

May 12-18, 1975

Grievances

How should faculty complaints be handled at RIT?

The five-member grievance committee which heard RIT's last two faculty grievances has been charged by the Faculty Council to look into the grievance procedure.

Some of the questions it will ask are:
What constitutes a grievance?

What should be the role of a grievance committee?

Is there a need for clarification of RIT's grievance procedure?

Should grievances be treated as individual cases, or should an attempt be made to standardize procedures? Is there danger that if things are not better defined, like cases could result in different decisions?

Finally, what are the implications of a grievance hearing for academic governance?

If the committee does recommend changes, those would be considered by the Faculty Council and other groups and then must be approved by the Policy Council before being implemented.

A two-page statement in the Faculty Manual is all that exists in writing on RIT's faculty grievance policy. There have been very few cases to establish precedent. But there is also question about whether the grievance procedure should be further spelled out.

"How specific can written procedures be for the day-to-day relationships between people?" asks Joseph E. Brown, associate professor, School of Printing, the chairman of the grievance committee.

"Our committee procedures are not really clearly spelled out, but the grievance procedure has worked, although maybe not as well as some would have liked," Brown says. "Once you start

to spell things out, you restrict the freedom of the individual.

"If we can improve the grievance procedure, we will make recommendations," Brown said of the work of his committee.

Part of the difficulty is assessing the role of a grievance committee. Dr. Stanley McKenzie, assistant professor, General Studies, who served as counsel to the grievance committee sees two possible roles for a grievance committee.

The first is formalistic and technical. Its charge is to insure that proper procedures and policies in the treatment of a faculty member are carried out.

The second is more wide open. It asks: Even though the rules are not violated, what about the spirit? Has the faculty member been treated fairly and considerately?

The second role causes Dr. McKenzie some disquiet because "a grievance committee is as capable of misusing the human factor as an administrator." What Dr. McKenzie would prefer is that human factors as much as possible be built into the rules and regulations, so a grievance committee could address itself to the first role.

"I would prefer that deans would have to put in writing what constitutes satisfactory performance," Dr. McKenzie explains. "I think the policies and philosophies of RIT as well as the procedures should be followed. In the long run, the best safeguard a faculty member has is to build the spirit of fairness into Institute rules and regulations."

Brown believes, however, that because of the nature of interpersonal relationships, many such matters cannot be detailed. He remains committed to the broader role of the grievance committee.

"It is not true," he emphasizes, "that if procedures were followed, there may not be a grievance."

Another committee member, Dr. Austin J. Bonis, professor, CCE, says, "The more procedural you make it, the more it will fall back on precedents and legality. The beauty of grievance boards is that we're not chained to legal precedents and procedures. Our board took our charge as seeing if there was fair play. We did more than ascertain whether procedures were followed. People who spend 30 to 40 hours listening to an individual case are in a better position to determine justice in that case than those who study just procedures."

If the committee does come up with some recommendations, one might be an emphatic statement of the extent of its role, Dr. Bonis feels.

Dr. Richard Lunt, chairman of the Faculty Council, suggests the committee might further spell out terms of service for its members, procedures for admitting evidence, and what questions will come before it.

The recent lengthy grievance hearing did clarify some procedures.

All evidence must be submitted beforehand so there are no surprises at the hearing. Everyone knows what witnesses will be called. Opening remarks are allowed by both sides. Witnesses for either side can be questioned by both

Bookstore will move

The Bookstore will be moved from its location on the first floor of the College-Alumni Union to temporary headquarters in the Ritskeller the week of May 19, officials said this week.

The Bookstore will be located in the Ritskeller until September.

The move will allow a complete renovation of the existing store, including the addition of a mezzanine level for additional floor space, said Chuck Bills, manager.

"We're undergoing some pretty radical changes," he said. "We'll have twice the counter space, much more textbook space, and equipment like light tables available for customers to use," he said.

Bills said the physical changes and the addition of professional buyers in three areas (trade book and college supplies, textbooks, supplies) will mean "One thing--better service for our customers."

He said the bookstore also will start an expanded usedbook program.

"Generally, I think these changes represent a forward looking approach to the Bookstore in general," he said.

"The college store should be a real asset to the community; it's a highly visible part of the campus--it's open and anyone can go there. If they see a pleasant, well-run store with people who want to help them fill their needs, it does a lot to promote what RIT is all about."

