



A. Sue Weisler | photographer

Thomas Warfield, associate professor at the National Technical Institute for the Deaf, was named the 2009 Isaac L. Jordan Faculty/Staff Diversity Award recipient. The award is given annually to an RIT faculty or staff member who has made a significant contribution to diversity efforts on campus and within the Rochester community.

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Viewpoints from page 3

to be in the best interests of our students, employees, and the university.

Would the cost of tuition increase for the students of RIT if the SEIU were able to negotiate higher wages and better benefits for employees of food service and facilities management?

Watters: Any increase in costs to RIT may result in increased tuition. The example in your question is one type of increased cost, but there are other types of increased costs we might experience as the result of unionization. Very often when a union comes in, an employer's administrative costs increase. Such cost increases can be due to costs associated with negotiating a collective bargaining agreement, administering the agreement, costly arbitration proceedings for disputes under the agreement, and the like.

How would the approximately 2,100 FS and 280 FMS student workers be impacted by SEIU representation?

Watters: Many RIT students are employed on campus and they rely on the income from these jobs. You should know that many collective bargaining agreements provide that only bargaining unit members can perform bargaining unit-type work. If that type of provision was in the collective bargaining agreement here, it could severely restrict the employment opportunities of any

non-bargaining unit member.

In answering these questions, I am confident we can come to a consensus regarding organized labor at RIT. Be an educated consumer. Remember that the SEIU is seeking your business; they wish to represent you in exchange for union dues. When someone calls your home and offers to sell you either goods or services, make sure you need what they are selling. It's the employees of RIT who will decide IS A UNION RIGHT FOR RIT? Our department of 12 employees (Electrical Utilities Department), with a combined 219 years of service to RIT, after careful analysis of the facts, unanimously says "NO THANK YOU" to SEIU. We hold no ill will, but feel strongly that A UNION IS NOT RIGHT FOR RIT.

To most employees, RIT means more than a place to collect a paycheck. One example is the Facilities Management Endowed Scholarship Fund. To date, we have voluntarily donated \$132,000 to this Scholarship Fund. This scholarship was created in appreciation to the many students who have worked with FMS over the years. We have better ways to spend our money than on union dues, and we choose to give back in support of our students. ■

Crittenden is an electrician with RIT's Facilities Management Services.

Vanden Brul from page 2

to get you a new car? I answered with, 'Huh?' Not only that, but the salesman said it was hard to find a 2008 model in September, so he asked if I would mind having a brand new 2009. I was floored. I've never even met Kitty in person and this was all done sight unseen."

Van Bortel says there is a reason for doing what she did. "I don't want this man to worry for the next two, three, four years that his car is a lemon, or that something major can go wrong. It's just not worth that, so to give him a brand new start is what it's all about." ■

Marcia Morphy | mpmuns@rit.edu

Shared Governance

Staff Council updates:

Upcoming Staff Council election results for representatives in blocks 1, 3, and 5 will be posted April 10. Check the Staff Council Web site at staffcouncil.rit.edu/ for information on the new 2009-2011 RIT staff representatives.

Mark your calendars. The Annual Staff Appreciation Picnic and Talent Show has been scheduled for May 27.

Don't miss out on getting a tasty plate of food, sharing your time with great RIT people, relieving

end-of-quarter stress with a chair massage, playing golf on Wii, testing your driving skills on a Segway, viewing the classic vehicles at the Bob Howie Memorial Car Display and watching the exceptional staff perform at the second annual talent show.

Would you like to share your unique talent with the RIT community? Sign up for the talent show by contacting the Staff Council Office at stafcoun@rit.edu.

Pioneers from page 1

Palfi, affiliated with the Photo League and the recipient of multiple national grants, composed major photo essays on African-American artists, juvenile detention centers, the elderly, Native Americans, white supremacy, Jim Crow laws and lynching. One of her photographs was the cover for the first issue of *Ebony* magazine in 1945.

As German émigrés who fled European Nazism, both photographers were troubled by the gap between American ideals and the harsh realities they witnessed, notes Zandy.

"They were extraordinary photographers and artists of great human compassion. Mieth understood the physicality of labor because she worked in the fields herself during the Depression, and Palfi was committed to using the power of photography to illuminate worlds most people would rather not see," Zandy adds.

"Their socially conscious aesthetic merits scholarly attention. These two photographers were of their time and ahead of their time. They deserve their place in the history of photography." ■

Will Dube | wjduns@rit.edu

Moonbuggy from page 1

and performance.

