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Welcome Wagon by David Lax



Wino By David Lax

Artist David Lax Gives Collection to RIT

Guidance from an RIT dean more than 20 years ago has resulted in a gift of art valued at \$378,000 to the Institute from artist David Lax.

Tomorrow RIT will honor Lax at an evening reception in Bevier Gallery. Members of RIT's Board of Trustees, the Nathaniel Rochester Society, community leaders, faculty and administrators have been invited to the opening of the exhibit of Lax's work. Before the evening reception, Lax will be the guest of honor at a student opening for the exhibit.

Lax presented 107 of his works to the Institute for its Bevier Collection. An exhibit of the work, "Paintings and Drawings by David Lax," will be on display in RIT's Bevier Gallery Friday to Dec. 16.

Lax came to RIT in the 1960s to ask Harold Brennan, then dean of RIT's College of Fine and Applied Arts, for help and advice in establishing the art department at SUNY's Dutchess Community College.

For the last 40 years, Lax's work has reflected humanism at a time when many other artists were concentrating on form.

His collection of paintings and drawings is said to represent the most distinguished examples of humanistic art in America today.

"The paintings both add to the prestige of RIT as a major center for the arts and broaden student understanding of an important art form," said Dr. Robert H. Johnston, dean of RIT's College of Fine and Applied Arts.

Of the current collection William Brown, art professor at Genesee Community College, and Tony Ferri, art professor at Dutchess Community College, have said, "...through an adroit use of line and color, the paintings transfix the viewer making one aware of alienation and cynicism, genuine moods of this century."

Renowned artist Alexander Archipenko has called Lax "a master of the shadows."

Lax spent his youth on a Hudson valley farm at the turn of the century. He left home and lived in the piney woods of north Florida where he experienced the special qualities of southern life in a rural environment during the 1930s. He spent two

years painting in the French Maritime Provinces of Canada and several years as a portrait painter in Hollywood before service in the U.S. Army during the Second World War.

As a combat artist for three years, Lax produced a body of work now included in the War Art Museum, Ft. Eustis, Va.; the Franklin Delano Roosevelt Museum, Hyde Park, N.Y., and the U.S. Military Academy Museum, West Point, N.Y.

Lax spent several years as a painter in New York City before establishing the art department at SUNY Dutchess Community College.

His work has been exhibited in the Corcoran Museum, Carnegie Institute, Crocker Museum of Art, the Houston Museum and the Minnesota Museum of Art as well as at the IBM and Kresge Collections.

Gallery hours for "Paintings and Drawings by David Lax" are Mondays to Fridays, 9 a.m. to 5 p.m.; Mondays to Thursdays, 7 to 9 p.m.; Saturdays, 1 to 5 p.m., and Sundays, 2 to 5 p.m.

New SAIS Program Receives Funding

Funding has been obtained by Rochester Institute of Technology's (RIT's) School of Applied Industrial Studies for the development of a 10-week program that will introduce, machine tool, drafting and automated equipment maintenance to those for whom technical careers have been historically less reachable.

"An Introduction to Technical Careers" is keyed toward minorities and women and is made possible by an award of \$25,323 from the State Education Department and \$13,800 from the Gleason Memorial Fund.

James Kadamus, assistant commissioner for Occupational and Continuing Education for New York State, says funding was granted from a special category of the Federal Vocational Education Act in cooperation with the New York State Interagency Small Business Task Force for exemplary and innovative occupational education programs.

James Forman, director of SAIS, says the program is unique in that its non-standard curriculum validates interest in the career and then advances the student day by day in strengthening mathematics and communications skills.

"The student commits to a specific program and immediately spends two weeks in the machine shop. In those two weeks the student finds what the work entails and whether he likes the work well enough to pursue it further. Those who want to continue are gradually brought out of the shop into mathematics and communication classes. Those who find it's not what they want are given counseling and referrals to other more appropriate areas.

