



December 6 — December 19, 1976

Employee aid program: working to save jobs

After 15 years as a well-liked, respected professor, Steve Ambrose's performance began to slip. He never seemed to make it to classes on time—or he cancelled them completely. His students complained that they never had any outside assignments. He was inattentive, indifferent, took no initiative.

Should Ambrose (not his real name) have behaved this way a year ago, the Institute would have been forced to let him go, despite the fact that he had done such a good job for so many years.

But he wasn't fired. And he is no longer dead weight in his department. He was one of 49 employees whose jobs have been rescued by the year-old Employee Assistance Program (EAP).

Established by President Miller in October, 1975, EAP offers counseling to employees who have various personal problems that impair their job performance. Although Personnel and the Counseling Center have historically offered their services to faculty and staff, the administration felt that existing channels could be expanded.

Jim Papero, associate director of Personnel, and Ev Merritt, director of Personnel, were especially concerned with national statistics on alcoholism.

"We knew that, logistically, RIT employees must be affected by such a widespread problem," Papero said. "Only in wishful thinking could they be spared."

During the winter of 1975, 25 groups of eight supervisors met for a series of orientation sessions, conducted by staff members from Personnel, the Counseling Center, Communication Services and the Department of Social Work. Two hundred supervisors were alerted to the range of troubles that might be plaguing their employees—emotional, financial, drug-related, family-related—and of how badly their job performance could be suffering.



SEEKING AID

Frustration and anger can often be alleviated simply by venting the emotions before a sympathetic but impartial counselor.

Above all, they were instructed as to how they might help their employees to seek assistance, whether through RIT's program or through the services offered by agencies in the Rochester community.

RIT's program has established procedures and guidelines designed to protect the individual who seeks help. A supervisor is responsible for assuring employees that, should he or she be referred to Personnel, or should he or she voluntarily decide to consult a counselor, job security will not be jeopardized. Employees can seek assistance whether or not job performance is suffering—and the strictest of confidence is maintained.

EAP counselors now include a volunteer alcohol treatment counselor, a College of Business faculty member who serves as financial consultant, and several employees

who have themselves been assisted by the program. An Alcoholics Anonymous group meets on campus every Sunday, and plans have been laid to introduce to campus Alanon and Alateen, organizations of alcoholics' family members.

"The most significant benefit of the program," Ev Merritt stressed, "is to the people who have been able to maintain their jobs.

"But RIT profits as well. Two employees who have come for counseling have been at RIT for 15 years; another, 10. Everyone who has come has been in jeopardy of losing his or her job. Of 51 people who have come to us, 49 have been able to turn things around."

Fairchild prize awarded Bornarth: "Earth, Air, Water"

When people expect their experiences to have a connection with their work, they usually find that they do. Philip Bornarth, associate professor and chairman of fine arts in the College of Fine and Applied Arts, makes those connections.

In describing the range of work included in his recent Bevier Gallery show, "Earth, Air, and Water," he points to paintings that were triggered by an amalgamation of his interests in Japanese screen painting and "Op-art." Others, in an altogether different style, were influenced by a 1975 trip to England, he notes, and recall an almost impressionistic view of the English landscape.

Bornarth was honored in November when he received the prized Lillian Fairchild Award for his work shown in the "Earth, Air, and Water" show.

The Fairchild Award, which is marking its 52nd anniversary, is given annually to a

RIT's Archives Collection puts everything to good use



HONORED ARTIST

Associate professor Philip Bornarth's "Earth, Air, and Water" exhibit won the coveted Lillian Fairchild Award in November. RIT's Bevier Gallery featured the exhibit in early fall.

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resident of Rochester or the immediate vicinity who has made a meritorious contribution to the world of art.

The ceremony accompanying this year's award was held in the University of Rochester's Memorial Art Gallery. The presentation was made by Professor Rowland L. Collins, chairman of the University's English department and head of the Fairchild selection committee.