According to Martin, previous race experience also proved to be a factor. "It helped that a lot of us are seniors and we knew what to expect this year from the trip down to the competition. You get used to all the factors associated with that and can just focus on the race. It was a blast!"

Other members of the winning team include Steve Sweet, fifth-year mechanical engineering major; Lowell Smoger, fourth-year mechanical engineering major; Jackie Hill, fourth-year biochemistry major; and Demetrios Koukouves, third-year mechanical engineering technology major. Alumnus Ben Strohmman '07

(mechanical engineering technology) served as the team's advisor.

According to race organizers, student racers face design challenges similar to those overcome by Apollo-era rover engineers. Teams build their vehicles from the ground up, typically using bicycle or light motorcycle tires, aluminum or composite-metal struts and parts, and the best drive trains, gears, suspension, steering and braking systems they can find or devise.

To commemorate its victory in the Great Moonbuggy Race, the RIT team brought home a trophy depicting NASA's original lunar rover. ■

Paul Stella | pbscom@rit.edu

Health care from page 2

innovative financing, benefit design and clinical management of care."

The seminar series is sponsored by Rochester General Health System, RIT, Constellation Brands, Eastman Kodak Co., Excellus BlueCross BlueShield and Wegmans.

In December 2008, Destler and Clement announced a partnership that will provide opportunities for both RIT and RGHS. An agreement

between the two institutions will include RIT becoming the health system's official academic affiliate and Rochester General becoming the university's official affiliated medical center. RIT's Board of Trustees and the system's Board of Directors are moving forward with the establishment of a joint steering team to develop a framework for the alliance. ■

Kelly Downs | kaduns@rit.edu

Noteworthy alumni honored for leadership and service



Ken Huth | photographer

RIT presented Distinguished Alumni Awards to eight graduates at a celebration April 3 at Locust Hill Country Club. The annual awards honor a graduate from each college who has performed with distinction at the highest levels of their chosen professions or contributed significantly to the advancement and leadership of noteworthy civic, philanthropic or service organizations over the course of many years. From left are, standing, Christopher Wagner '94 (NTID), Philip Gelsomino '86 (Saunders College of Business), Kevin Belfield '81 (College of Science), Brian Cantwell '99 (College of Imaging Arts and Sciences), Kenneth Weimar '88, '90 (College of Liberal Arts). Seated, Gary Gay '73 (Kate Gleason College of Engineering), Amy Zettlemoyer-Lazar '98 (College of Applied Science and Technology) and Robert Schumann '85 (Golisano College of Computing and Information Sciences). For more information, see the Alumni News Web page, www.rit.edu/news/alumni.

Study investigates societal impact of photographic works

The contributions of two pioneering women photojournalists and the impact their work had on the development of social activism and civil rights in the United States is the focus of a new study by Janet Zandy, professor of English at RIT.

The project, focusing on the lives and work of Hansel Mieth and Marion Palfi, has been awarded a 2009 Ansel Adams Research Fellowship by the Center for Creative Photography and a grant from the Peter E. Palmquist Memorial Fund of the Humboldt Area Foundation.

Zandy was a resident scholar at the center where she studied the prints and archives of Mieth and Palfi. She plans to situate their work within a larger project about the aesthetics and social consciousness of representational photography.

Mieth (1909-1998) and Palfi (1907-1978) are not familiar names in the history of photography, according to Zandy. Mieth became a staff photographer for *Life* magazine in 1938, where she produced photo essays on unwed mothers, animal experimentation, cowboys, politicians and the relocation of Japanese-Americans during World War II.

Pioneers, page 4



Photo provided by the Center for Creative Photography, University of Arizona, Tucson
Marion Palfi's photograph Somewhere in the South puts a human face on segregation.



Photo supplied by NASA

RIT student Troy Martin, along with team member Jackie Hill in the seat behind him, navigates RIT's moonbuggy to victory during the annual NASA-sponsored race.

RIT takes first place at NASA 'moonbuggy' competition

An RIT student team put in an out-of-this-world performance to win the 16th annual Great Moonbuggy Race April 3-4 in Huntsville, Ala. It's the second time in three years that RIT has claimed the top prize in the college division of this NASA-sponsored event.