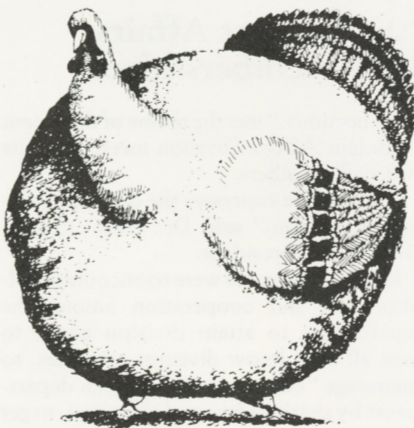
"The program is non-credit, but those who successfully complete the course are accepted into regular SAIS diploma programs. It's essentially a try-out period with the strengthening of math and communications skills necessary for those not adequately prepared for regular courses."

Loftus Carson, director of community programs and services for RIT, says, "We're pleased that the Gleason Memorial Fund saw fit to provide the matching funds for this significant effort in making these careers possible for both minorities and women."

The program will be offered next September.

It's Time For Talking Turkey!

Because of the Thanksgiving recess, News and Events will not be published next week. The next issue is Dec. 1. Have a bountiful and blessed Thanksgiving.



Speaking of turkeys...RIT's turkey distribution will take place Thursday, Dec. 22, in the upper level of the Ice Arena. Again you need only present your card to take home a holiday bird. If you're not able to get to the Ice Arena, just give your card to a friend willing to "bring home the bacon!"

Kosher birds are available to staff members for religious reasons only and must be asked for no later than Nov. 23.

ISC Offers DEC Mate II Demonstrations, Training

Information Systems and Computing (ISC) offers support and training in text processing on the IBM 370 and DEC/VAX computers and on the new DECmate II Word Processor.

The DECmate II Word Processor is more than a stand-alone workstation. It is a productivity-oriented tool with communication options to our DEC/VAX Computer Systems and advanced capabilities in list processing, sorting, and mathematics functions.

If you are contemplating the purchase of a DECmate II, demonstrations are available. If you have a DECmate II in your area and would like help to assure its total capabilities are in use, assistance is available from User Services. Call the User Services office at 6929 or Sheila Maas, Office Systems Specialist, at 6062 for information, advice, or to arrange a demonstration.



FALL HAS MEANT TRAINING as well as classes for ROTC cadets. Pictured above with Captain Randy Carey, cadets are "learning the hard way" to master the Red Barn rope course, directed by Debra Wahl, assistant program director of Outdoor Experiential Education. Wahl says cadets are among such groups as RIT Women's Council, campus safety staff and NTID communication classes who use the Red Barn learning activities to build teamwork and communication skills. At a September picnic, cadets practiced rubber raft and rope bridge exercises and in October they spent an overnight at Rush Rifle Range training with M-16 rifles. They also were set loose with a compass and a map for "orienteeing" in Phelps, N.Y. Upcoming activities include rappelling practice and a five-day trip in April to Fort Drumm where cadets will put in 18-hour days honing skills.

PROFILE



Dr. Domoy Stays 'on Top' Serving as Consultant

The old adage that if you need something done in a hurry, go to the busiest person you know, seems to fit Dr. Francis M. Domoy, associate professor in the School of Food, Hotel and Tourism Management in RIT's College of Applied Science and Technology.

Domoy recently was asked by the Rochester Convention and Visitors Bureau to utilize the school's expertise in developing a "Tourism Development Plan Survey" for the Rochester Monroe County area tourism industry.

"This survey can have a very heavy impact on marketing planning for the local tourism industry," Domoy said. "The fact that we were selected to conduct the survey, is further evidence of the great importance and high esteem given to us by the food travel and tourism profession.

"The survey of outsiders visiting Rochester and Monroe County was conducted in late October, and was a cooperative

effort by RIT, the Rochester Convention and Visitors Bureau, and numerous hotels, motels, restaurants and other entertainment and tourism attractions in our area," Domoy said. "The results of the survey are now being compiled and will be ready for evaluation sometime in mid-December.

"The survey will help us put together an accurate consumer profile and make us much more aware of current visitors' traits and habits. "The results of the survey also will provide a basis for increasing the effectiveness of current tourism marketing and help in developing additional marketing strategies."

Assisting in setting up the framework for the survey and acting as a coordinator was Betty Altier of the Rochester Convention and Visitors Bureau Board of Directors. Her husband, Theodore, is chairman and treasurer of Altier and Sons Shoes, Inc., and serves on RIT's Board of Trustees.

