

# N · E · W · S & E · V · E · N · T · S

## Artronics Incorporated Supplies RIT With Eight Graphic Design Computers

Artronics Incorporated of South Plainfield, N.J., has placed eight Artron 2000 Studio Computers at RIT. The eight terminals will be added to equipment in the Computer Design Laboratory of RIT's College of Fine and Applied Arts.

This fall RIT received approval for its master's degree program in computer graphics design from the New York State Education Department, making it the first institution in the nation to offer computer graphics from a design point of view.

"Having these Artron 2000s means our students will be able to work with state-of-the-art equipment. Because this equipment is able to perform a variety of functions, students will be able to concentrate on applications rather than programming," explains James H. Ver Hague, associate professor in the College of Fine and Applied Arts, who is heading up the RIT computer graphics design program.

"Placing the Artron 2000s at RIT is important for Artronics Incorporated because of our commitment to education," says Richard Hauser, vice president of sales for the firm. "We believe the RIT computer graphics design program will produce professionals who will be leaders in computer graphics."

The Artron 2000 studio computers each consist of an Intel 8086 central processor, two dual density floppy disk drives, RGB 13-inch color display, monochromatic monitor, detachable keyboard, stylus, dig-



When Richard Hauser, seated right, vice president of sales for Artronics Incorporated, came to RIT to formally present eight Artron 2000s to the Institute, he met with Dr. Robert H. Johnston, dean, College of Fine and Applied Arts; Bernadette Merkel, chairman, graphic design program; James H. Ver Hague, heading up the computer graphics design program in the college; and Dr. Thomas Plough, seated at left, vice president for Academic Affairs.

itizer pad and CP/M-86 software. An electronic aid for artists, designers and illustrators, the Artron 2000 is capable of producing thumbnails and roughs, comps, storyboards, business graphics, final reflective or transparency art, color prints, colors slides, video graphics and animation.

The design systems laboratory at RIT serves students primarily in the master's program in computer graphics design. It is also available to students enrolled in other computer graphics courses offered by the College of Fine and Applied Arts.



**United Way**

## Run Day Supports United Way Drive

Start stretching your leg muscles and getting your body in top shape. The challenge of the year for novice and experienced runners is just around the corner. The RIT campus and its varying terrain will be the site for "Run Day for the United Way," Monday, April 9, rain (snow) or shine.

The run, coinciding with the 1984 RIT United Way Campaign (April 9-13), is open to all RIT faculty, staff, students and friends. Net proceeds from the run will be contributed to the RIT campaign with T-shirts awarded to qualified runners.

At precisely noon the gun will go off in the courtyard of the Frank E. Gannett Memorial building for both a three mile run and a one mile fun run.

In lieu of a registration fee, runners will be required to make a money pledge. To enter, individuals must complete a registration form by Monday, April 9, at 10 a.m. (no one will be able to participate if he or she has not registered by that date). Participants will receive a sponsorship form, which must be submitted by 10 a.m. the day of the run in order to receive an official running number.

To qualify for an official "Run Day for the United Way" T-shirt, runners must obtain at least \$10 in pledges. The shirts will be awarded after qualified runners have handed-in their sponsorship money on Monday, April 23. T-shirts will be available Monday, May 7. A running suit will be given to the runner collecting the most pledges. Ties will be broken by a lottery drawing.

The required forms may be picked up at the Student Employment Office, lower level of the Frank Ritter Memorial Ice Arena, from 9 a.m. to noon and 1 p.m. to 4 p.m., Monday through Friday.

Remember—your contribution to United Way is tax deductible and fellow workers, friends and family make good sponsors.



Attending the presentation of the College of Business Dean's Scholastic Awards were, from left, Dean Walter McCanna; award recipient Julius J. Chiavaroli; award recipient Cindy W. Smith; and Barbara Howard, director of graduate programs. Award recipient Sharon M. Davidson was unable to attend the presentation.

## Three Graduate Students Receive College of Business Dean's Award

Three students were recipients of the annual College of Business Dean's Scholastic Award, given to graduate students who maintain an outstanding level of academic excellence.

