Director of Training, 464-2758.

## Positions available

Listed below are the current openings at RIT as of 11/10/75. For further information please check the current job list in your college or administrative department.

### Full-Time General Staff Positions

Secretary - Administrative Services Center -Level 5

### Part Time General & Hourly Positions

Learning Environment Specialist-CD&E

Secretary-Administrative Services Center-Level 5

TV Operations Manager-Curriculum, Dev. & Eval.

Teaching Asst.-Business Technologies

### Full-Time Administrative Staff Positions

Coordinator of Public Information Programs-NTID

Head of Monographic Div.-Wallace Memorial Lib.

Mgr., Information & Special Prog.-Dev. Office

Finance Analyst-NTID

### Part-Time Administrative Staff Positions

Research Assistant-DIEP Research (temporary)

Occupational Research Asst.-DOLR

### Faculty Positions

Associate Ed. Specialist-College of Science

Support Team

Instructor-Civil Architectural Technology

Instructor-Data Processing

Instructor-Accounting-NTID

Instructor-Technical Science-Optical Finishing

Technology

Coordinator of Career Dev.-NTID

Chairperson-DIEP-NTID

Assistant Dean for Technical Ed. Programs

Instructor - School of Printing

Curriculum Dev. Specialist-NTID

Chairperson-Computer Applications-NTID

Research Associate-Audiology Dept.-NTID

Associate Ed. Specialists-Pre-Professional Programs-NTID, Div. of Advanced Programs, Ed. Support Services for Institute College of Engineering.

Coordinator of Training in Teacher Supervision-NTID

## News and newsmakers

Hans Christensen, Professor, at the School for American Craftsmen spoke at the Rhode Island School of Design, about hollow-ware and its road from early pots and pans into today's trends where the hollow-ware is much more sculptural and non-functional.

The Institute **does not** have a Blue Cross-Blue Shield **DENTAL RIDER** as indicated in a few contracts recently issued to the members. Please call Betty Bianchi at 2429 if you have any questions.

Dr. Norman P. Salz, department of industrial engineering, is presenting his paper, "Optimultiplication: A tool for recursive optimization" at the upcoming Joint National ORSA/TIMS Meeting in Las Vegas, Nevada, November 17-19, 1975.

Richard Finnie of the Media Production Center has been promoted to Maintenance Engineer. The new Audio Engineer for the Media Production Center is

Jerry Skolnik.

Dr. Robert H. Johnston, dean of the College of Fine and Applied Arts and director of the School for American Craftsmen, presented a lecture at the Ashmolean Museum at Oxford University Oct. 30 on "The Paleo-Ceramist at an Archaeological Site."

Robert J. Webster, Professor of Printing in the College of Graphic Arts & Photography has been elected to serve on the Board of Directors of the Screen Printing Association International. The election of Webster is a precedent, according to SPA officials, in that it is the first time that someone not directly associated with a commercial screen printing firm has been elected a director. Webster has held membership in the Association for a number of years, under the specific category of "educator" membership.

Werner Rebsamen, of the School of Printing, has been named Director of Technology and Quality Control coordinator of LBI, the National Trade Association of Library Book Binders. As a consultant to LBI, Professor Rebsamen will work with individual Certified Library Binders, librarians, and suppliers, in the conservation of library materials.

Professor V.V. Raman's paper on M.N. Saha and Astrophysics has been included in Volume XII of the Dictionary of Scientific Biography, published under the auspices of The American Association of

Learned Societies. This is Professor Raman's fourth contribution to the XIV volume series.

## Continuing events

Nov. 6-25 - "Going Metric", a display sponsored by Gardiner Enterprises. Wallace Memorial Library Gallery, daily.

Nov. 17&18 - CPA's, Services to Clients: Hospitals, 1829 Room, 9-5 p.m. Contact Bill Gasser at 2312.

Nov. 18 - American Society of Civil Engineering Tech., 1829 Room, 6-9:30 p.m. Contact Stuart Gilbert at 458-1000 X73071.

Nov. 19 - Women's Council - Col. of Fine & Applied Arts Conf. Room. 10-noon. Contact: Carol Mulford at 271-1296.

Nov. 18&19 - Rochester Folk Art Guild Holiday Exhibition & Sale. Tuesday 10-9:30 p.m., Weds., 10-6 p.m. Temple Brith Kodesh, 2131 Elmwood Ave. Admission: Donation \$1.

Nov. 20 - Dr. B. Jayne Vogan will speak on "Human Sexuality" at the Jewish Community Center on Thursday at 10:30 a.m. at the Center, 1200 Edgewood Ave. Lunch and discussion groups will follow. The program is sponsored by the JCC Women's Health Club. A limited number of reservations are available to the public. For information call 461-2000, ext. 254.

Nov. 20 - Gannett Management Seminar, Alumni Room, Henry Lomb Room. 10a.m.-10p.m. Contact Bill Siegfried at 2758.

Nov. 21&22 - IDEC Regional Conference Booth Auditorium. Contact Craig McArt at 2668.

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Rochester Institute of Technology

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## Nick Orlando: clockwatcher

Nick Orlando is a clockwatcher.

At his home in Geneseo, NY, Nick will gladly give you the time of day to the tune of Westminster chimes playing the matins, or point with pride to his 135-year-old Grandmother's clock which carries on with methodical patience.

Yes, Nick watches time and proudly admits to it. "I collect and repair antique clocks. Most of them work, but I don't keep them all running at once for reasons of sanity."