Apart from his busy classroom activities, and the recent involvement in the survey, Domoy says he is not unlike many others at RIT who spend a great deal of their free time actively engaged in consulting activities in their professional areas.

Earlier this year, he presented a paper on "Forecasting Tourism Development for the Great Lakes States," at the Great Lakes Research Conference in Oswego, N.Y.

Other papers presented this year include: "Methods and Strategies for Enhancing Tourism Economic Impact" at the Great Lakes Network Training conference in Traverse City, Mich.; "Trends and Opportunities in Tourism Marketing" at the New York Statewide Tourism conference in Albany; and "Marketing Strategies for Travel Agencies" for the American Society of Travel Agents, Upstate New York Chapter in Rochester.

In addition he served as a consultant and project coordinator for the preparation of a marketing plan for developing sports fishery in Lake Ontario. He was also a principal researcher and consultant for a study on "Great Lakes Tourism/Recreation Future-scape Study for Year 1985, 1990 and 2000," prepared for the Sea Grant Institute in Albany, N.Y.

"I've always enjoyed the opportunity to serve in a consulting capacity, since it's another way of staying fresh and on top of current trends in my profession," said Domoy. "And I think the consulting activities tend to make us a little sharper in the classroom since we're out there dealing with and helping provide solutions for problems of the real world in which our students ultimately will be involved."

In addition to serving on the College of Applied Science and Technology Curriculum Committee, Domoy is the current president and serves on the board of the Society of Travel and Tourism Educators, centered in Alameda, Calif., and is a member of the Tourism Development Subcommittee of the New York State Restaurant Association.

When not at RIT or involved in professional activities, Domoy, and his wife, Diane, and children, Brett and Kirsten, enjoy the rural life on a small produce farm in Oakfield, N.Y., near Batavia in Genesee County.

Tiger Harriers Win Regional

Coach Peter Todd's cross country team is headed for the NCAA Division III Championship this Saturday at Christopher Newport College in Newport News, Va., following a highly successful performance last weekend.

The Tiger harriers captured the New York State NCAA Regional Qualifier at Cortland, topping 19 other Division III teams from throughout the state. This marks the first time RIT has won the regional crown. Top three finishers in the regional automatically qualify for the NCAA finals.

Leading the way for RIT was 27-year-old Joe Desotelle, who placed fourth in the regional with a time of 26:16 for the 8,000-meter course. Other top RIT finishers included Paul Ruston (eighth), Don McGrath (15th), Dan Wilkins (22nd) and Chris Roe (32nd).

Last year RIT finished 17th in the nationals. This year Todd is predicting his team will place in the top 10 in the nation.

Tour Schedules Change for Holidays

RIT tours are scheduled at 10 a.m., 12 p.m. and 2 p.m. Nov. 21-23, Nov. 28-30, Dec. 1-2, and Dec. 5-9.

There are no weekend tours Nov. 19-20, Nov. 26-27 and Dec. 3-4.

Weekend tours resume Saturday at 11 a.m. and 2 p.m. and Sunday at 1 p.m. Dec. 10 and 11.

Regular tour schedule, Monday through Friday, 9 a.m. until 3 p.m., hourly, begins Dec. 12. Monday through Friday tours leave from the Administration Building lobby; weekend tours leave from the College-Alumni lobby information desk.



Celebration...Members of the RIT soccer team celebrate scoring of first goal in recent NCAA playoff game against Cortland. Identifiable players, left to right, Kevin McCarthy, Bill Gamo, David Gregg, Pat Winter, Mike Virts (goal scorer), Paul Schojan, Donovan Nelson, Ken Serwan and Andre Schmid. Tigers defeated Cortland, 2-1, then lost to Union, 1-0, in second round of NCAA Championship. (Photo by RIT student Steve Hockstein)

Soccer Team Loses to Union In Second Round of Division III

Boasting a record 15 victories, the RIT men's soccer team ended the 1983 season last Sunday, losing to Union, 1-0 in the second round of the NCAA Division III Championship. Coach Doug May's squad was seeded fourth in the New York State qualifier and opened with a 2-1 victory over number one seed Cortland Nov. 9 before losing to Union in a Schenectady game.

The Tigers dominated play in both contests. Against Cortland, Mike Virts and Kevin McCarthy accounted for goals. RIT had the edge in total shots, 15-12. In last Sunday's Union match, the Tigers took charge throughout the second half but were

unable to capitalize on several good scoring chances.