Cindy W. Smith and Julius J. Chiavaroli, MBA majors, and Sharon M. Davidson, an MS in accounting major, were honored at a luncheon in the College of Business and received certificates from Dean Walter McCanna for their accomplishments.

The Dean's Scholastic Awards are given to students who have completed their graduate program requirements with a 3.8 grade point average or better.

Smith was involved in the MBA program while employed full-time at Xerox Corporation as a programmer/analyst in the

Reprographics Business Group/Information Management Department.

Chiavaroli participated in the MBA program while employed as an assistant professor at NTID in the Department of Construction technologies. Chiavaroli also maintains a private architectural practice, providing full architectural service for small residential and commercial projects.

Davidson began work on her MS in accounting while employed as a senior auditor in the comprehensive Professional Services Department of Price Waterhouse in Rochester. Since 1982 she has been an assistant professor of accountancy at Alfred University.

## Communication Symposium Shares Research

"Communication in the Post-Industrial Age," a three-day international symposium on using communication to counter alienation brought about by extreme specialization, will take place at RIT April 25-27.

The symposium is being organized by Dr. Mihai Nadin, a world-renowned authority on semiotics, which he defines as the theory and practice of mediation through signs. Dr. Nadin, the 1983-84 William A. Kern Professor in Communications, College of Liberal Arts, founded and directs the Institute for the Semiotics of the Visual at the Rhode Island School of Design where he is professor of philosophy and design. He planned the symposium within the framework of the Kern Professorship.

Through lectures, panel discussions and discussion groups, communication authorities from various disciplines will share the results of their research.

Symposium speakers will include Albert Anderson, chairperson of the Visual and Performing Arts Department, Clark University; Paul Bouissac, editor-in-chief of the Canadian Journal of Semiotics and professor, University of Toronto; John Deeley, associate professor, Loras College; Erika Fischer-Lichte, professor, Johann-Wolfgang Goethe University, Frankfurt, Germany, and president of the German Semiotic Society; Roberta Kevelson, professor, Pennsylvania State University; Jay Lemke, associate professor, School of Education, City University of New York, Brooklyn College; Nathan Lyons, director of the Rochester Visual Studies Workshop and professor, State University of New York at Buffalo.

Also, Allan Mazur, sociology professor, Syracuse University; Thomas Ockerse, head of the Design Division, Rhode Island School of Design; Roland Posner, director of the Institute for Communication and Semio-

tics, Berlin Technical University and editor-in-chief of the German Journal for Semiotics; Roger Remington, RIT graphic design professor, College of Fine and Applied Arts; Thomas A. Sebeok, Distinguished Professor of Linguistics and Semiotics, Indiana University and currently Regents Fellow at the Smithsonian Institution, Washington, D.C.; and Richard D. Zakia, professor in RIT's College of Graphic Arts and Photography.

For more information about the symposium or to register, contact Brenda Reimherr, Technical and Education Center of the Graphic Arts, 2757.



## Ultrasound, Biotechnology Programs Draw Students from Coast to Coast

For the past two years the College of Science has offered new academic programs to meet the career opportunities in emerging fields.

In the fall of 1982 a BS degree program in ultrasound technology began, one of only five such programs in the nation; a certificate program also was offered. The fall of 1983 brought one of the nation's few BS degree programs in biotechnology to the college.

"There are currently 38 students in both of our ultrasound programs and we expect to have 50 by the fall of 1984," explains Roger Warner, director of the program. This May, 11 students will be the first to graduate from the program and some of the graduating students have received job offers.

According to Warner, the program has received inquiries from coast to coast, with applications coming primarily from the South, Midwest, East Coast and New York.

"We're very happy that the hospitals involved in the program's clinical internships are pleased with the quality and skill level of our students," adds Warner. Internships are taking place at hospitals in Rochester, Buffalo, Syracuse and Sayre, Pa. Overseeing the internships is Kathleen Ritch, who joined the department over the summer as program clinical coordinator. She is responsible for evaluating and monitoring students during their internship.

Although the biotechnology program was unable to officially advertise until April 1983 (after most students had made their decisions regarding choice of college), the program currently has nine first-year and 10 second-year (transfer) students. "The number of inquiries and actual visits to campus by prospective students continues to be very encouraging," says Dr. Thomas Frederick, head of the Department of Biology. "Inquiries and applications have come from a wide area, with visits made by families from Maine, Connecticut, New Jersey, Pennsylvania, Delaware, as well as New York."

