

# N·E·W·S & E·V·E·N·T·S

## Image Permanence Center Established

The stability of photographic imaging materials has long been a thorn in the side of the photographic industry. Interest in the topic has spread from scientists to the general press, and the call for more information on the longevity of imaging materials and images has never been louder.

Now, thanks to a joint effort on the part of RIT and the Society of Photographic Scientists and Engineers (SPSE), the problem of image permanence is being addressed.

On Dec. 2 SPSE and RIT established the Image Permanence Institute (IPI) at RIT. IPI is an independent, non-profit, scientific institute that provides testing, evaluation, consulting, standards development and research services in the technology of photographic image longevity.

"The Image Permanence Institute is desperately needed by the photographic industry," says William R. Towns, president of SPSE, which is based in Springfield, Va. "The establishment of a neutral and independent scientific laboratory will accomplish much to communicate factual information on the subject of image longevity, all for the good of the world photographic community."

An international group of organizations has contributed to the Image Permanence Institute Trust Fund. Contributors include Eastman Kodak Company, Fuji, Polaroid, 3M Company, Agfa-Gevaert, DuPont, Mitsubishi, the National Geographic Society, Ilford, Konishiroku and the George Eastman House.

"RIT is definitely the most appropriate place for IPI," said Eastman Kodak representative Charleton Bard. "We anticipate that this project is going to flower and expand into other areas as well, such as the conservation area."

The stated purpose of IPI is to "conduct research studies, institute educational programs, and perform privately sponsored contract testing services in the field of the permanence properties and characteristics of various kinds of imaging media." As well as privately sponsored research and testing projects, IPI will undertake grant and contract research sponsored by governmental and non-profit institutions.

IPI will explore such diverse imaging materials as photographic prints, negatives, transparencies, motion picture materials, microfilms, graphic arts materials, x-ray materials, scientific plates and photocopying processes. Both current and obsolete imaging materials will be studied.

"We are very pleased and honored to witness the establishment of IPI at RIT," said President M. Richard Rose. "We are helping to preserve the very essential elements of American life. It's more than the chemicals or the paper, it's the feeling we are preserving. We are creating a milestone in American history."

James Reilly, assistant professor and founder of RIT's Photographic Preservation Laboratory, has been named director of IPI. The Photographic Preservation Laboratory will become part of IPI, which

will build and enlarge on the programs currently underway in the laboratory.

One project is a two-year study to find better ways to evaluate storage enclosure materials for still photographs and microfilm. The project has received more than \$140,000 in grant support from both the federal government and private foundations.

SPSE is responsible for coordinating sponsorship of IPI from industry and other sources and maintaining the trust fund, which provide funds for facilities, equipment and operations. IPI's board of advisors is made up of representatives from SPSE, RIT and companies that have donated \$2,000 or more to the trust fund.

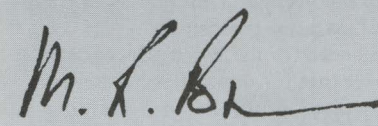
"The project was an international effort," said Bard of Kodak. "SPSE was able to put together the efforts of many different companies. Without SPSE it could not have been done."

IPI will occupy a specially renovated section of RIT's City Center. While renovations are underway it will operate out of the space Reilly and his staff are presently using in the School of Photographic Arts and Sciences. The City Center renovations are expected to be completed in June, 1986.

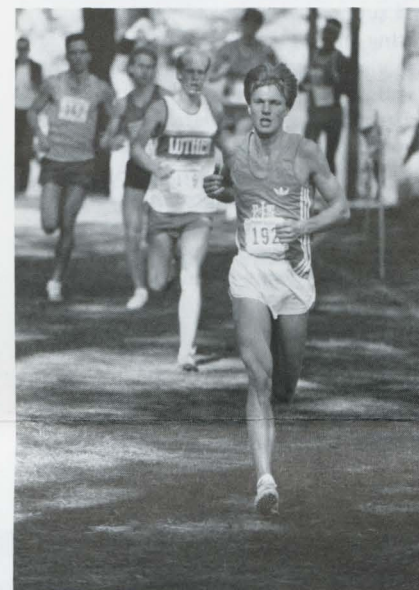
## Happy Holidays!