This was the squad's second appearance in NCAA post-season competition. Last year RIT was seeded first in the New York State qualifier and lost to Buffalo State in the opening round, 1-0. RIT posted a 15-5 overall record this fall and finished with a 4-2 record to tie for the Independent College Athletic Conference (ICAC) title.

Open Registration Times Set

The Registrar's Office reminds the RIT community of the following registration and billing information for Winter Quarter. Pre-billing statements were mailed Oct. 31 and payment due Nov. 9.

Class schedules will be mailed to students who pre-registered on Nov. 14. Students who paid their financial commitments by Nov. 9 will receive confirmations; those who did not make payments will be billed again Nov. 18.

Open registration will take place Nov. 30. Only students who need to change their class schedules, pay quarterly bills, or register for courses not included in pre-registration should participate in open registration. Undergraduate students should attend according to a schedule determined by the first letter of their last name; A at 4 p.m.; B at 3:30 p.m.; C at 3 p.m.; D, E at 2:30; F, G at 2 p.m.; H, I, J at 1:30; K, L at 1 p.m.; M at 11 a.m.; N, O, P at 10:30 a.m.; Q, R at 10 a.m.; S at 9:00 a.m.; T, U, V at 9 a.m.; W, X, Y, Z at 8:30 a.m.

Graduate students may attend any time from 8:30-11:30 a.m., 1-4 p.m. or 5-7 p.m.

On Dec. 1, a \$25 late registration fee will be charged to students who elect to register and pay after open registration.

After registration, students may take their registration forms and have their IDs validated in the bursar's area at the appropriate station: Paid in Full-With confirmation or Permit to Register; Paid in Full/No Confirmation or Permit to Register; Not Paid in Full.

Personnel Hosts EAP Conference

RIT's Personnel Department observed the eighth anniversary of its Employee Assistance Program (EAP) by hosting a conference yesterday (Nov. 16) on the benefits of an EAP program.

James Papero, associate director of Personnel, said more than 100 representatives of corporations and institutions and agencies providing program services from Western New York, attended. The conference dealt with both labor and management perspectives on assisting employees to solve personal problems that affect their work life. Many of those attending were considering establishing EAP programs.

H. Donald Scott, vice president, Finance and Administration, opened the conference. RIT President Dr. M. Richard Rose described the support the Institute has given its EAP program since it began in 1975. RIT was the second institute of higher learning in the nation to establish an EAP program.

As a member of the afternoon labor-management panel, Papero described how RIT's program works and noted program development issues for discussion by conference participants.

200 Student Affairs Staff Members Meet

"Connections," was the theme of the recent Student Affairs Division meeting for its 200 staff members.

"The theme expresses the division's collective mission," said Dr. Fred Smith, division vice president.

Its other purposes were to encourage collaboration and cooperation among the departments to attain division goals, to have all staff know division priorities, to encourage "connections" between departments by sharing ideas and resources, to get to know one another and to provide input for future division goals.

"Living Displays," department presentations on programs and plans, were part of the program. Also invited to participate were the student organizations, Student Directorate, College Activities Board, Greek Council, Off Campus Student Association, and National Student Congress.

FOCUS

Residence Life...The Office 'That Reduces Red Tape'

Outstanding departments within RIT that contribute to the excellence of the Institute will be featured through this on-going series titled Focus.

Preston Herring, director of RIT's Department of Residence Life, and his staff try hard to make students feel at home on the RIT campus.

"Our overall purpose is to provide a complement of both services for physical comforts and programs that help to develop well-rounded students," Herring explained.

The Building Services unit was added to the department in 1981 to improve fundamental services. To better serve off-campus and commuter students, the Off Campus and Apartment Life Department was established within Residence Life also in 1981. An important part of the Off Campus department operation is the Off-Campus Center, a free housing referral service in Gleason Hall.

Science House, Business House, Art House, Photo House, Unity, International House, and the Community Service Clubhouse. Some residence hall floors house hearing and hearing-impaired students.

Special programs are planned by programming assistants and resident advisors on various subjects, including deaf awareness. There's a faculty/staff-in-residence program during Winter Quarter that allows informal sharing of information.