Currently underway is the development of cooperative education opportunities especially suited for biotechnology students. An advisory board is being formed with

members including leaders of several important biotechnology industries. The board will advise the department on curriculum content to insure currency of the program.

Frederick adds that the department is studying the feasibility of developing a master's degree program in biotechnology. Only one other such program is now offered, although the department is aware of two other MS degree (or equivalent) programs in biotechnology-related areas.

## Pageantry Marks Spring Arts Festival

Pageantry, a crafts sale and entertainment will mark RIT's special celebration of the City of Rochester's 150th birthday, a Spring Arts Festival, April 13 and 14.

On both days, from 10 a.m. to 6 p.m., silk kites and quilts will decorate the College-Alumni Union atrium where 20 booths of jewelry, ceramic and glass objects, Chinese paintings, even doodles, will be sold by RIT students, alumni and Rochester area craftsmen. The kites and quilts will be for sale as well.

Old City of Rochester photographs, made from nitrate negatives, will be displayed in the College-Alumni Union.

RIT faculty and staff and 30 Sesquicentennial Committee members will portray characters from the city's and the Institute's past. They will parade from the RIT academic quad to the Fireside Lounge in the College-Alumni Union for a political rally, one of three to take place during the weekend.

Ann Hayes, festival weekend coordinator, encourages RIT students, faculty and staff to dress as their favorite RIT or city personage on Friday and join the parade beginning at 11:45 a.m. From 12:45 to 1 p.m., judges will review the costumed characters and award prizes for the best costumes.

Weekend entertainment is scheduled as follows: Friday, Greg Moss, RIT Physical Education Department, and his Noontime Jugglers; music by RIT's Gospel Ensemble, Thursday Afternoon Consort and jazz by the Jim Hynes Quartet.

The evening program features The Burns Sisters in "Magical Moments," a contemporary rock concert, and the NTID Theatre musical production, "Oklahoma." The Talisman movie will be "Around the World in 80 Days." Both "Oklahoma" and the movie will be presented Friday and Saturday.

Saturday's entertainment programs offer two poetry presentations, concerts by the RIT Philharmonia and RIT Singers, RIT Jazz Ensemble capped by an international evening.

A multi-image presentation, produced and directed by Tom Ciesielka, Talisman Cine Arts director, will highlight the creative arts at RIT and will be shown from 6:45 to 7 p.m.

RIT International Students Association has planned a buffet of international foods and a program by three dance groups.

A semi-formal dance is set from 10:30 p.m. to 2 a.m.

## Tutoring, Counseling Help Available

Office of Special services reminds RIT college deans and their staffs that special assistance is available to students who are physically or learning disabled, economically disadvantaged or a first-generation college student.

Marie Giardino, director of Special Services, explains that the services include tutoring, counseling, individualized math instruction, seminars in academic skills development, specialized assistance for students with physical disabilities, special events, and advocacy roles.

To refer students, call Special Services, 2832, 2833.

## Graduate Assistant Positions Available

Carol Rosa, assistant director of Residence Life, says graduate assistant positions are available in the Department of Residence Life.

Needed are a graduate assistant for residence halls programming and four graduate assistants who would aid area complex directors.

Duties of the residence programming position include coordinating major developmental programs, expanding faculty/staff involvement in residence halls, editing the monthly program newsletter and acting as representative of the department on all campus-wide programming committees.

Responsibilities of the assistants to the area complex directors include advising halls governments, managing events registration and minor disciplinary case work.

Remuneration includes an apartment with private bath and kitchen to be shared, the 20-meal plan and stipend of \$3,200 over 10 months. Appointments are from August through May. Accommodations for married couples are available.

Those interested should contact Carol Rosa. Applications received by April 13 will receive first consideration.

## RIT Withdraws Rezoning Request

A request to rezone a portion of the RIT campus was withdrawn from consideration before it was voted on by the Henrietta Town Board.

RIT has been seeking to rezone the section of the campus where Energy House is located. The RIT Research Corporation is headquartered in Energy House and hopes to build a research office nearby.