Bornarth joined RIT in 1960 after teaching at the University of Illinois at Urbana, and at the Summer School of Painting, Saugatuck, Michigan. Born in Evanston, Illinois, Bornarth studied at the School of the Art Institute of Chicago, where he received the George Brown Travel Fellowship. He also studied at the Skowhegan School of Painting and Sculpture in Maine, where he was awarded the Margaret Blake Fellowship for fresco painting.

His work consists primarily of watercolors, drawings, paintings and experimental collaborations between art and science. With Franklyn Schwaneflugel, professor in RIT's College of Science, he has produced a liquid sculpture resembling a fountain. Currently they are collaborating on a mural using polarized light.

"RIT is a good setting for this kind of mix and exchange of ideas between departments," says Bornarth, who believes the possibilities of merging art and science are just getting started. "Some of the ideas we discuss in the cafeteria turn into projects," he says with satisfaction.

The Fairchild Award consists of a citation which Bornarth describes as an "F. Scott Fitzgerald era design" and a cash award.



ANTIQUE GATEWAY

Archivist Gladys Taylor feels that the Gleason gates lend a sense of the historical to the room that houses RIT's collection.

Gladys Taylor thinks there's a use for just about everything. In her position as RIT's archivist, that's a useful philosophy.

She was pleased and excited when two pairs of wrought-iron gates from the old James Gleason estate were installed in the Archives Collection on the library's lower level.

The gates had been in storage at 50 West Main Street ever since the estate at 750 East Avenue was torn down nine years ago. Only last month, they became a functional part of the Archives Collection, one pair at the entrance to the door that houses the collection, the other at its south window.

"The gates have a special value to RIT," Ms. Taylor explains. "Mr. Gleason was on our Board of Trustees for 65 years; his sister Eleanor was our first librarian; and Kate Gleason Hall is named for their sister, who was an industrial engineer.

"Instead of hiding the gates away in some dark corner, we're making sure everyone can enjoy them."

Horton to speak on national energy

Institute Forum, which focused on the international politics of the energy crisis in early December, will continue with a perspective on the national scene from Congressman Frank Horton.

Congressman Horton, representing the 34th Congressional District in New York State, will discuss "The Energy Crisis—1977" on December 16 at 4 p.m. in the General Studies Auditorium, A205.

Horton was recently elected to serve his

RIT's Archives and Special Collections moved to room A269 of the library last July 1 in order to make the materials more accessible. The collection is continually growing as RIT people retire, as wills are executed, and, more often, when someone just happens to run across something that might be valuable to RIT's posterity.

Some of the print materials on file are alumni publications, convocation programs, newspaper clippings, yearbooks, faculty dissertations and student theses. Photographs include portraits of founders and faculty members, old buildings at the Metro campus and students' activities.

Dr. Leo Smith, former vice president for Academic Affairs, taped interviews with a number of retired and present faculty and staff members that are available in the Archives Collection. Also among the tapes is a 1956 recording of the RIT Alma Mater by the RIT Choraliers.

Hours are 8:30—11:30 a.m. and 12:30—4:30 p.m. Monday through Friday. At other times, consult the librarian at the first floor reference desk.



DELICATE DETAIL

Finely crafted in wrought iron, the gates seem light, almost feathery.

eight term in Congress where he is the ranking minority member of the House Government Operations Committee. He also serves on the Joint Atomic Energy Committee, is a member of the Commission on Federal Paperwork, the Northeast-Midwest Coalition for Economic Advancement, and serves as vice chairman of the House Select Committee on Professional Sports.



INGENIOUS

Steven San Fillipo and Paul Romeo, former Monroe Community College students, were part of a group which submitted seven entries in "The Rochester Idea." They're shown completing a model of proposed renovation of the Rochester-Monroe County Airport to accommodate jumbo jets, more parking and greater efficiency.

Romeo is now a fourth year Packaging Science student at RIT, and is a student aide in the College of Continuing Education.

Urbanarium's idea campaign wins Silver Anvil Award

A project under the co-sponsorship of the Urbanarium at RIT has recently won national recognition. "The Rochester Idea—A Public Campaign to Improve the Community," was named the most outstanding public relations program of 1975 in the area of community relations by the Public Relations Society of America (PRSA).