The holiday time is one of reflection and joy. It also is a time to look back at a year that has been filled with exciting accomplishments for the Institute, its faculty and staff, its students and its alumni.

You are RIT's most important resource and I would like to extend my sincere thanks to each of you and your families and to wish you all Seasons Greetings.



M. Richard Rose  
President



**ALL AMERICAN...**John Wagner nears finish line in NCAA Division III cross country championship Nov. 23. Wagner earned All-American honors, placing 14th. Teammate Paul Ruston also gained All-American, finishing 20th. RIT took third in a field of 21 teams in the 8,000-meter competition held in Stone Mountain, Ga. It marked the best national finish ever for Coach Pete Todd's harriers.

## RIT Soccer Player In Senior Bowl

Paul Schojan, senior forward on the RIT men's soccer team, will compete in the Intercollegiate Soccer Association of America (ISAA) East-West Senior Bowl Game in Orlando, Fla., Friday, Dec. 20. The competition includes soccer players from Divisions I, II and III, but Schojan will be the only Division III representative on the East Team. Another Division III player was chosen for the West Team. Selection was made by ISAA coaches.

Schojan is RIT's first representative in the prestigious competition.

The Gates, N.Y., captain culminated his four-year career at RIT this fall and led the team in scoring for the second straight year, tallying 21 points. Schojan recorded 115 points in four seasons and was All-American and Independent College Athletic Conference (ICAC) Player of the Year last season. This year's post-season all-star teams have not been announced.

RIT posted a 12-1-3 overall record, advanced to the NCAA playoffs for a fourth consecutive year and lost to Fredonia (2-1 in overtime) in opening round play. The Tigers are 31-2-4 over the past two seasons.



**FAMILY OF THE YEAR...**The family of Cassandra Jordan, director of RIT's Student Health Service, was one of four Rochester area families honored Nov. 21 as a 1985 Family of the Year. Mayor Thomas Ryan and County Executive Lucien Morin presented each family with a copy of a joint proclamation at the recognition luncheon. Isaac Jordan, relocation manager for the Eastman Kodak Company, founded Dads Only, an organization that emphasizes the importance of the father's role in black families and provides a support system for fathers and their families. Daughter Cassie, a senior at Pittsford-Mendon High School, was chosen most valuable player of the school's soccer team, sectional champions. Isaac, Jr. (Ike) is a senior at Cornell University and achieved dean's list honors every year.

## National Publications Again Cite RIT Programs for Excellence

RIT has again received attention from prestigious national publications. The December issue of *Forbes* magazine lists RIT's School of Food, Hotel and Tourism Management as one of only three, four-year hospitality management programs in a major article on careers in the food service industry. The Nov. 27 issue of the *Chronicle of Higher Education* features a two-and-a-half page look at the success of athletics at RIT, particularly focusing on the two-time national champion RIT hockey team.

*Forbes*, one of the nation's most respected business publications, identifies food service as "the hot career field of the 1980s."

In her article, "Cuisine Arts and Sciences," *Forbes* writer Jill Andresky quotes George Alley, director of the school, on trends in the hospitality industry and the need for highly skilled professionals in food management. "If you look at job-growth figures, it's clear we're not producing enough graduates to satisfy the needs of the food service industry," says Alley.

RIT has nearly doubled its capacity for students in the hospitality program since 1981.

The only other four-year programs recommended by *Forbes* for hotel and restaurant management careers were Cornell University and Johnson & Wales College. Three other programs also were listed for careers in cooking.

The headline in the Nov. 27 issue of *The Chronicle of Higher Education* reads, "A Big-Time Ice-Hockey Performance from a Division III Technical Institute...Rochester aims to show that academically oriented institutions can still field top teams."

The major feature on RIT athletics focusing on hockey and another story on hockey co-captain Ritchie Herbert were written by Charles Farrell of the *Chronicle*, who visited RIT in early November.