## PROFILE

## When the Disciplines Come Together

In Lee Sengbusch East does meet West with an interesting combination of interests and career.

Sengbusch has a Ph. D. in experimental psychology from Kent State University and is project director in the energy education and training division of the College of Continuing Education. How do the two—the study of people and the educational needs of the energy industry—come together?

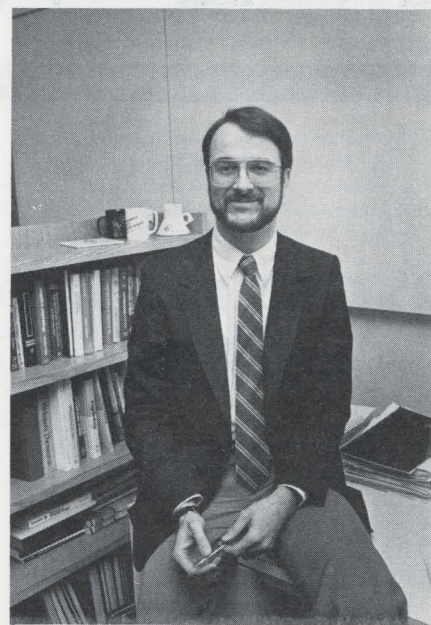
The interest in people—how they think, what they do, and what they believe—came about when his father, a professor of biology, spent a sabbatical year in India and Sengbusch went along "to do my independent studies. I learned different philosophies and ways of understanding people. My Western studies and Indian experience were an exciting combination of the two worlds."

The two disciplines continue to come together. Dr. Sengbusch most recently was project director for an assessment of management skills for the New York State Electric and Gas Corporation in Somerset, N.Y. Sengbusch says that in the huge, computer operated coal plant, "one third of the plant is concerned with pollution control in terms of coal. The company asked us to come in and set up management training after assessment of the new and old staff, not just an across the board assessment, but assessments of individual workers in preparation for the start-up of the new power station. Education and training programs, as a result, will be attuned to where each worker is and what his individual needs are. It's a matter of seeing what the need is first instead of offering blank courses hoping they will hit the mark."

Dr. Sengbusch says, "The nuclear energy industry came to CCE after Three Mile Island asking us to offer degree programs for power plant operators."

"It is satisfying that we can be both responsive to industry's needs and remain academically sound. I enjoy the challenge of combining the best of both worlds. Industrial training can be sterile, academia exciting. Combining the two—the training and the freedom of individuals to bring their own unique flavor to the material, the magical quality above the course outline—is exciting. I'm challenged to combine the best of both. To make academia more cut and dried—manage the material and accomplish everything—and still add the magic of the individual contribution for industrial people. They appreciate the extra."

As part of this challenge, Dr. Sengbusch has been working on a college project to update and modify the electrical and electromechanical associates degree and curricula. He says, "The future of education lies in being more and more responsive to industry."



But not in forgetting the individual. "We're doing a survey of the attitudes, opinions and awareness of quality of Castle/Sybron employees. The challenges and opportunities still lie with the human factor."

Nor does Dr. Sengbusch leave out the family. He and his wife, Lauren, made a conscious choice to come back to Rochester after Ohio, "because my family, nuclear and extended, is a big part of my life. Lauren has a master's degree in special education, but right now she works time-and-a-half taking care of our four children. Michael is six, Mark, four, Melissa, three, and Matthew, seven months!"

"I draw, read, sing, hike, run and go to the playground with the kids. Lauren's family is here so the children are close to their grandparents and to my family in Buffalo. I even have a grandmother in Canada whom we visit. We swim at the YMCA and cross country ski; Lauren plays the piano and I play the banjo and sitar (I learned in India), but we spend most of our time enjoying the kids."

The Sengbuschs just bought a new house and Dr. Sengbusch is busy designing furniture to go in it. He says, "A scholarship, teaching, research, consulting and an antiques business allowed us to start a family while going through graduate school. It all started when we wanted to buy used furniture. We looked at solid oak and then saw handmade furniture and were captivated by it. It has such character; it's survived. You can see 1820s furniture made by farmers that is as dramatic and modern as any contemporary furniture."

His interest kindled, Dr. Sengbusch became a furniture maker. "And we sold my furniture to start the antiques business!"