Deposit pay directly

Institute employees who wish to participate in the new direct salary deposit plan must sign authorization cards in the Payroll Personnel offices before Friday, May 23.

The plan, which personnel and payroll officials have explained at a series of informational meetings across campus, provides for the Institute to deposit an employee's salary directly into a checking account at a local bank. It is slated to begin in July, 1975.

Banks participating in the plan are Central Trust, Lincoln First, Marine Midland, and Security Trust.

Plan sponsors say its benefits include free use of a checking account (except at Marine Midland), protection against loss or theft of paychecks, automatic deposit without the need to go to the bank, even during periods of illness or vacation, and a wide range of other banking services like lines of credit, safe deposit boxes, and charge plans, depending on the bank.

To participate, employees should contact the payroll department and request authorization cards, which must be signed and returned. Department offices may request cards for the entire department.

Employees who choose not to join the plan will continue receiving their paychecks regularly.

Employees who participate will get a pay stub showing the amount deposited in their account on payday.

Further information is available from Dave Moszak at 464-2383, Clarence Schmitz at 464-2382, or Ev Merritt at 464-2426.

Vern Titus cited



Vernon R. Titus, director of CCE's Management Diploma Programs, was honored at the 49th Annual Management Convocation held April 16 at the Rochester Area Chamber of Commerce. Titus, who will retire from the Institute July 1, was presented RIT's "Distinguished Service Citation." The Convocation is held each year to honor those men and women (and their families) who completed requirements in the management diploma program. This year about 100 people received diplomas.

Gardens available

The grounds division of RIT Campus Services department has plowed and fertilized an area approximately 160,000 square feet on campus, just to the north of the nursery on John St., for gardening.

"This area is ready now for any faculty, staff or students of RIT who wish to plant, maintain and harvest their own vegetable garden," Everett Merritt, Personnel director, said.

The location is easily accessible by auto from John St. by turning in just north of the lilac area of the nursery.

Those interested should simply provide stakes, string or other markers on their plot (suggested maximum size is 20 x 25ft. per plot), plant their vegetables and hopefully enjoy the harvest later this year, Merritt said.

RIT film on TV

WXXI-TV will air RIT's Alumni Film, highlighting unique features of the Institute, on Sunday, May 18th at 4 p.m.

Designed for a variety of audiences including alumni, prospective students and the general community, the film was produced, directed and funded by RIT alumni. The Alumni Association Executive Council came up with the idea for the film and over 20 RIT graduates worked on the project with producer, David McKenna, Photo '66 of Toledo, Ohio.

The 30-minute film portrays life on the new campus and includes scenes of RIT's former days in downtown Rochester.

Alumni groups in several cities from Boston to Los Angeles have seen the film.

Engineering prof dies

Cyril Donaldson, 79, retired professor of mechanical engineering at RIT, died April 25, 1975.

He served on the RIT faculty from 1928 to 1960. During that time he taught mathematics, applied mechanics, engineering drawing, physics laboratory, power laboratory, materials laboratory, machine design, tool design and internal combustion engines.

Grievances

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sides and all committee members and their counsel. Closing summations are offered by both sides. Then the committee goes into closed session for deliberation.

"We are not a court, and we can only submit our findings and recommendations to Dr. Bullard, but we generally follow courtroom procedures somewhat during the hearing because they seem to work," explains Brown.

"The committee has some legal status, however," adds Dr. McKenzie. "Outside courts are not interested in taking over administrative decision-making from the institution. Their concern is that the institution has fair procedures that were followed to protect the rights of the faculty member. A faculty member can have recourse to the outside courts only if he can show there was something unfair about the procedures."

When a grievance committee takes a broad view of its role in determining whether a faculty member was treated fairly, it must be careful not to usurp the right of an academic department to judge the professional competency of its members.

In a statement released after the last case, Dr. Thomas P. Wallace, dean of the College of Science, asserted, "The basic evaluation of faculty productivity and retention is a judgmental question and the responsibility of the faculty and administration of the academic unit or department."

Whether a grievance committee infringed on the right of an academic unit to judge the professional competency of its members would be considered by Dr. Todd H. Bullard, provost, and President Miller, who receive the findings and recommendations of grievance committees and make the final determination.