Among those quoted in the story is hockey coach Bruce Delventhal, who calls "RIT's commitment to excellence in sports part of an inseparable mind-body relationship."

"The approach that it takes to excel in technological fields translates naturally to the drive needed to excel on the ice," Delventhal says that it was less of a coincidence than might be thought that two technical institutions, RIT and RPI, rose to the top in college ice hockey.

## Comprehensive Wellness Program Underway

Following 18 months of study and planning, RIT is initiating a comprehensive wellness program for faculty and staff. The program evolved through the combined efforts of the departments of Physical Education, Student Health, Counseling Center, Personnel and Dietetics.

"Our purpose is threefold," states Fred Bleiler, director of Physical Education, Intramurals and Recreation and coordinator of the wellness program. "We want to provide a scientifically based exercise and health maintenance program, taking the preventive approach. Another objective is to provide positive actions in developing a lifestyle by design, one that will monitor the individual's health. Third, we're implementing programs to identify and reduce health risk factors. These include coronary heart disease, programs of exercise, diet modification, weight control and stress management."

Enrollment in the pilot program is limited to 50 participants, and at least 30

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## Time Inc. Presents Minority Scholarships

For the fourth consecutive year, Time Inc. has reaffirmed its commitment to printing education for minority students from the New York City metropolitan area.

In a unique agreement between Time Inc. and RIT's School of Printing, six students have been selected to receive nearly \$6,000 each in scholarships. RIT's School of Printing is the only printing school to which Time awards such scholarships.

The four-year scholarships are part of Time's commitment to encouraging minority students to pursue careers in printing and magazine publishing. The scholarship recipients are selected from students in RIT's School of Printing, who are graduates of New York City area high schools. The scholarships are awarded on the basis of academic performance, community involvement and interest in printing and magazine publishing.

"The need for increased educational opportunities for minorities has never been greater," said J. Richard Munro, president and chief executive officer of Time. "We are proud to support the RIT scholarship program and welcome similar efforts by our industry. The education provided by RIT will enable minorities to make important contributions to graphic arts and the magazine industry."

"RIT is indebted to Time for its dedicated support of higher education in printing and magazine production. We are particularly pleased that this company has chosen to become a leader in private sector financing of scholarships for minority students," said Dr. Mark F. Guldin, dean of the College of Graphic Arts and Photography. "This important effort on the part of Time will bring handsome benefits to the magazine publishing industry as these students graduate and assume key positions within this industry."

The 1985 recipients of Time scholarships are: Cheryl Medford and Derek Callender, graduates of Brooklyn Technical High School; George Daniels and Richard Baptiste, graduates of the High School of Graphic Communication Arts;

Granville Rouse, a graduate of the Bronx High School of Science; and Dana Waldon, a graduate of Springfield High School.

"We are extremely proud of these fine young women and men, who, by their academic performance, community involvement and commitment to printing and magazine publishing, richly deserve this recognition," said Professor Herbert H. Johnson, chairman of the Time Inc. Scholarship Committee.

Johnson noted that, to date, eight RIT students have received the scholarships. Two of them, Loren Mercer and Jacqueline Pelzer, graduated in May, 1985. Mercer is employed by Time in its advertising department and Pelzer is a sales management trainee with 3M Company.

"Their RIT education has provided the intellectual and technical foundations that will allow them continued growth in the graphic arts industry," said Johnson.

### Free Computer Seminars Set for IBM-PC Users

RIT's Computer Applications Training Center is offering a series of free two-hour seminars to introduce beginners to the fundamentals of the IBM-PC.

The seminars, planned for those with little or no understanding of computers, allow participants to feel more at ease with computers. Additional free two-hour seminars will be held beginning in January.

The center has added WORD-PERFECT training to its list of software specifics and will offer a one-day WORD-PERFECT workshop for a \$225 fee.

For a schedule or to register for either the free seminars or specific software training, call Maria Duell at 271-6271.