Another department objective is to provide students opportunities to take part in the decision-making process for their living areas through the Residence Halls Association, government for the independent residence hall students. Greek Council is the governing board for fraternity and sorority members.

Residence Life has 18 permanent staff members, 20 clerical staff and 50 hourly employees.



Preston Herring, director of Residence Life, right, enjoys a moment out of the working day with John Weas, left, director of Off-Campus and Apartment Life; Alison Butler, receptionist; Paul Montinieri, area complex director for Baker/Colby/Gleason halls, and Dorothy Lipford, executive housekeeper.

"We also try to provide an environment where students can progress from living in the more structured setting of the residence halls to the less structured, more spacious, more independent setting of the apartment complexes," Herring said.

A very important department objective, "We want Residence Life to be a department that can meet the housing needs of students and also be the one office where students may get any kind of information they need on housing and reduce the 'red tape' students may normally encounter."

Herring defined another goal for Residence Life: providing an environment that supports and encourages academic achievement and encourages personal development.

This year students may choose "quiet" floors. Students also may choose to live in special interest houses, such as Computer

Werner Rebsamen Receives Book Grant

Werner Rebsamen, associate professor, School of Printing, College of Graphic Arts and Photography, recently received a grant from the Frank M. Barnard Foundation to support research for a book on planning for binding. During the Winter Quarter, Rebsamen will travel to printing plants around the world to study their planning techniques. Rebsamen, who directs RIT's Dudley A. Weiss Book Testing Laboratory, was involved in coordinating the initial phase of negotiation for RIT's acquisition of the Middleton Book Collection. "These books will be a valuable tool for our students," he said. "It is the largest research collection on bookbinding in the world."

John Weas is director of Off Campus and Apartment Life, which serves 2,500 residents in the four Institute-operated apartment complexes and 5,000 commuter students. Liaison between apartment residents and the department is provided by 14 community aides. They plan activities to help residents meet and get to know each other and publish a monthly newsletter.



KODAK SCHOLARS...Winners of the 1983 Kodak Scholar Award Program were honored at a recent reception at the home of RIT's president Dr. M. Richard Rose. They are, from the left, John Jarboe, civil engineering in the School of Engineering Technology, College of Applied Science and Technology; Shari Wintermute, social work, School of Human Services, College of Liberal Arts; and Susan Sawyer, civil engineering, School of Engineering Technology, College of Applied Science and Technology. Standing, from left, Mark Eckroth, electrical engineering technology, College of Applied Science and Technology; Brian Battistoni, electrical engineering, College of Engineering; John Kurtz, Department of Accounting/Finance, College of Business; and Daniel Stoffel, computer engineering, College of Engineering. Not in photo are Mark Tiberio, Department of Accounting/Finance, College of Business; and Blair Hornbuckle, photographic illustration, College of Graphic Arts and Photography.



Displaying hand-crafted gift items among those available at the annual sale by students from the School for American Craftsmen on Dec. 1, 2 and 3 are, from left, Roxanne Lacy, Bob Szwaliski, Kerry Monahan, Tom Farpanic, JoAnn Pederson, Barbara Heinrich, Barb Lucke, Jennifer Smith and Cathy Grotz.

SAC Handcraft Sale Reflects Students' Knowledge, Expertise

Hand-crafted jewelry, ceramic pots, glass vases, wood cutting boards and hand-woven scarves will be among the many items available at the annual School for American Craftsmen sale Dec. 1, 2 and 3 in the lobby of the College-Alumni Union.

According to JoAnn Pederson, second-year metals student, approximately 70 SAC students will be selling their hand-crafted items at the sale. Pederson and fourth-year metals student Lisa Kotchey have organized the sale.

Many pieces reflect what students have learned during the Fall Quarter, but other pieces reflect cumulative knowledge and expertise.

"One of the great features about this sale is that the artists who make things are there to talk with the customers," explained Pederson.

"It's a chance for the artists to learn how the customer plans to use an object, to find out whom it's for and to learn what it is about his or her work that is appealing to customers."

Along with the craft items from each of the five programs in the School for American Craftsmen, photographs and prints will be offered for sale. In fact, print making students will be raffling off an edition of "Streets," the 1982-83 collection of prints by printmaking students.