Continuing events

RIT permanent Photographic Display and Annual Photographic Competition. College Union. (May 10-25)

Joe Benenate - College Union Display - Photo Professional - School of Photography (May 25-June 2)

Christian Science Organization - College Union Rm M2, 7:30 p.m. Regular Meeting. Counseling

from 1-2p.m., Conf. Rm B. College Union. Contact Ron Clarke at 4359. (Every Tuesday)

Outing Club - 7:30 p.m. NRH South Lounge. Trips every weekend, movies, speakers. (Every Wednesday)

MFA Gallery - A Thesis presentation by Tom Petit. 3rd floor photography bldg. (May 18-24)

Wallace Memorial Library Gallery - View of Japan; photos by the father of the late Yasuko Tojo, for whom RIT's Japanese garden will be dedicated on May 9. (May 1-11 daily)

International Museum of Photography - an exhibition of 40 early photographs by Alfred Stieglitz from the collection of Wade Newlin. Brackett Clark Gallery (through May 30)

Food Administration Luncheon - Henry Lomb Rm. 12:00 noon. Menu: Lasagne, Olive & Carrot Plate, Tossed Salad, Italian Bread Sticks, Tropical Orange Dessert with whipped cream. Call 2351 for Reservation before 2 p.m. (May 13) Next Luncheon on May 20 will include Fried Chicken, Potato Salad, Vegetable Relish Garnish, Hot Dinner Rolls, Dessert.

The Aquarian Self-Discovery Center invites you who are seriously interested in spiritual & psychic development to attend a meditation group operating within the Western Esoteric Tradition. Meetings are Monday nights at 8 p.m. Tel. 334-1215 for More Information.

Color Reproduction for Engineers - Gannett Bldg. All day. Contact Judy Torkington at 2757. (May 21-23)

Bookstore Renovation - May 19-Sept. 7, 1975.

Positions available

Listed below are the current openings at RIT/NTID as of 5/2/75. For further information please call Personnel at 464-2424.

General & Hourly

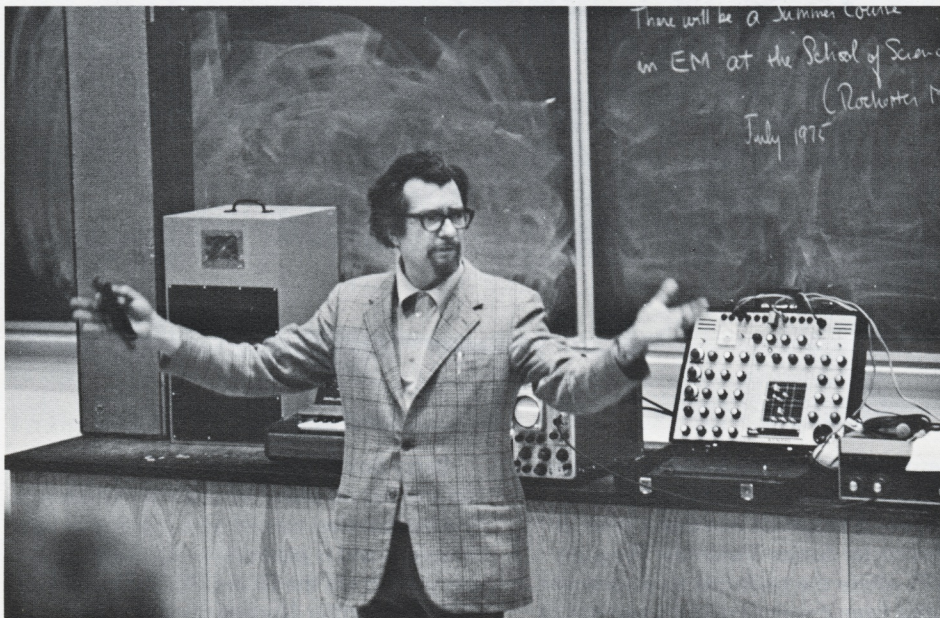
Admissions Specialists-Admissions-Level 5
Senior Secretary-College of Continuing Ed-Level 5
Senior Secretary-General Studies-Level 5
Secretary-Bookstore-Level 4
Secretary-Printing Department
Secretary-Curriculum, Dev. & Evaluation (P.T.) NTID.
Secretary-Urbanarium (P.T. Temporary)
Housekeeper-Biology Department
Mfg. Processes Laboratory Technician-Engineering Tech./NTID