**SCIENCE MINI-COURSES...**A reception was held recently to honor the success of the College of Science's Mini-Course Program. The program received an \$85,000 grant from the National Science Foundation to expand its mini-course offerings for this year and 1986, and a \$40,000 grant from the New York State Education Department to support the production of videotapes of selected mini-course topics. The programs, offered by the college for more than a decade, have been praised by Rochester area secondary school science and mathematics teachers. Among those attending were, from left to right: Dr. John Paliouras, dean of the college; Thomas Frey, New York State regent; R. Carlos Carballada, New York State regent; and President M. Richard Rose. Also attending were members of the College of Science and area high schools.

### Student Leaders Begin Special Training Program

RIT's Complementary Education Department in the Student Affairs Division has redesigned the student leadership development program to incorporate self-discovery elements as well as leadership skills workshops.

Joann Humbert and Nancy Shapiro, who organized the program, said the project began Dec. 11 and will run throughout the Winter and Spring Quarters. Another component of the program provides for small groups of students to meet with faculty/staff mentors for a more individualized response to the self-discovery portion of the program and to establish a support system.

Fifty students were chosen from those who submitted applications. Humbert said that each student was required to take the Meyer-Briggs Type Indicator test and to answer a leadership questionnaire in the Learning Development Center before taking part in the program. Results will provide a basis for students to assess their personal leadership styles and to set their personal development goals, Humbert explained.

Mentors are Dr. Fred Smith, vice president, Student Affairs; Elaine Spaul, assistant vice president for Student Affairs; Howard Ward, assistant director of administrative services for Residence Life; Carolyn DeHority, Counseling Center; Patty Buscemi, assistant director, Outdoor Experiential Education; and Ellie Rosenfield, NTID Student Life.

The program includes 14 workshops; attendance at some is mandatory and others are planned to meet special student goals, such as basic procedures for conducting meetings and goal setting.

Student leadership training programs at RIT in the past have centered on leadership techniques for those involved in clubs and organizations.

"The approach in this year's program is based on the idea that you can't be an effective leader unless you know who you are, what your style is, what your strengths are, what your weaknesses are," Humbert explained.

"Winter Quarter workshops concentrate on the student looking inside himself and the Spring Quarter sessions emphasize developing the skills to work with others.



Art Brangman, first-year graduate student in medical illustration, and Joseph Kevin Newbill, first-year graduate student in industrial design, are the recipients of the College of Fine and Applied Arts' Fanny Knapp Allen Scholarship.

### Allen Art Scholars Honored

Recipients of the Fanny Knapp Allen Scholarship in the College of Fine and Applied Arts are Joseph Kevin Newbill and Arthur S. Brangman, Jr.

Newbill, a first-year graduate student in industrial design, majored in art history at the College of Wooster. "My first goal was architecture and then I turned to art history. But when it came time for graduate school, I couldn't see myself as a teacher and chose industrial design with a job in mind." A Shaker Heights resident, Newbill says his instructors, Craig McArt and Toby Thompson, "have been encouraging me, and the field looks promising. In the long run, though, it depends on what you make of it yourself."

Brangman says he drew "super heroes" when he was seven. When he drew portraits of his family as they sat around after Thanksgiving dinner, "My mother gave

me my first show, hanging my work two feet off the floor!" He moved to Syracuse from Brooklyn when he was 10 years old and says, "The beautiful countryside around Syracuse got me into drawing landscapes. I do highly detailed landscapes and since things in nature also apply to the human body, it was an easy move into medical illustration."

A first-year graduate student in medical illustration, Brangman has a bachelor of fine arts degree from SUNY at New Paltz. He says he appreciates the camaraderie among the grad students at RIT, the helpful friendly atmosphere, and his professors, Robert Wabnitz and Glen Hintz.

Graduate minority scholarships in the College of Fine and Applied Arts are awarded on the basis of the promise of future potential, past academic excellence and financial need.