"So many times, students in other colleges wonder what we do in the SAC school" said Pederson. "This is our chance to show off our school."

Hours for the SAC sale are 9 a.m. to 9 p.m. Thursday, Dec. 1, 9 a.m. to 5 p.m. Friday, Dec. 2 and 10 a.m. to 5 p.m. Saturday, Dec. 3.

Kilian Schmitt Receives Community Service Award

Kilian J. Schmitt, class of 1933, has been named the recipient of the Twenty-Fourth Annual Distinguished Community Service Award given by the directors of the Masonic Service Bureau, representing the Freemasons of Monroe County.

The award was presented at the 45th annual Masonic breakfast and interfaith services Nov. 6, at the Masonic Temple in Rochester. The award is "in recognition of his many years of generous contributions to higher education in the Rochester Monroe County area."

Schmitt is chairman of the board of New York Allright Parking Inc. and is retired president of the United Schmitt Corp.

Schmitt and his wife reside in Rochester and Boca Raton, Fla., and contributed \$750,000 for RIT's new Interfaith Center, a 13,000 square-foot complex with a 300 seat chapel now under construction as an addition to the east side of the College-Alumni Union.

Think Snow!

Once again the RIT Physical Education Department has made arrangements to participate in the Ski Valley Group ski program. RIT has been involved in this successful program for several years. Ski Valley is a private ski club located in Naples, N.Y., that offers several program options.

If you are interested in finding out more about the program, plan to attend one of the three information programs held from 12:30 to 1 p.m. Monday, Nov. 21, in the Alumni Room, College-Alumni Union; Wednesday, Nov. 23, in the Visitors' Center, NTID; and Wednesday, Nov. 30, in the Alumni Room, College-Alumni Union. If you have any questions, call Jack Clarcq, 6302.

NTID Faculty Exhibit In Multi-Media Show

A multi-media exhibit by 25 faculty and staff members of the Division of Visual Communication Careers at NTID is being featured in the NTID Gallery through Nov. 25. The gallery, on the second floor of the Lyndon Baines Johnson building, is open Monday through Friday from 8:30 a.m. until 4:30 p.m.

PERSONNEL UPDATE

Recently on-campus meetings have been held to orient non-exempt (hourly and general) staff RIT employees regarding the position evaluation review process. The following is intended to provide a summary of answers to the questions most frequently asked at these sessions. It may be helpful information for those who were unable to attend.

Should individual employees wish further clarification, they may contact any member of the Institute Job Evaluation Committee: Reno Antonietti, James Bingham, Gary Bonvillian, Donald Burkhardt, Nancy Farnham, Preston Herring, Denise Hess, Dorothy Hicks, Charles Layne, Patricia Spinelli.

WHY ARE WE COMPLETING QUESTIONNAIRES AND WHAT ARE THE ADVANTAGES?

The major reason the employee is asked to complete the questionnaire is that he/she is most familiar with tasks done on the job, and the frequency with which these tasks are completed. The employee plays a very important role in the success of the program. The committee members and Personnel Office staff are looking to the employee and the supervisor to provide the most accurate picture of each position. Without employee involvement, the committee cannot be confident that it has the best possible description of each job on campus.

WHY DOES MY SUPERVISOR NEED TO REVIEW THE POSITION QUESTIONNAIRE AND CAN HE/SHE CHANGE IT?

The design of the questionnaire was intentional. This two-part instrument allows the committee to ascertain the

clearest possible picture of each position. Section 1, which applies to duties and responsibilities, is completed by the employee. The committee feels that no one is closer to that knowledge than the employee. Section 2, completed by the supervisor, pertains to the minimum skill level necessary to successfully perform the job at the time of hire (the education and experience needed to fill the position). These standards are typically best identified by the supervisor.

A second reason for dual participation is to ensure a joint understanding and agreement about the elements of the position. It is expected that discussion of the questionnaire will result in helpful feedback. Some supervisors may wish to make changes to questionnaires in order to ensure departmental consistency. In general, change should not alter the integrity of the data. Instead, it should provide the committee, the supervisor and the employee with a good working definition of the position. Employees and supervisors are encouraged to discuss changes to ensure a complete understanding by both parties.