Although PRSA bestowed its Silver Anvil Award on Xerox Corporation for its part in sponsoring "The Rochester Idea," the Urbanarium as co-sponsor shares the recognition, together with the project's other sponsors, the Rochester Arts Council and the Rochester Chapter of the American Institute of Architects.

Four RIT people, serving as full-time Urbanarium staff members, deserve much of the credit for winning this prestigious award. They were: Stanley Skinner, community coordinator; Dr. James Speegle, program coordinator; David Silver, Urbanarium communicator; and, Jan Koster, administrative assistant.

The function of "The Rochester Idea" campaign was to collect ideas from people

in all walks of life for improving the quality of life in Rochester, and to demonstrate that the transition from idea to action often involves little more than the enthusiasm of ordinary people guided by professional know-how.

The campaign resulted in hundreds of ideas being submitted. A selection of these were exhibited at Xerox Square in May and June, 1975, in words, photos, drawings and three-dimensional models.

Since then, "The Rochester Idea" Committee has been established as a permanent organization to further community improvement. With the help of a \$15,000 grant from Xerox, it has guided "The Rochester Idea" into its second phase, "Adopt an Idea," the purpose of which is to transform ideas into realities.

This has already been done with a number of the ideas submitted in the first phase of the campaign. For example, a proposal by Yuval Drori to create a series of "You Are Here" kiosks in strategic locations in the city is being implemented by the City of Rochester.

Mary Maher, senior secretary in the School of Photographic Arts and Sciences, has been promoted to administrative assistant. She will be responsible for scheduling and registration of students.

Karen Lucienti, is new secretary to staff chairman in the School of Photographic Arts and Sciences.

Dan Cashman, director of Grant and Contract Administration, and his assistant, **Jan Layne**, recently attended a national conference on grants administration in Washington, D.C.

Frank Bucci, associate professor in the Department of Food Administration and Tourist Industries Management, was the featured speaker at the New York State Club Managers Association Educational Meeting in November.

The subject of his presentation was, "Managing the Manager Efficiently."

John Massey, designer in Communication Services, flew to Salt Lake City to collect eight awards won by RIT publications in the University and College Design Association National Competition.

Winners were four photos by **Bruce Cook**, which took two Silver and two Excellence awards; two photos by **Doug Rea**, which took Excellence awards; and the 1975 Annual Report and 1976-77 Undergraduate Bulletin, for which John Massey was acknowledged as art director and designer.

Len Gravitz, director of the Department of Social Work, has been appointed to chair a committee to develop recommendations to create a state-wide organization of social work educators.

Hollis N. Todd, Emeritus Professor of Photographic Arts and Sciences, has just written *Photographic Sensitometry: A Self-teaching Text*, published by John Wiley and Sons, Inc.

His book gives a complete, programmed presentation of the fundamental physics which make photography work, and of various tests for photographic papers and films.

Frances Managan, **Dr. David McPherson** and **Dr. Donald Sims**, members of NTID's Audiology Department, made presentations at the American Speech and Hearing Association's annual convention, November 18-23, in Houston, Texas.

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CONTINUING EVENTS

Bevier Gallery—Watercolors by Ralph Avery.
Through Dec. 18.

Cary Graphic Arts Collection—Recent acquisitions.
School of Printing. Through Jan. 3.

Women's Club—Annual December Holiday
Luncheon. For members and guests. Century
Club, 566 East Ave., Dec. 11, 11:30 a.m. For
reservations call Linda Butler, 235-6924. \$5.

Institute Forum—"The Energy Crisis—1977,"
Congressman Frank Horton, General Studies
Aud., Dec. 16, 4 p.m.

All-Institute Holiday Party—for all faculty, staff,
spouses and dates. College—Alumni Union,
Dec. 17, 8 p.m.—1 a.m.

RIT Winter Sports—

Basketball: vs. Ithaca, home. Dec. 7, 8 p.m.

JV Basketball: vs. Ithaca, home. Dec. 7, 6 p.m.

Basketball: vs. Brockport, home. Dec. 14,
8 p.m.