### Riverknoll Cleans Up

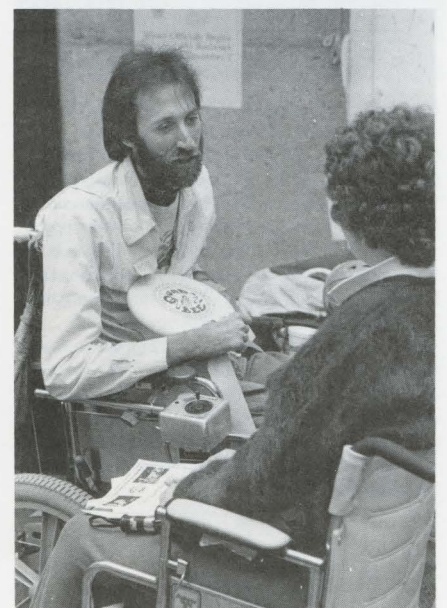
Residents of Riverknoll, Institute-operated campus apartments, have a new, centrally located laundry facility.

And Riverknoll dwellers, Ed Woodrow and John Miller, had one-half of their November rent paid because Ed's name was drawn as winner of the grand prize offered by the Off-Campus Student Association (OCSA) at the celebration marking the opening of the laundry, Oct. 29.

Zacruth, Inc., owners of the coin-operated machines, installed 18 new washers and 20 dryers. When asked to donate a prize for drawings, Zacruth gave OCSA \$1,000 for a scholarship. OCSA officers are developing guidelines for awarding the scholarship.

### Apples Available In Holiday Sale

Apple computers with selected peripherals and software are now available at bargain prices at RIT's Campus Connections. A special "Holiday Bundle" sale during December only includes the 512K Macintosh with the new Image Writer II printer at discounted prices for full-time students and faculty involved in teaching and research and full-time administrative and professional staff. For additional information call Campus Connections at 2211.



**IT'S A CHALLENGE...**Tossing a frisbee can be a challenge to persons with limited use of their hands. Foster Anderson, a quadriplegic as a result of a motorcycle accident in 1978, loved playing frisbee but couldn't grasp one after he was disabled. So he invented the Quad-Bee, a frisbee with clips that a person with limited hand movement can toss accurately. Anderson, fourth-year manufacturing engineering student, demonstrates the Quad-Bee for Teresa Carroll, Rochester, at Physical Challenges Day, Nov. 7.



## Business Honors Entrepreneurs



Herbert W. VandenBrul (left), whose generous endowment created the Herbert W. VandenBrul Entrepreneurial Award, chats with 1985 winner Robert H. Hurlbut (center) and Walter F. McCanna, dean of the College of Business, shortly before awards ceremonies.

A 21-year-old junior, majoring in hotel management, and an innovator in the health services industry are the 1985 recipients of the Herbert W. VandenBrul Entrepreneurial Awards.

RIT student Dale Gifford, who created a business plan for an upscale pet grooming and boarding kennel in Greece, received a \$500 award as part of the student honor.

Robert H. Hurlbut, president and founder of Vari-Care Inc. and president of Rohm Services Corp., received the entrepreneurial award. The honor was created in 1984 by an endowment from VandenBrul, a founder of R.F. Communications, now a division of Harris Corp.

The student award winner is selected from students enrolled in Entrepreneurship, a course open to all RIT students that requires students to create a business plan. A College of Business faculty committee reviews the best of the plans, choosing one that is most feasible and contains convincing support data.

Gifford's plan contains full market and location studies and financial projections. "I did a lot of research," says Gifford, who is working currently in a co-op position in Vail, Colo. "I talked to many area businessmen. By the time I got done, I really felt this was a business that would work—something I could do."

At the awards ceremonies, held at the Henrietta Holiday Inn, VandenBrul quipped that he was disappointed at missing the opportunity to congratulate Gifford personally, "but I'm happy that she's where she should be—working."

Walter F. McCanna, dean of the College of Business said, "We like to think of the student award as Mr. VandenBrul's investment in an exciting, new business venture—one of our students."

The business award is given annually by the RIT College of Business in cooperation with the Rochester Area Chamber of Commerce and the Industrial Management Council. It is presented to a person who has successfully developed an emerging business that has improved the economic life of greater Rochester or whose innovative management skills have changed the course of an existing business.