Nick has over 100 clocks, including mantel, shelf, regulator and cuckoo clocks. But the one he's still searching for is a Grandfather's clock. "Those are hard to come by," he sighs.

At work, Nick's time is spent as NTID's supervising speech pathologist. Here his responsibilities range from teaching communication classes and conducting speech therapy sessions, to administratively assisting the chairperson of the speech pathology area.

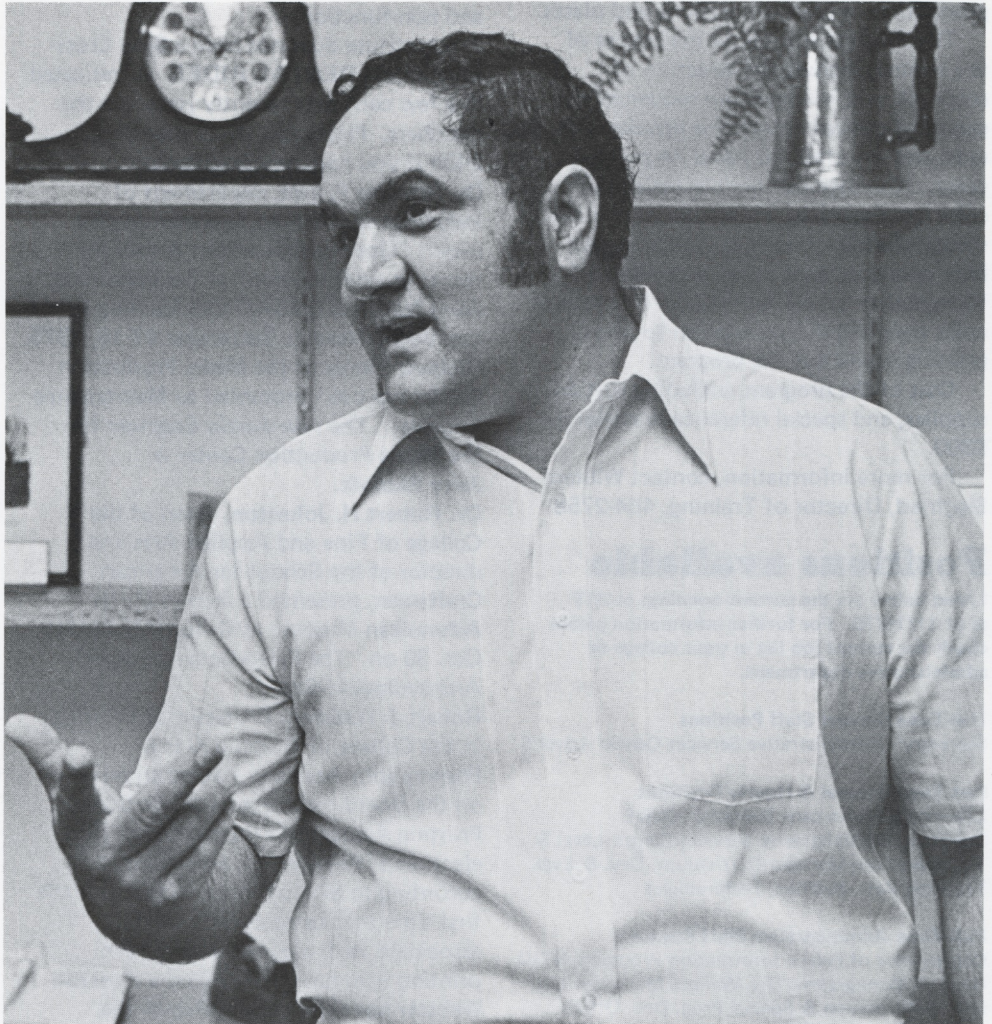
"My basic job is to help someone with a speech and hearing problem achieve the best skills possible."

He does this by putting his heart and soul into his work, "exclaims a close co-worker." "Nick demands a lot in class, but he is always willing to give a great deal in return. He knows all his students by name, personalizes the classroom situation by developing total classroom interaction, and is not above cajoling or teasing a student if he feels they are daydreaming," a co-worker observes.

Nick's philosophy is "to be someone the students can respect, yet not be unapproachable if they need my help."

And more times than not, Nick's open-door policy and genuine interest in the students attracts them to his office to talk.

Aside from Nick's other duties, he has 27 counselees with whom he plans communication programs and schedules



tests. He also maintains close contact with the audiology department for purposes of therapy and testing.

With five years experience as a speech pathologist in the Rochester City Public Schools, NY, Nick became the first and only speech pathologist NTID had when it opened its doors in 1968.

"The people at NTID have a certain "esprit de corps" when it comes to helping students. I enjoy my work because of this atmosphere and believe it or not, I don't watch the clock during the day," says Nick as he cracks a smile.

A good deal of his personal satisfaction comes from the older students who drop in to see him once they've started working. "They like to come back and tell about

their families or what kind of jobs they have. And they usually express an appreciation for what we did for them. That's when it all seems worthwhile," he states.

Prior to college, Nick spent four years in the Air Force where he advanced to a sergeant in the air police. Perhaps this is where he received his initial training for his present position as the village police justice of Geneseo.

After the service, Nick returned to his hometown of Geneseo to begin life as a history major at the State University of New York at Geneseo. His major soon changed after he talked with a number of speech majors on campus.