DOES COMPLETING THE QUESTIONNAIRE AFFECT MY PERFORMANCE EVALUATION?

The purpose of the questionnaire is to obtain information about the job, not the strengths of the person performing that job. Completing the questionnaire is not a test. In no way measures performance. Performance appraisals are completed annually using another instrument and are reviewed separately from this program. Committee members are not making judg-

ments about how well tasks are completed. Their responsibility is to evaluate job duties against a set of compensable factors, defined as the amount of skill, effort and responsibility required in the position and the working conditions under which the job is performed.

WHEN WILL THE NEW JOB EVALUATION PROGRAM TAKE EFFECT?

The implementation date for the new job evaluation plan is July 1, 1984. This date has been selected since it is the beginning of the new fiscal year and allows the necessary planning and forecasting to take place prior to the merit increase cycle, which occurs each spring.

WILL MY RATE OF PAY BE DECREASED AS A RESULT OF JOB EVALUATION?

The intentions of this program are to ensure the payment of wages that are internally consistent and externally competitive within RIT's market. It has not been Institute practice to cut individual wage rates in the past, nor is this step anticipated to be necessary as a result of the job evaluation program review. Positive results of the study are an updated job evaluation program, better defined career ladders, a new performance appraisal instrument and a compensation manual addressing wage and salary policy issues as they relate to the non-exempt (hourly and general) staff programs.

WHAT IF MY CURRENT SALARY IS BELOW THE NEW GRADE LEVEL MINIMUM?

Any employee's current salary, which falls below the new grade level

minimum, will be adjusted upward to the new minimum, consistent with RIT's ability to pay. Should the results of the study suggest a need for large-scale adjustments, it may be necessary to approach change in steps. It has been RIT's policy not to adjust wages when there is documented substandard performance, however. The extended time frame of the study will permit a full analysis of the cost implications of any adjustments.

CAN EVERYONE WHO COMPLETES A QUESTIONNAIRE EXPECT A RAISE AS A RESULT OF THE STUDY?

An honest response to this question is no. Only those people whose positions have received substantial upward adjustment and whose salary is below the new grade minimum are expected to receive an adjustment as a result of the study. However, a review of the rates of pay of individual employees will be conducted in the future to determine the wisdom and cost implications of any further adjustments. In general, RIT is a pay-for-performance employer and increases (other than adjustments to grade minimums) are based upon merit.

WILL MY POSITION HAVE A NEW GRADE LEVEL ASSIGNED TO IT?

The new plan has been designed to merge hourly (service) staff and general (clerical) staff positions into one pay plan. As a result, the existing levels A-G and 1-9 will no longer be applicable. Rather, an entirely new numbering system will be maintained. Each position at RIT will have a new grade level number. It is expected that there will be some overlap of the asso-

ciated pay ranges (base rates to maximums) assigned under the old and new plans.

WHAT DOES NON-EXEMPT MEAN?

Non-exempt is a term used to describe employees who are paid on a hourly basis or a time card. It means that the employee is covered under the Fair Labor Standards Act (FLSA) and is eligible, for example, for overtime compensation. By contrast, employees who are exempt from the FLSA are paid on a salary basis and overtime payments are not required to be paid under the law.

WHAT IS "RIT'S MARKET" AND HOW IS IT DETERMINED?

Currently, RIT's comparison market for non-exempt (hourly and general) staff positions is local and upstate colleges and universities. In addition to colleges and universities, the pay practices of local industries, hospitals and banks are reviewed for comparison. When pay ranges are set under the new plan, the total compensation package (pay and benefits) will be considered and rates will be established relative to RIT's unique position as a community employer.

HOW WERE COMMITTEE MEMBERS SELECTED AND WHY?

Eight committee members were selected from various divisions and colleges from across RIT. Previous job evaluation committee members were asked to participate along with key Institute administrators who have a wide exposure to service and clerical positions at RIT. The Personnel Office is represented on the committee by its two compensation analysts. Most important, the committee members are committed to honesty and service. Each member is very knowledgeable about the goals of the Institute and each has had extensive interaction with many individual departments and positions on campus. A combination of the talents in members of the committee ensures a broad-base knowledge of all Institute functions. No member serves as a representative of his/her own department or college, but is an Institute representative, charged with developing a workable and fair plan for RIT positions. Committee members received training prior to the evaluation project and have the benefit of advice from an outside consultant. They take their work very seriously and have agreed to commit a considerable block of time to the process while they continue to shoulder their regular responsibilities.