During an afternoon presentation to about 125 students at the College of Business, award recipient Hurlbut encouraged young people to consider a career in the health industry.

In the mid 1960s, Hurlbut saw the benefit of creating a business to offer central accounting and purchasing services to small, independent nursing home operations.

Hurlbut has performed in administrative and consulting capacities for nursing homes in New York, Pennsylvania and Hawaii since 1956. In 1964 he organized and assumed the presidency of Rohm Services Corp., a management and consulting service to nursing homes serving a total of 1,038 beds in western New York.

In just 17 years, Hurlbut has expanded Vari-Care Inc., which he founded in 1968, to include nine health care facilities in Florida, Alabama, Arizona and Texas. The company offers care to 1,922 patients, including recuperative and home health care services.

## Julian Bond Highlights RIT's King Celebration

Julian Bond, civil rights leader and Georgia state senator, will be principal speaker at RIT's fourth annual memorial celebration of the birthday of Martin Luther King, Jr., 2 p.m., Wednesday, Jan. 15, in Ingle Auditorium.

The Institute observance is sponsored by the College of Liberal Arts, the Office of Minority Student Affairs, Complementary Education, College Activities Board and Student Directorate.

While a student at Morehouse College in 1960, Bond participated in the sit-ins at segregated restaurants in Atlanta and was a founder of the Student Nonviolent Coordinating Committee. In 1965 Bond was elected to the Georgia state assembly, but was refused his seat because of his statements opposing the war in Vietnam. Re-elected in 1966 he began serving after the United States Supreme Court unanimously upheld his right to hold office.

Bond successfully challenged the Democratic Party's unit rule at the 1968 convention and won representation for his group of black delegates at the expense of the regular Georgia delegation. He is the author of *A Time to Speak, A Time to Act*, published in 1972.

Previous RIT observances of King's birthday featured former Congresswoman Shirley Chisholm, the Rev. Ralph Abernathy and educator Toinette Eugene.

## Expect Your Telephone Book for Christmas

The 1986 RIT telephone book should be in your Christmas stocking sometime next week.

If your number has changed since the telephone book went to print, please send updates to **News & Events**.



**HOSPITALITY GRANT...**The Rochester Hotel/Motel Association recently gave a grant to the Hospitality Education Fund in RIT's School of Food, Hotel and Tourism Management. The fund gives program and project support to students in the school. Industry officials (left to right) include: Peter R. McCrossen, president of the association and manager of the Strathallan; Alan C. Lowles, associate vice-president and manager of the Rochester Hilton; George Alley, director of the school; and David H. Crumb, chairman of the association's Education Committee and manager of the Marriott Airport Hotel.

## Wellness...

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are needed before the program will be instituted. An orientation session and health-related fitness evaluation are prerequisites for acceptance into the program, according to Bleiler. Participation is open to all RIT faculty and staff.

The Institute has contracted with cardiologist Dr. Frederick T. Zugibe Jr. of Fairport, who will provide a comprehensive health screening/fitness evaluation, according to Bleiler. This will also include consultation with a health enhancement specialist, written documentation of test results and a prescribed health maintenance program. Documentation will also be provided to the individual's personal physician.

RIT will absorb half of the \$200 cardiologist fee for the first 30 individuals

selected to participate in the pilot program. Individuals should check with their insurance carriers concerning coverage of the remaining cardiologist fee.

"Once initial testing has been completed and a program prescribed, Institute personnel will provide a variety of support during a 10-week period," Bleiler says. "This will include exercise programs and access to workshops, clinics and support groups." Daily supervised exercise sessions will be offered in four activities: walking, jogging, swimming and aerobic exercise. These will take place from 7:30 to 8:30 a.m. and from noon to 1 p.m., Monday through Friday. Physical education personnel and Student Health staff will monitor the exercise program.

Additionally, Student Health, the Counseling Center and Dietetics staff will assist in combatting specific health problems, such as excess weight, stress and smoking.

## FOCUS



Deborah Stendardi, Joan Lybeer and Linda Georgakis

## Government Affairs: Resource, Liaison

The fact that RIT is well perceived and recognized by leadership people in Albany and Washington is a strong reflection on the work of a three-member team at RIT's City Center.