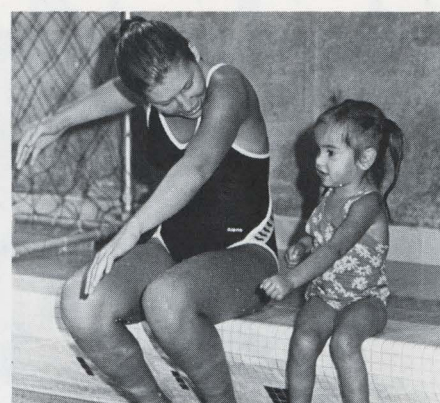
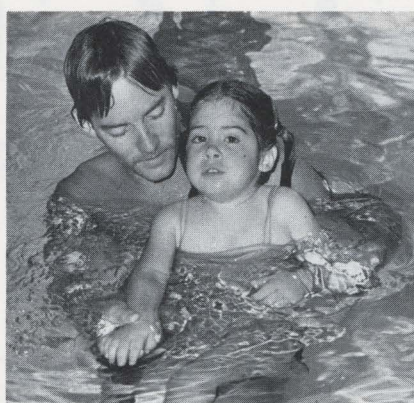
His work is "mostly pine, simple Shaker designs." And as for the antiques business, "It's a picnic. I really miss it. Maybe when we're old and gray..." In the meantime he continues to teach a couple of courses,

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IT'S SHOWTIME...For WOKR-TV sportscaster Jim Kelly it was a dream come true—slam dunking a basketball. But at 5 foot 7 inches, he needed a little help to perform the task...a ladder. The action was the final shot of a Ch. 13 promotion made in RIT's auxiliary gymnasium for the upcoming Harlem Globetrotters' visit to Rochester. The WOKR-TV production crew with Kelly is Steve Fritch and Darlene Fagenbaum. Communications was happy to assist Ch. 13 with a location for the promo and appreciates the help of Daryl Sullivan, coordinator of Intramurals, Department of Physical Education, Intramurals and Recreation, in securing the gym.





**FOCUS**

To say recreation is a family affair at RIT is an understatement.

From the youngest to the oldest, everyone's getting in on the action in the Department of Physical Education, Intramurals and Recreation.

Each fall and spring, the department offers the Learn to Swim program for children of RIT faculty, staff and students. The youngest children in the program are barely two. The half-hour sessions are held every Saturday morning in the Edith Woodward Memorial Swimming Pool for a 10-week period at a cost of \$15.

Under John Buckholtz, physical education instructor and RIT men's swim coach, the program, which began seven years ago, has guided more than 700 tots through the beginning stages of swimming. RIT students, trained in water safety instruction, conduct the sessions. The very youngest children receive individual instruction while older or more experienced children have group lessons. The program is so popular there's a waiting list every fall and spring.

There are a few tears among the toddlers when they appear for their first lesson, but all is soon forgotten with a few splashes and some reassuring words from the instructors.

For further information on the RIT Learn to Swim program, contact Katie Allen in the Department of Physical Education, Intramurals and Recreation, 2620.

**IN THE SWIM...**top, left to right, Tundji Akpo-Sani, 6, prepares for his weekly swim lesson. The son of Pierre and Ramona Akpo-Sani, Tundji is one of more than 50 dependents of RIT personnel who take the Learn to Swim course each fall and spring. Morgan Beasley looks a bit apprehensive as instructor Nancy Goyette talks to him about the fun he'll have once he's in the water and Abbey Clymer, 3, works on a stroke with instructor Scott Kozlowski, fourth-year student at RIT. Sarah Donaldson, far right, is three and learns the crawl stroke technique from instructor Cathy Romocki, a sophomore at RIT and member of the women's swim team. At lower left, Lisa Mau, 4, jumps into waiting arms of an instructor, and, at right Beth Daniele, almost three, shares sentiments about swimming with instructor Kira Alling. All the young swimmers are children of RIT faculty, staff or students.

**Study Finds Women Students Treated Differently in Classrooms**

At a recent faculty council seminar, a Washington researcher, two RIT faculty members and a woman student examined the classroom climate for women. This has been found to affect the retention rate of women in college as well as the career goals of women students.