Hosted by the U.S. Space & Rocket Center, the race included 68 teams from 20 states, Puerto Rico, Canada, Germany, India and Romania. Students were challenged to think like NASA engineers in design-

ing, building and racing lightweight, human-powered buggies. RIT posted the fastest vehicle assembly and race times in its division and received the fewest on-course penalties.

Troy Martin, fourth-year environmental science major, served as one of RIT's moonbuggy drivers. He credits the lighter design of their vehicle as one reason for the team's success. RIT received the Most Improved Award for what judges considered the most dramatically improved engineering
Moonbuggy, page 4

Forum addresses questions about organizing campus union

Members of the RIT community with questions and concerns related to union-organizing activities on campus gathered April 6 inside Ingle Auditorium for an open forum sponsored by Student Government.

"Student Government, as the representative voice of the student body, decided neither to endorse nor condemn those activities," stated Ed Wolf, Student Government president, who served as moderator. "It is paramount for Student Government to understand the impact that may come from bringing a union on to campus."

Calvin Ott, representative of the Service Employees International Union, took part in the forum as one of the panelists. SEIU Local 200 has been in discussion with staff members, including employees from Facilities Management Services and Dining Services, about options related to unionization.

"The organization is here to talk about representing these workers and their rights to authorities," he said. "It's important to be heard."

Gareth Davis, an RIT staff member who works for Facilities Management Services, joined the panel to discuss why he is in favor of unionizing. He cited the potential advantages that come with presenting workers' concerns in a unified voice.

"Joining together is a band," expressed Davis, "and a band is very good. Sometimes when you don't have what you want, you join together."

Patty Spinelli, assistant vice president of human resources, used the occasion to discuss RIT's benefits package. Spinelli pointed to the university's retirement savings plan, tuition benefits and health care, which she believes helps set RIT apart from other employers.

"RIT prides itself on the benefits we provide to our employees, and we believe that we are second to none," added Spinelli.

Spinelli also addressed concerns over wages. She said that RIT maintains a "living wage" policy by which the minimum salary allowed is adjusted over time, based on economic conditions, so that employees can meet their expenses.

More than a dozen RIT staff members offered questions and comments during the forum—including a mix of support and opposition to unionizing.

Additional panel members taking part in the forum were Julia Lisuzzo, RIT staff council chair; Bobby Colón, chief legal officer; and Ralph Bean, student member of the United Student Labor Alliance. ■

Paul Stella | pbscom@rit.edu

RIT students sweep local advertising awards

All 11 student awards granted to RIT students

RIT students won all 11 student awards, and two scholarships at the 2009 ADDY awards hosted by the Rochester Advertising Federation. The annual competition allows professionals and students in the Rochester area to submit advertising work and compete for scholarships and awards.

All of the student winners are from RIT's College of Imaging Arts and Sciences and include graphic designers, photographers, illustrators and copywriters. Broken into two categories, the ADDY awards are given to the best pieces in the show and Laddy awards are presented as certificates of merit. This year's student ADDY award winners are David Nardone, fourth-year graphic design major; Kimberly Murtagh, fourth-year advertising photography major; Carolyn Jorgensen, fourth-year advertising photography major; Josiah Castillo, third-year advertising photography major; Susan Sobota, fourth-year graphic design major; Joanna Eberts, third-year illustration major; and Maegan Gindi, fourth-year advertising photography major. Both Sobota and Nardone were also granted scholarships.

The winning ad layouts covered a variety of topics and companies including Juicy Couture, Etsy, EPA, Gap, SAAB, Dyson and even Harry



David Nardone | photographer

ADDY award-winning work designed for the Museum of Magic by RIT graphic designer David Nardone. The piece also earned Nardone a scholarship.

Houdini. Nardone, an ADDY winner and scholarship recipient for his work on Houdini, says, "It was an honor for me just to be displayed on the wall at the event with the hopes of being recognized by the professionals in our area."

RIT students traditionally enjoy a strong showing at the ADDY Awards, but organizers say this year's sweep is particularly impressive.

"The Rochester Advertising Federation is delighted by the interest RIT students have shown in our organization. They are the future of our industry," says Kate Sonnack, president of the federation. Some of the ad submissions included teams

of student collaborators. The RAF awarded eight Laddy honors.

Robert Luessen, a third-year advertising photography major and Laddy winner, was presented with the Alan Farkas Photography Award.