The Office of Government and Community Affairs, located on the fourth floor of City Center, is comprised of Deborah Stendardi, director; Linda Georgakis, administrative assistant; and Joan Lybeer, secretary.

The office is a part of the Government Relations Division under Dr. William Castle, vice president of Government Affairs and director of NTID.

Activities include representation on various government councils and committees, preparation of legislative correspondence for Institute personnel, preparation of testimony and other written materials for governmental committees and agencies, and program development and implementation related to governmental programs, grants and funding.

A big part of the job, Stendardi explains, is to keep RIT people aware of what's going on in government, so the Institute community will understand the impact that governmental policies, law and programs can have on RIT.

One of the most satisfying aspects of the job occurs in helping RIT students, adds Stendardi. "We spend a considerable amount of time and effort advocating adequate levels of funding for student financial aid programs."

To that end, the Office of Government and Community Affairs worked with many individuals throughout the RIT community two years ago in a campus-wide effort to obtain an increase in New York State's Tuition Assistance Program. The success of that effort generated over \$1 million in increased financial aid available to RIT students from New York State.

The office also was instrumental in helping secure an additional \$568,000 in state aid to RIT as a result of an increase in the Bundy Aid Program funding formula, which was approved last year by the state legislature and the governor. The office played a major part in obtaining an increase in grant and contract activity from \$1.1 to \$1.9 million in 1985-86.

Stendardi continues to develop a broad background of experience with local Rochester organizations. She is a member of the Board of Directors of the Women's Coalition for Downtown; is on the Board of Directors and is vice president of the Henrietta Area Council of the Rochester Area Chamber of Commerce; has served as chairperson of community relations for the 1985 WXXI Channel 21 Auction. She also serves on the Education Committee of the Business Council of New York State; the State Legislative Committee; the Commission on Independent Colleges and Universities; and the Federal Relations Committee of the Commission on Independent Colleges and Universities.

Linda Georgakis joined the department in 1982 and is active in the Women's Coalition for Downtown. Joan Lybeer has been with the office since 1983. She has served as a Republican Party Committee Person and is a member of the Pittsford Women's Republican Club.



## NEWSMAKERS

● **Dr. Donald L. Kreher**, assistant professor, Graduate Department of Computer Science and Technology, has written a research paper on "An Incidence Algebra for t-Designs with Automorphisms," which will be published in the *Journal of Combinatorial Theory, Series A*.

● **Michael Soluri**, assistant professor, School of Photographic Arts and Sciences, was invited to speak before the Art Directors Club in New York City. Soluri presented a videotape he made of a recent lecturer in the William A. Reedy Memorial Lecture Series.

● **Howard LeVant**, associate professor, School of Photographic Arts and Sciences, was an invited presenter at Columbia College in Chicago as part of their Contemporary Trends lecture/workshop series. LeVant met with students, presented day-long workshops and gave an evening address on "Debunking Subliminal Advertising."

● Two staff members from the Technical and Educational Center of the Graphic Arts have been named to new positions. **Kerry Strand** is industry seminar coordinator, and **Deborah Bongiorno** is director of Communications/Marketing.

● **Martha Leinroth**, instructor, School of Photographic Arts and Sciences, was invited to spend a month last summer as a Fellow at the MacDowell Colony in New Hampshire. MacDowell is one of the oldest and most prestigious art colonies in the country.

● **Robert Webster**, professor, School of Printing, has been busy on the lecture circuit recently. In September he gave a talk on the basics of screen printing to the Mid-Atlantic Electronic Association in Philadelphia. In October he addressed the Association of Name Plate Manufacturers in Dallas on the same subject. And in November he presented a three-part seminar on the equipment necessary for successful screen printing to the annual convention of the Screen Printing Association in Indianapolis.

● **Owen Butler**, associate professor, School of Photographic Arts and Sciences, led a workshop recently at Harrisburg Area Community College on "How to Succeed in Photography Without Knowing Anything." Butler reports that two students are transferring to RIT as a result of his visit. A forthcoming Eastman Kodak Company publication, *Advanced Black and White Photography*, contains a chapter written by Butler.