Roberta Hall, associate director of the Project on the Education and Status of Women of the Association of American Colleges, reported on a national research project. AAC found that although most faculty want to treat students fairly and as individuals with particular talents and abilities, some teachers (male and female alike) treat men and women students differently in the classroom and in related learning activities.

Ms. Hall, whose recent articles have appeared in the AAHE bulletin and the Chronicle of Higher Education, gave numerous examples of this differential treatment:

-Teachers may interrupt women more frequently than they do men, or allow women to be interrupted by others in class.

-Many faculty are not as likely to call directly on women as on men during class discussion.

-Male students are given credit for ideas female students initiate.

-Teachers may often ask a question followed by eye contact with men students only—as if only men were expected to respond.

-Faculty may address their classes as if no women were present ("Suppose your wife....").

-Some teachers still use sexist humor to "spice up a dull subject" or make disparaging comments about women as a group.

Professor V.V. Raman, College of Science, coordinated the seminar. Professors Sandra Saari, College of Liberal Arts, Lynn Fuller, College of Engineering, and student Kristin Selbert commented on their perceptions at the council meeting.

**Relay Service Aids Voice, TDD Calls**

To fill in the telephone communication gap between RIT's hearing-impaired and hearing individuals, NTID launched the Campus TTY Relay Service in September.

According to Ann Kuiper, main relay service operator, the service places between 20 and 30 calls daily for RIT faculty, students and staff.

The service provides an operator who receives both voice and TDD calls and then relays messages for callers.

Without the relay service it is necessary for both the caller and the receiver to have a TDD. The relay service makes it possible for members of the RIT community to make or receive calls when only one party has a TDD.

To place a call through the service simply dial 4064 and give the operator the name and number of the person you would like to call. The operator will place the call and relay your conversation back and forth. Everything the hearing person says will be relayed to the hearing-impaired person on the TDD and everything the hearing-impaired person types will be voiced to the hearing person. All calls are confidential.

The hours are 9 a.m. to 4 p.m., Monday through Friday. For further information call Dr. Peter Seiler at 6759.

**Gifts to RIT**

The following gifts, at or above \$1,000 in value, were received by RIT during the week of March 8th-March 14th.

Unrestricted	\$1,000
Interfaith	2,500
NTID	2,200
College of Graphic Arts & Photography	1,000
150th Campaign	5,000
Gift-in-kind (equipment)	376,000
	282,750
	170,875
	41,900
SAIS	46,000

**Campus Safety Calls Now on Tape**

Campus Safety upgraded its professional service to the Institute community March 19 when the department began operating a four-channel automatic taping of its telephone calls and radio transmissions.

The new, voice-activated Dictaphone cassette system makes Campus Safety one of the few general business holders of a Federal Communications Commission (FCC) license with automatic recording capabilities, according to John Yockel, Campus Safety assistant director of administration.

"This style of automatic recording is a standard feature of many emergency services in this country, such as police, fire and ambulance dispatching services, but not common among general business concerns licensed by the FCC," Yockel explained.

The new system will tape all telephone calls on Campus Safety general business extensions (2853, 2854, 2038) as well as calls on lines assigned for emergency purposes (3333, 6666) and telephone alarms. Callers will be made aware the call is being taped, in compliance with laws regulating the taping of telephone conversations, by the intermittent "beep" tone in the background.

The system is a result of the Institute's commitment to continually improve the level of service, Yockel said.

"Campus Safety will have an extremely accurate index of the department's response to calls for service. All entries on the tape log will be automatically coded by date and time, eliminating handwritten log entries by communications officers and simplifying retrieval of information through automatic scanning."

Yockel said the FCC requires general business license holders to keep a log of radio transmissions for 12 months after they are received.

**Booklets Give Students Details on Law Schools**

Students who are considering attending law school can find out what's in store for them from the "Law Package," a collection of booklets on the law school admission process, the curriculum and the legal profession.

The helpful package was developed by the Law School Admission Council and the Law School Admission Services, organizations that administer the law school entrance examination.

Students can take a sample admission test that will be scored and analyzed so they can discover their strong and weak points. One guide explains admission and financial aid procedures and another advises students on what to expect from a legal career.