The full list of awards can be found at www.adhub.com/awards/09/rochester1.html. ■

Zach Myrow | zhmun@rit.edu

Each issue of *News & Events* will feature a project to be showcased at Imagine RIT: Innovation and Creativity Festival on May 2.

This week's spotlight:
RIT Senior Thesis Film Trailers
Presenter: School of Film and Animation
Brief description: This exhibit is a glimpse at the final projects that senior film and animation students write, direct, film, edit and act in.
How is the exhibit creative and/or innovative: Films range from new-age experimental films shot in high definition to period pieces with special effects shot on Kodak film.
Exhibit experience for visitors: Visitors can watch previews of the student films.
For more information on the festival, visit www.rit.edu/imagine.

New partnerships

Cary Press partnership brings rare bookbinding collection online, *page 2*

Viewpoints

Is a labor union right for RIT? Read one opinion, *page 3*

Research and Scholarship

Singapore agreement expands academic, research opportunities, *page 3*

Awards, distinctions

RIT recognizes outstanding alumni, *page 4*

RIT's Middleton Collection available to the world

Partnership with Kirtas Technologies makes rare books more accessible

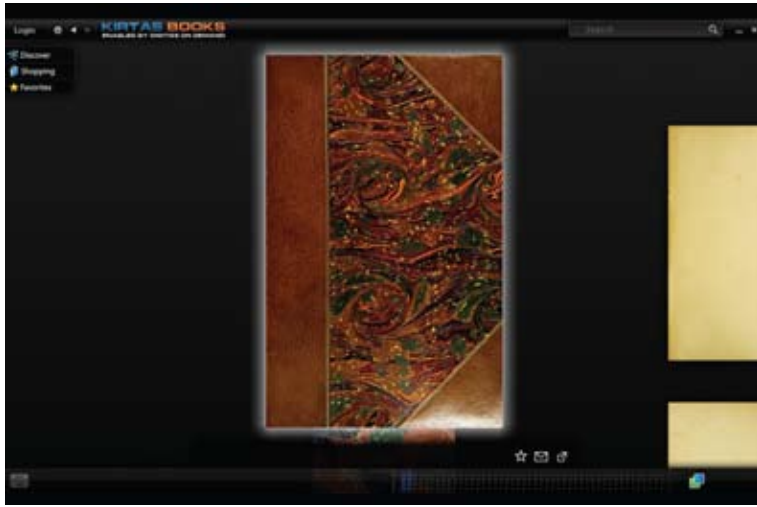
Housed within RIT's Cary Graphic Arts Collection is the Bernard C. Middleton Collection, one of the finest resources in the world for the study of bookbinding history and practice.

And as ironic as it may seem, even a collection of books about bookbinding can find a place to call home in the online world. RIT has partnered with Kirtas Technologies, headquartered in Victor, to make RIT's famed Middleton Collection available on Kirtasbooks.com, joining the growing number of content partners providing collections and titles to the site.

Using existing information from the Cary Collection's catalog records, Kirtas is able to offer access to the collection through its own retail site, www.kirtasbooks.com, and will soon be available through the RIT Cary Graphic Arts Press Web site, www.carypress.rit.edu.

What makes this initiative unique is that the books can be offered for sale at cost-conscious prices before they are ever digitized so there is no up-front printing, production or storage cost.

"We are delighted to participate in this groundbreaking venture with Kirtas," says David Pankow, Cary Collection curator. "Imaging and innovation are the hallmarks of



This book, from the 1800s, *The New Bibliophile's Armorial. Amateur's Guide to Heraldic Device Books*, by Joannis Guigard, is one of several hundred rare titles from the RIT Middleton Collection of Books on Bookbinding now available for online viewing and as printed facsimile editions.

RIT and the Rochester community and our partnership with Kirtas is another example of that spirit."

Kirtas currently has 12 partnerships with universities and public libraries to make special collections available for sale online. Virtually any library with a modern records database can participate in the Digitize on Demand program. Distribution rights are non-exclusive so that books can also be made available through other distribution channels

at a library's request.

"We're thrilled to have RIT on board as a partner in this initiative," says Kirtas founder and CEO Lotfi Belkhir. "Our business is built around providing high-quality images, and the historic role RIT has played in imaging technology is clearly significant to us. We've had a collaborative relationship with RIT on various projects in the past, and I'm glad we've been able to build upon it."