JV Basketball: vs. Daemen, home. Dec. 14,
6 p.m.

JV Basketball: vs. Alfred Tech, home.
Dec. 16, 7 p.m.

Hockey: vs. St. John Fisher, home. Dec. 8,
8:15 p.m.

Hockey: vs. Plattsburgh, home. Dec. 12,
5:45 p.m.

Wrestling: vs. St. Lawrence, home. Dec. 11,
2 p.m.

Talisman Film Festival—

The Exorcist—Ingle Aud., Dec. 8, 9, 7:30 & 10,
\$1.50

Hester Street—Webb Aud., Dec. 10, 7:30 & 10,
\$1.25.

The New Land—Ingle Aud., Dec. 11, 7:30 &
10:30, \$1.25.

Hour of the Wolf—Ingle Aud., Dec. 12, 7:30 &
10, \$.50

Steppenwolf—Webb Aud., Dec. 17, 7:30 & 10,
\$1.25.

Alice Doesn't Live Here Anymore—Ingle Aud.,
Dec. 18, 7:30 & 10, \$1.25.

The Devil is a Woman and Dishonored (Marlene
Dietrich double feature)—Ingle Aud.,
Dec. 19, 7:30 only, \$.50.

Holiday Library hours

The Wallace Memorial Library will be open
on a revised schedule during the Christmas
holidays.

December 22-23	8:30 a.m.-4:30 p.m.
December 24-27	Closed
December 28-29	8:30 a.m.-8:30 p.m.
December 30	8:30 a.m.-4:30 p.m.
December 31-January 2	Closed



HUMAN FLY

NTID student Jonathan Dow didn't have the use
of sticky feet during an exercise in rappelling three
weeks ago. He used only a rope, his muscles and
coaching from military science student Larry
Wolkonowski and ROTC staff, to climb down the
wall of the Engineering Building.

Clinic dates changed

As *News & Events* goes to press, tentative
dates for swine flu vaccine clinics have been
revised as follows:

Thursday, December 9	5-8 p.m.
Tuesday, December 14	1:30-4:30 p.m.
Wednesday, December 15	1:30-8 p.m.
Thursday, December 16	1:30-4:30 p.m.

The December 8 clinic has been cancelled.
Confirmation of dates and times, which are
contingent upon receipt of the vaccine, will
be posted on campus three days prior to the
clinics.

Ice Spectacular to be telecast

If you were not one of the nearly 5,000
fortunate enough to squeeze into a seat
during last month's ice extravaganza at
RIT, you'll still have a chance to see what
you missed.

Rochester's WXXI-TV (Channel 21)
video-taped the entire performance of
"Skating Spectacular—High Spirits '76,"
and will broadcast it on Monday,
December 6, at 10 p.m.

An overflow capacity crowd witnessed
a cast of more than 100 skaters glide across
floodlit-colored ice in storybook fantasy
during each of the one and one-half hour
performances. The ice-dancing pageantry
woven into 17 separate musical numbers was
the work of producer-directors Toni
McGrain and Ed Baumert.

Highlighting "Skating Spectacular—High
Spirits '76" were the Olympic pair Tai
Babilonia and Randy Gardner, along with
soloist Linda Fratianne. Two champion-
ship dance couples consisting of Dee Oseroff
and Craig Bond and Harlene Lee and F.
Ritter Shumway, kept the audience
entranced during their memorable perform-
ances and curtain calls.

This has been the fourth year that the
program has been sponsored by the Genesee
Figure Skating Club and the RIT Women's
Council.

F. Ritter Shumway, president of the
Genesee Figure Skating Club, has announced
that the proceeds of the show will be
donated to the RIT Student Scholarship
Fund, the Boys Club of Rochester and the
United States Figure Skating Association
Memorial Fund.

The high spirits of this remarkable per-
formance will reach a national audience
when the Public Broadcasting Service
(Channel 21 in Rochester) will re-telecast
the show on December 31 at 10 p.m. and
January 1 at 5 p.m.

The Personnel Department reports that
almost all questions regarding Social
Security matters can be answered by
calling the new Teleservice number,
263-6200.