The Law Package is available for \$10 from the Law School Admission Services, Box 500-15, Newtown, Pa. 18940.





HEY, GUY! Dave Burkholder, left, RIT goaltender, receives congratulations from backup netminder Grant Horiuchi following Tigers' third place finish in NCAA Division III Hockey championship last weekend at RIT. The Tigers lost to Union, 5-4, in four overtimes in the semi-final round, then defeated Augsburg, 10-1, in the consolation. Burkholder completed his four-year career with 82 victories. (Photo by Steve Hockstein, RIT photo illustration major).

## NEWSMAKERS

- **Kijana Crawford**, associate professor in the School of Human Services social work program, is using a WHEC-TV (10) documentary in her class, "Social Work Professional Issues." Reporter Joe Paglia, Channel 10, produced the videotape feature, "No Knights in Shining Armor."
- "Perceptions of Suicide," an article written by **Dr. Brian Barry**, associate professor of psychology and sociology, College of Liberal Arts, has been selected for the fall issue of *Death Education*, professional journal. That entire issue will deal with the topic of suicide.
- **Dr. Bruce A. Austin**, associate professor in the College of Liberal Arts, has had an article published in *Boxoffice* (February 1984, pp. 16-18), the business magazine of the motion picture industry. Austin's article, "...But Why This Movie," reports the results of his study examining variables that influence film-choice decisions. The Copley News Service carried a story about Austin's article on its international wire. As a result of this coverage, Austin was interviewed by radio stations in Hartford, Conn., Tulsa, Okla., Toronto, Ontario, and an Australian station, among others. Austin is also a contributing writer for *Boxoffice*, which is a monthly publication.
- **Charles A. Arnold Jr.**, professor in the School of Photographic Arts and Sciences, College of Graphic Arts and Photography, was guest lecturer at the University of Cincinnati's Visiting Artist Lecture Series. At the Feb. 2 lecture, "Touchstone," he described and explained two electrostatic image making processes, Xerography and Ektaprint. The university displayed 26 of Arnold's works in a month-long exhibit and invited him to meet with upperclass and graduate students in the university's College of Design, Architecture, Art and Planning to critique their work.
- **Dr. Andrew DuBrin**, chairman of the Department of Management, College of Business, recently addressed the Industrial Buyers Association of Rochester on the topic, "Winning at Office Politics."
- Two graduate interns from the University of Rochester have joined the Center for Co-op and Career Services to assist with research and special projects. **Susanne Hagen**, a doctoral student, and **Michelle Adair**, studying for her master's, began their internship in January and will be with the center through May. Their activities will include seminar presentations, employment counseling and job search skills development for both co-op and senior students.
- **Joan Tierney**, placement counselor in the Center for Co-op and Career Services, recently attended the "Biotechnology '84" conference in San Diego for the development of co-op opportunities for students majoring in biotechnology. The three-part conference addressed hybridoma techniques, recombinant DNA and industrial scale-up.
- Several RIT faculty were panelists at a recent meeting of the Rochester chapter of the Society for Technical Communication. **Dr. Andrea Walter**, director of Humanistic Studies and professor in the College of Continuing Education, headed the RIT faculty who discussed RIT's courses in technical writing. Speaking were **Elizabeth Conley**, communications chairperson in the College of Continuing Education; **Andrew Malcolm**, English specialist for NTID and lecturer for the College of Liberal Arts; and **Ruth Terry**, lecturer in the School of Printing, College of Graphic Arts and Photography. Nazareth College, Roberts Wesleyan, Monroe Community College and Empire College also were represented.