Kelly Downs | kaduns@rit.edu

Van Bortel to receive Vanden Brul award Car-dealer entrepreneur honored by Saunders College

It's serendipity at work: Kitty Van Bortel earns a degree in psychology from Wells College in 1976, then uses her knowledge of the human mind and behavior to create two exemplary "customer-first" car businesses with "no tricks, no games, no dicker price."

"We are so dependent on our vehicles and most dealerships forget that," Van Bortel says. "To make the car business successful it means really, truly understanding the psyche of the person and their needs. What I treat is not the buying and selling of the car or the truck, I treat the emotion, the stress, the worry of buying the car at a fair price, having it serviced and maintained, getting a loaner if you become stranded."

Van Bortel is the driving force behind two highly successful



Kitty Van Bortel

dealerships in the Rochester area with 150 employees and revenue of \$123 million. In 1991, she was awarded the franchise for Van Bortel Subaru—now the number two Subaru retailer in the nation—and in 2001, she partnered with her brother, Howard, to purchase Van Bortel Ford.

For her successful business efforts, Van Bortel was named recipient of the 2009 Herbert W. Vanden Brul Entrepreneurial Award by RIT's E. Philip Saunders College of Business and will be honored during a luncheon on April 22 at the Genesee Valley Club.

Previous winners were James Hammer, president and CEO of Hammer Packaging Corp., and Richard Kaplan, president and CEO of Pictometry International Corp.

As Saunders College Dean Ashok Rao says: "To succeed in business today, American businesses have to return to providing the kind of superior customer service for which they are known around the world.

Kitty Van Bortel is an exemplary entrepreneur who 'gets it.'"

Married to Roger Garrett with a 10-year-old daughter, Patricia, Van Bortel says, "I am shocked and honored at being the Vanden Brul recipient."

But Gary Austin '92, '95 (health systems administration, telecommunication) does. As a dedicated Subaru owner who bought four Outbacks from Van Bortel's, the RIT alumnus says the best evidence is when he purchased a Subaru last May, then discovered his vehicle with only 10,000 miles on it needed the catalytic converter replaced.

"The Subaru is a workhorse and it's inconceivable that a major non-moving part would blow that early even though it was covered under warranty," says Austin. "So I sent Kitty a quick note on a Sunday afternoon to their customer comments e-mail address."

"On Monday morning Kitty shocked me by saying 'I'm just going Vanden Brul, page 4

Provost's office appoints University Studies director

Marty Burris has been named director of University Studies.

A veteran member of the RIT community, Burris will provide overall leadership for University Studies, formerly known as the RIT Exploration Program, and will work closely with faculty, staff and professional advisors to provide a supportive environment for both undeclared students and internal transfers. The program provides students with the option to explore multiple majors at RIT and to identify a program that matches individual interest, preparation and



Marty Burris

career goals.

"These students will have an opportunity to explore these various personal and academic interests and goals, to later make the best choice about their education and, ultimately, their careers," states Burris. "This will be accomplished through the help of the talented professional academic and career advisors, and a well structured career assessment process."

Most recently, Burris worked in the Development and Alumni Relations Division as a major gift officer while also overseeing parents' and family giving. Previously she worked in the E. Philip Saunders College of Business as assistant dean of student services and director of marketing. ■

Paul Stella | pbscom@rit.edu

news & events

The RIT Electronic Newspaper of Record *daily*

In case you missed it in *News & Events Daily*:

■ RIT News YouTube channel:
RIT on TV News: 'Mr. RIT' Pageant

■ RIT In the News:
The Washington Post—**Cherry trees help artist's career blossom**
Yahoo.com—**Grads snare alma mater perks**
USA Today—**'Perfect storm' puts all types in financial peril**

■ The Tiger Beat Blog: Women's soccer head coach Tom Natalie recounts the team's recent trip for games in France and Spain.

For these stories and more, visit www.rit.edu/news/daily.

Baja car—unveiled



Charles Neumann | photographer

The RIT Baja SAE team placed 21st overall among more than 70 teams at its first international competition last month in Brazil. Coming off this season opener, the team officially unveiled the Baja car April 4 among friends and family at the Slaughter Building. In individual events, RIT Baja placed second in the suspension and traction competition, third in the log pull and 13th in the design category. The team will compete in Wisconsin later this month.

Health-care challenges topic of April 14 seminar

RIT and Rochester General Health System are launching a joint health-care seminar series as part of the new strategic alliance between the university and health-care provider.