Faculty, Staff Must Register Before Dec. 9 For NTID Communication Classes

The NTID Communication Training Department will offer courses in sign/simultaneous communication for faculty and staff. Classes will run from Jan. 3 through Feb. 24. For registration information, call Karin Blood, 6497, before December 9. Courses include:

Basic Sign Communication I, Mon., Wed., Fri., 10 to 12; Mon. to Thurs., 3 to 4:30.

Basic Sign Communication II, Mon. Wed., Fri., 10 to 12; Mon. to Thurs., 1:30 to 3:00.

Basic Sign Communication III, Mon., Wed., Fri., 1 to 3; Tues., Wed., Fri., 12 to 1:30.

Intermediate I, Tues., Thurs., 8:30 to 10; Mon., Wed., 3 to 4:30.

Intermediate II, Tues., Thurs., 10 to 11:30; Mon., Wed., Fri., 2 to 3.

Intermediate III, Tues., Thurs., 9 to 9:30; Tues., Thurs., 11:30 to 1.

Sign as a Teaching Tool, Tues., Thurs., 12 to 1.

American Sign Language I, Mon., Wed., 12 to 1:30.

American Sign Language II, Tues., Thurs., 8:30 to 10.

American Sign Language III, Tues., Thurs., 12 to 1:30.

Structure of American Sign Language, Fri., 12 to 1:30.

Self-Instruction Lab, independent practice with videotapes from all levels of instruction. Included are videotapes of signs in the technical areas (math, biology, business, engineering, fine and applied arts, secretarial, and communication). Contact the lab directly at 6336 for lab hours.



"CHEMISTRY CAN BE FUN," is what Dr. Bassam Shkhashiri's demonstrations are about. Nationally known for his chemical demonstrations, Shkhashiri aims at generating interest in the chemical sciences and developing a positive attitude toward chemistry. About 500 high school chemistry students saw the demonstration in Ingle Auditorium, which was hosted by RIT's Department of Chemistry.

NEWSMAKERS

● After 25 years of dedicated service to RIT, **K. Robert Volk**, Facilities Space Analysis Office of Facilities, Planning and Utilization, retired this fall. Volk is looking forward to spending more time with family in Virginia and California. The Facilities Office had a luncheon to wish him the best in his retirement.

● **Dr. Bruce A. Austin**, associate professor in the College of Liberal Arts, has had an article published in the *Journal of the University Film and Video Association* (volume 35, Summer 1983, pp. 34-43). Austin's article, "Researching the Film Audience: Purposes, Procedures, and Problems," discusses theoretical, metatheoretical, and methodological issues of concern to the film audience researcher.

● **Donald H. Beil**, associate professor, Data Processing Department, NTID, has written "The DIF File" for users of VisiCalc and other computer software. First in a series on software integration, the book includes 12 extended case studies demonstrating data interchange among some of the prominent software on the market today. Beil is editor for the forthcoming six-book series. He has written six other books on computer-related topics.

● **Dr. John Zdanowicz**, director of the Center for Retail Management in the College of Business, presented an address on "Financial Highlights" to RIT Executive Program participants. Zdanowicz discussed leverage—the implication of introducing fixed operating costs into a production process and introducing debt into the financial structure of a corporation. He also reviewed long-term investment decision-making, explaining that firms have to take into account the time value of money and consider future investments in light of when cash flow comes in. Using the example of participants' social security income, Zdanowicz illustrated the fact that the dollar they have coming in the future will be worth less than today's dollar.

● **Gordon Fuller**, director of the Center for Cooperative Education and Career Services, has announced the promotion of staff members **James Austin**, **Charles Dispenza** and **Sue Habbersett** to the position of Senior Placement Counselor.

● **Venkitaswamy Raju**, assistant professor in Manufacturing Engineering Technology, presented a paper entitled "Today's Manufacturing Engineering Technology Curriculum" at the American Society of Engineering Education regional meeting at Canton, N.Y. The paper, presented Oct. 21, dealt with the issues facing Manufacturing Engineering Education in the '80s.

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