- **George Hopkins**, director of Data Center Operations for ISC, has agreed to serve as acting director of ISC with responsibility for operational matters. Hopkins will report directly to Reno Antoniotti, assistant vice president, Academic Services, who will continue to have administrative responsibility for ISC.
- **William A. Nowlin** conducted a workshop in "Conflict Management" for the Personal Leadership Development Program sponsored by the Division of Student Affairs. Nowlin is a lecturer in management in the College of Business.
- **Dr. Paul Bernstein**, dean of Graduate Studies, recently published an article, "The Swedish Wage-Earner Fund Controversy: The Eighth Episode." The article describes the recent industrial democracy law passed in Sweden and describes the labor and management viewpoints taken on this development in a recent national debate. Dr. Bernstein gathered material for the article during a trip to Sweden in the Spring of 1983.
- **John A. Brodie**, director of RIT's Financial Analysis Department within the Controller's Division, recently attended a two-day seminar in Orlando, Fla., on "Costing Concepts to Improve the Quality of Internal Decision Making," sponsored by the National Association of College and University Business Officers, Professional Development Division. The workshop delved into cost accounting theory and how it can be used in higher education and at RIT as a valuable management tool in the decision-making process of planning and budgeting, control, evaluation, and pricing.

The Financial Analysis Department at RIT functions as an administrative service unit to the Institute community in providing cost and revenue analysis, assistance on program costing/development and other costing projects, and as a resource for "ad-hoc" projects with fiscal implications. The Institute's Property Control system, under the direction of **Marie Nitzman**, inventory specialist, is also a part of Financial Analysis and is responsible for control of more than \$50,000,000 of inventoriable equipment.

- **RIT President M. Richard Rose** was the guest speaker at the monthly breakfast meeting of the Rochester Chapter of Full Gospel Business Men's Fellowship International March 10 at Arena's Party House. Attended by more than 300 men and women, the meeting provided a basis of fellowship among Christians of all denominations.
- **Joan Green**, assistant director, AV, for Instructional Media Services, is chair of a jury panel for the Ohio State Awards, Social Sciences and Public Affairs category. The national awards, given annually, recognize excellence in educational, informational and public affairs broadcasting. Green, a graduate of Ohio State University, is reviewing 79 entries with the panel. She says, "That's a lot of viewing time! I'm now a superficial expert on every problem in the world. You name it, I can talk about it. Actually, though, the judging has been an enriching as well as interesting experience."
- The College of Applied Science and Technology's **George Alley**, director of the School of Food, Hotel and Tourism Management, and **Dr. Francis Domoy**, an associate professor in the school, recently participated in the National Resort and Commercial Recreation Regional Conference held at Wintergreen, Va. Alley gave a presentation on the development of student internships. Domoy's topic was new career lines in the commercial recreation field.

## Dr. Sengbusch

Continued from Page 2

mostly an introduction to psychology, and he's learning some new skills in a management process course. "I have writing and people skills, but need new competencies in how to organize, plan. I'm learning management skills and finding so much application for them."

Teaching, he says, lets him stay close "to our customers.

"I believe education and training can take place in the same course. Explanation is important to set the stage for application; science and theory should be appreciated as tools for efficient gaining of sound and useful knowledge.

"Education and teaching have the opportunity to grow with the new methods...with laser technology and interactive computers and video. Teachers will not be replaced, but learning should become faster and more enjoyable."

## PERSONNEL UPDATE

### Sexual Harassment Policy & Procedures Update

Applies to: All Employees and Students

Sexual harassment constitutes sex discrimination and is a violation of federal law and RIT policy. Sexual harassment will not be tolerated and immediate action will be taken against any person found to be engaging in this unlawful behavior.

A behavior constitutes sexual harassment if:

- Submission explicitly or implicitly expressed to unwelcome sexual advance or request for sexual favors is a term or condition of employment.
- Submission to or rejection of such conduct is used as a basis for a management decision.
- Such conduct has the purpose or effect of interfering with an individual's work performance or creating a hostile, offensive, or intimidating environment.

### Complaint Procedure:

Whenever an employee believes that he/she has encountered sexual harassment or if an employee is suspected to be the perpetrator of sexual harassment, the complainant (employee or student) should:

- Report the incident(s) immediately (at the latest within two weeks) to the Institute Affirmative Action officer or a designated Personnel Office representative
- OR
- In the case of an employee victim, report the incident to his/her immediate supervisor (if that person is not the harasser) or to the next higher level of management. In this case the supervisor contacted is responsible for contacting the Affirmative Action officer immediately regarding each complaint.

The Affirmative Action officer will explain the investigative procedures (both informal and formal inquiries) to the complainant and any supervisor involved. All matters will be kept strictly confidential including private conversations with all parties.

For more information please call James M. Papero, Affirmative Action officer, 2065.

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