Stuart Altman



www.rochestergeneral.org

The first event in the series, "Innovations in Health Care Delivery and Design," is April 14, featuring keynote speaker Stuart Altman, one of the nation's leading experts in health-care industry reform and economics.

The breakfast presentation is at the Dyer Arts Center, Lyndon Baines Johnson Building, National Technical Institute for the Deaf. Altman will address the topic "Health Care Challenges for the Future" before top health and business leaders from the Rochester community.

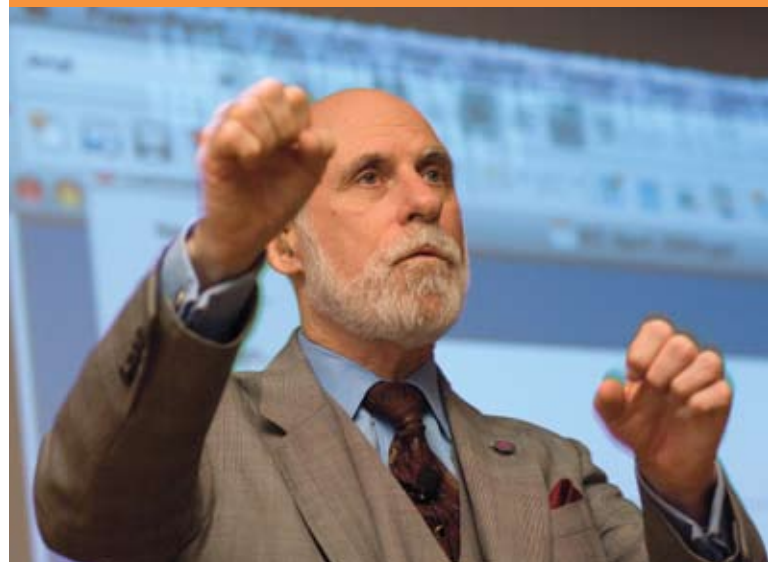
Altman is Sol C. Chaikin Professor of National Health Policy at the Heller School for Social Policy and Management at Brandeis University. He served as a member of President Barack Obama's Health Advisory Committee during the presidential campaign. In 1997, President Clinton appointed Altman to the National Bipartisan Commission on

the Future of Medicare. From 1984 to 1996, Altman served as the chairman of the congressionally legislated Prospective Payment Assessment Commission responsible for advising Congress and the administration on the Medicare DRG Hospital Payment System and other system reforms.

"As RIT and RGHS begin to shape our new strategic alliance, the series is a great conversation starter to engage key leaders and stakeholders in the community," says RIT President Bill Destler. "We want to stimulate innovative and creative ways to address health-care delivery and the array of challenges in the future."

Adds Mark Clement, president and CEO of Rochester General Health System, "This forum will lead to thoughtful discussions about the management of the growing and diverse health-care needs of the Rochester area community through *Health care, page 4*

'Father of the Internet' speaks to full house



A. Sue Weisler | photographer

Vinton Cerf, Google's vice president and chief Internet evangelist who is widely regarded as a "father of the Internet," spoke April 3 at RIT about ways to make the Internet more accessible to a larger population. His talk was part of the B. Thomas Golisano College of Computing and Information Sciences Dean's Lecture Series. His appearance drew an overwhelming response from the RIT community. Not only did the lecture in the Golisano College auditorium reach full capacity, but others filled nearby classrooms to watch on closed-circuit television. The talk was also streamed live on the college's Web site.

It is a discussion taking place across lunchrooms at RIT right now. A discussion that has more questions than answers, and conclusively shows the need for more information, one that needs to embrace a fact-over-fear tone, so that the hard questions can be examined. Without this mindset, we cannot hope to reach a majority consensus on this polarizing topic.

Labor unions have historically been the answer to unhappy partnerships between industry and labor in this country. Unions have been a tremendous force in the balance of power between industry and labor, and have undoubtedly improved the standard of living for many middle income families, but IS A UNION RIGHT FOR RIT? Service Employees International Union (SEIU) has been aggressively soliciting workers from Food Services (FS) and Facilities Management Services (FMS) over the past several weeks. They have called our coworkers at their homes, repeatedly come to their homes, and approached them in the RIT parking lots as they leave work.