Administrative

Admissions Counselor-Admissions
Registrar-Records & Institutional Research
Resident Director-Residence Halls/Food Services.
Resident Director for the Greek Area-Residence Halls/Food Services
Coordinator of Adm. Services-Residence Halls/Food Services
Coordinator of Residential Life & Programming-Residence Halls/Food Services
Assistant Director-Alumni Relations-Public Affairs Division
Nursery School Teacher-Horton Child Care (P.T.)
Engineering Co-op Coordinator-Central Placement
Retrieval Analyst/Programmer-Program Analysis-NTID

Instructors/Faculty

Instructor-Physical Education & Asst.
Football Coach-Physical Ed. & Ath.
Developmental Education Specialists-Tech. Ed./NTID
Media Specialists-Curriculum Dev. & Eval./NTID
Curriculum Development Specialists-Curriculum Dev. & Eval./NTID (2 positions)
Research Associate-Manual Language Service Center Comm. Section/NTID
Instructor-Manual Language Service Section-Comm. Ctr./NTID
Coordinator of Audiology Service Section-Comm. Ctr./NTID
Clinical Audiologist-Comm. Ctr./NTID (P.T.)
Speech Pathologist-Comm. Ctr./NTID
Research Associate-Advanced Programs/NTID (2 openings)
Instructor-Biology/Chemistry-Tech. Sci./NTID
Associate Educational Specialists-Fine & App. Arts/NTID
Instructor of Photo-Processing-Visual Communications/NTID
Associate Ed. Specialists for Pre-Professional Programs in Engineering and Computer Science.
Department Chairperson-Computer Applications-Curriculum Dev. & Evaluation/NTID



Hundreds of students from every college on campus came to hear and see Dr. Everett Hafner's seminar on electronic music, and to try out the equipment he brought with him. The expert on electronic music was brought in by the Physics Department of the College of Science. Dr. Norman Goldblatt, assistant professor of physics, said Dr. Hafner gave a lecture-recital to a packed audience in the College of Science auditorium. The following day about 200 students came to a physics laboratory to talk with him and use the equipment, which included the famous Moog Synthesizer and the Synthi, a programmable synthesizer. Dr. Hafner performed original works and transcriptions of classical works on the synthesizers. He is professor of physics at Hampshire College and president of Electronic Music Studios of America in Amherst, Mass.

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Betty Smith: retired in 1971, she's now in Development and has no plans to leave again

The United States was embroiled in World War II and RIT was still known as Rochester Athenaeum and Mechanics Institute when Elizabeth Smith of the Office of Development began her association with the Institute in 1944.

Since she started working over three decades ago, Betty has seen RIT change from a small downtown trade school to the multi-form educational institution on the new campus.

Originally she worked part time for the Evening School and Alumni Office and in 1956 became a full-time employee. As a member of the Alumni Office staff, she planned banquets and meetings and conducted all the arrangements for Alumni Council elections. Betty was awarded the status of Honorary Alumna in 1970 in appreciation of her 16 years work with RIT graduates.

Mrs. Smith retired from the Institute in 1971 after 27 years, but the retirement was short-lived. After a mere three months of relaxation, Betty was called to assist with RIT's 150th Anniversary Campaign on a part-time basis. She now serves as a campaign assistant working on billing and related functions for the Alumni Fund and the total campaign.

Betty is often the first to arrive in the morning--rain or shine--and her enthusiasm and spirit add an important dimension to the staff, according to Dorothy Wadsworth, director of Development and the Anniversary Campaign. "The Development office has a stimulating blend of all ages and we gain tremendously from Betty's influence on our office atmosphere," Mrs. Wadsworth said.



Despite part-time work, Betty maintains a schedule that would rival any full-time employee. She spends one day a week at the Rochester Senior Volunteer Program (RSVP) where she performs an assortment of duties from developing filing systems to receptionist work. The other day finds Betty Smith at St. John's Home where she is the major contact with the outside world for an elderly blind lady. Betty has written letters and Christmas cards and assisted with other tasks for this lady since she lost her sight over two years ago.

In her spare time, Betty knits mittens, sweaters and other clothing items for needy children in the mountain regions of Kentucky.

Betty Smith is happy with her active life and has no plans for another retirement. She has traveled abroad on a number of occasions and is planning a trip South this year to see the Grand Old Oprey and visit the Frontier Nursing Service which distributes the knitted items in Hayden, Ky.

Her feelings about RIT? Well, she's a fan of the Institute. "It's a pleasant place to work," she says. She's made many friends, likes the people and is happy to have been a part of the Institute's development over the past three decades.