Should RIT employees embrace the SEIU as a knight in shining armor who

can battle the forces of a tyrannical employer? Or does the SEIU want to swell its ranks and collect union dues? I have asked Patty Spinelli, assistant vice president of human resources, and Jim Watters, senior vice president of finance and administration, to go on record and answer the questions below.

Does a grievance exist between the employees and management that only a union can arbitrate?

Spinelli: RIT provides multiple avenues to address and resolve it. Under all circumstances, each employee has the right to seek advice from any number of knowledgeable members of our community. Employees can speak with their supervisors, human resources, staff council and its committees, the ombudsman, the chief diversity officer and the staff of the Women's Center. Both Jim Watters and I have a reputation for having an open-door and on many occasions we have been involved in resolving concerns.

Doesn't RIT already pay the "living wage" compensation to its employees?

Spinelli: RIT voluntarily adopted the living wage in 1999. The living wage is a level of pay within a geographic area

that is calculated to maintain a standard of living that allows individuals to afford housing and other living costs associated for a the community. RIT has adjusted our rates to the living wage each fiscal cycle and has no plans to change this practice.

Doesn't RIT offer the same benefit structure to employees of FS and FMS that it offers to its professional faculty, many who have Ph.D.s?

Spinelli: RIT works very hard to ensure equity and our benefits are among the best in Rochester. With few exceptions, RIT provides the same level to all. There are differences in the initial vacation allowances, and our hourly employees have a bank of sick days that are used to address individual days of absence. All faculty/staff have 100 percent (first 8 weeks and a minimum of 80 percent thereafter) salary continuation for up to six months. One significant difference is our health care benefit structure. RIT offers one health-care plan in which it pays 100 percent of the premium for employees who currently make less than \$35,000 a year. Additionally, for those employees who choose other plans or earn more than that, our

health care premiums are "tiered" to ensure that employees for whom the cost of health care is a larger percentage of pay have lower premiums than those whose pay would more easily absorb the cost. Other than that, our employees have the same benefits, and can be reviewed on HR's Web site <http://finweb.rit.edu/humanresources/benefits/>

Can the employees of FS and FMS be guaranteed their standard of living will be improved by joining the SEIU?

Spinelli: The union cannot guarantee anything. If a union was voted in, RIT's only obligation would be to bargain with the union in good-faith. Simply put, there are no guarantees of what might result. Through collective bargaining, what employees have now can go up, down, or stay the same. After collective bargaining, employees would have to pay a percentage of their wages to the union in dues or fees.

Can the SEIU protect employees from layoffs and outsourcing?

Spinelli: The SEIU cannot promise that employees will not be laid off or jobs out-sourced, and if they do, they are misrepresenting the truth. We have all heard

Dr. Destler and Dr. Watters say on many occasions that RIT is committed to providing the best quality living and learning environment, and we will not compromise our educational mission. They have also expressed their commitment to the RIT family. During these difficult economic times when businesses are closing and employees are being laid-off, RIT's goal is to avoid laying-off employees through being fiscally responsible with the funds we have. You should know that SEIU recently laid off a number of its own employees, and SEIU represented employees at other universities in upstate New York who were recently laid off. The best way to ensure our futures is for all of us to work together to continue to make RIT a great place to get an education and work.

Would RIT bargain in good faith with the SEIU?

Watters: Yes. If our employees voted to have SEIU represent them in bargaining, RIT would be obligated to bargain in good faith. Please understand, however, that RIT would not be obligated to agree to any demand the union might make. RIT would only agree to what it believed

Viewpoints, page 4

Maggelakis named College of Science interim dean

Sophia Maggelakis, head of the School of Mathematical Sciences, will serve as interim dean of the College of Science, effective May 1.

Maggelakis joined the Department of Mathematics and Statistics in 1990 and became chair in 2000. In 2006, she was instrumental in forming the School of Mathematical Sciences, which houses three undergraduate programs in applied mathematics, computational mathematics, and applied statistics; a graduate program in applied and computational mathematics; two research centers—the Center for Applied and Computational Mathematics and the Center for Computational Relativity and Gravitation; and the Summer Math Institute.

"I am honored that I have been entrusted to move the college forward during this transition

period," Maggelakis says. "I am proud of what we have accomplished as a college, and I am looking forward to working with our students, faculty and staff to promote excellence in teaching, growth in scholarship, and collaboration across departments and other colleges."

Maggelakis is a past recipient of the Eisenhart Award for Outstanding Teaching. She has led and implemented a program that reduced student failure rates in science and engineering calculus. In addition, she acts as a mentor for the Women in Science, Engineering and Mathematics Group of Rochester. She has given talks about mathematics and its applications to various groups of high school students, such as The Center for Talented Youth, the Faces of Change Conference and the Senior High School Science Exploration Day.



Sophia Maggelakis

Maggelakis has published numerous articles in the area of mathematical biology. She has focused her research on the mathematical modeling of biological processes such as tumor growth, capillary growth, wound healing and retinopathy. ■

Susan Gawlowicz | smguns@rit.edu

Smaller companies offer big opportunities



Allison Ellis | photographer

Jessica Peters, second-year management information systems major, discusses job prospects with John Adams from Pittsford-based Callfinity Inc. during RIT's Spring Career Fair. Representatives for 170 employing organizations gathered in the Gordon Field House and Activities Center on March 25. While the current economic slow-down affected overall employer attendance, small to mid-size companies, such as Callfinity, took on added prominence.

RIT, Singapore reach agreement on academic and research collaboration

RIT recently announced a new partnership with the nation of Singapore that will enhance research and education collaborations in the field of sustainability and increase international exchange opportunities for RIT students.

The agreement between RIT's Golisano Institute for Sustainability and the Singapore Institute of Manufacturing Technology will include graduate student exchanges, joint research projects and information sharing to advance curriculum development in RIT's doctoral program in sustainability.

"This partnership will enhance research and education programs offered through the Golisano Institute and serve as a first step in creating additional collaborations with Singapore," notes Jeremy Haefner, RIT provost.

"The Singapore Institute has assisted many local enterprises in securing global market opportunities in sustainable manufacturing technologies," says Lim Ser Yong, the organization's executive director. "This collaboration with RIT will enable us to help local enterprises migrate to a higher plane in the field of sustainable manufacturing technologies, which is critical in today's dynamic manufacturing



A. Sue Weisler | photographer

Lim Ser Yong, left, executive director of the Singapore Institute of Manufacturing Technology, and RIT Provost Jeremy Haefner sign a memorandum of understanding during a ceremony on campus last month. The agreement created a research and education partnership between the Singapore Institute and RIT's Golisano Institute for Sustainability.

environment and for economic as well as societal benefits."

The two-year collaboration will include opportunities for RIT students to conduct research at the institute's facilities in Singapore while also developing joint projects between the organizations in sustainable manufacturing, renewable energy and fuel cells and clean production.

"The Golisano Institute is looking forward to expanding our educational and research programs while also assisting the Singapore Institute

in providing enhanced services to the nation's manufacturing sector," adds Nabil Nasr, director of RIT's Golisano Institute.

The Singapore Institute of Manufacturing Technology is a national research center focused on developing new technologies to enhance the performance and environmental quality of the manufacturing sector. The institute is part of Singapore's Agency for Science, Technology and Research. ■

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Trustees induct three new members

RIT is adding three new members to its Board of Trustees.

The new trustees, Harold Mowl Jr., Brian O'Shaughnessy and Frank Sklarsky, were



Harold Mowl Jr.

announced during RIT's April 2 trustees meeting. RIT now has 52 active trustees, of which 22 are alumni.

Mowl is superintendent of the Rochester School for the Deaf, where he has served since 1990. He formerly served as the administrative principal at the Western Pennsylvania School for the Deaf. He earned a bachelor's degree from Bethany College and master's and doctoral degrees from the University of Pittsburgh.

O'Shaughnessy, '81 '84 (B.S., M.S. chemistry), is a shareholder at Buchanan Ingersoll & Rooney PC, where he practices intellectual property law and patent law. He is no stranger to the trustees having served on the board as the president of the RIT Alumni Association.

He now becomes an at-large member. O'Shaughnessy was selected



Brian O'Shaughnessy

as the 2006 Distinguished Alumnus for RIT's College of Science.

Sklarsky '78 (business administration/accounting) joined Eastman Kodak Co. in 2006 as chief financial officer and executive vice president. He is responsible for worldwide financial operations, including corporate financial planning and analysis, treasury, audit, controllership, tax, investor relations, information



Frank Sklarsky

technology functions, aviation, global shared services, and corporate mergers and acquisitions.

Prior to joining Kodak, Sklarsky served as a vice president for ConAgra Foods Inc. and Daimler Chrysler. He received an MBA in 1983 from Harvard Business School. ■

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