● **Steven Diehl**, instructor, School of Photographic Arts and Sciences, and his wife, Vici Zaremba, produced a film on nature photography last spring in conjunction with Eastman Kodak Company. The 30-minute film, now ready for distribution, is one in a series produced for public television. The series also will be available for rental through film and video outlets.

● **Nancy Stuart**, instructor, School of Photographic Arts and Sciences, led a two-day workshop at the Massachusetts College of Arts in Boston this month. The workshop was on studio portraiture.

● **Ralph Squire**, director of tailor-made seminars for the Technical and Education Center of the Graphic Arts, has been elected to the board of directors of the National Composition Association for a two-year term.

● **Dr. Gerald Takacs**, professor and head of the Department of Chemistry, College of Science, recently presented the paper "Polyimide Etching and Passivation Downstream of an O<sub>2</sub>-CF<sub>4</sub>-Ar Microwave Plasma," at the 32nd National Symposium of the American Vacuum Society in Houston, Texas. The paper was co-authored by **Dr. Vladimir Vukanovic**, distinguished professor of physical sciences; **Ed Matuszak**, manager of the Plasma Science Laboratory, Department of Chemistry; and **Frank Egitto, Frank Emmi and Ron Horwath**, Systems Technology Division, IBM in Endicott, N.Y. The paper was part of the result of the research being done

at RIT through an IBM-SUR (Shared University Research) grant.

● **Michael E. Taylor**, glass professor, the College of Fine and Applied Arts, School for American Craftsmen, presented a lecture recently on his creative research in glass and optics at the Rhode Island School of Design and at Brown University in Providence, R.I.

● **Robert Schmitz**, professor of ceramics, and **Robert Keough**, assistant professor of graphic design in the College of Fine and Applied Arts, made a presentation on the use of computers in art to professors and instructors from educational institutions of the Northeast at Skidmore College.

● **Dr. Frank Annunziata**, professor of history, College of Liberal Arts, participated in the 19th annual convention of Duquesne University's History Forum. He chaired and was commentator of the panel, "20th Century U.S. History," which featured presentations by professors from the University of Chicago, Pennsylvania State, and Guelph in Ontario, Canada.

● **Dr. Richard Chu**, professor of history, College of Liberal Arts, has had two of his works published. His article, "Changes and Continuities of the Shangsun Village: A Preliminary Report," is included in *China Insight*, published by Canadian Asian Studies Association. His review of the book, *Japan's Local Pragmatists, the Transition from Bakumatsu to Meiji in the Kwasaki Region* by Neil L. Waters (Harvard University Press, 1983), appears in *Asian Thought and Society: An International Review*, X-28 (1985).

● **Marcia Birken**, associate professor, Learning Development Center, Department of Mathematics, and Anne Coon, assistant professor and chairperson, Learning Development Center Writing Department, gave presentations recently on "English and Math: The Common Denominators" at the thirty-fifth New York State English Council Symposium in Albany. Birken and Coon also presented a workshop on teaching critical thinking at the New York College Learning Skills Association's regional meeting at the Community College at the Finger Lakes in Canandaigua.

● **Sue Habbersett**, Office of Cooperative Education and Placement, served as registration chairperson for the 1985 Fall Conference of the Eastern College Personnel Officers. The conference was held Oct. 15-18 at Kiamesha Lake, Catskills, N.Y.



**36 YEARS...** Betty Weatherhog, administrative assistant in RIT's College of Engineering, receives congratulations from Dr. Richard A. Kenyon, dean of the college, on her retirement from RIT Dec. 1. Weatherhog began her career at RIT 36 years ago in the secretarial pool at the old downtown campus. She was a secretary in the Mechanical Department from 1949 to 1964 and secretary to the dean of engineering until 1976 when she became the dean's administrative assistant.

Her immediate retirement plans include "having a change of pace, taking it easy, baking cookies and enjoying the holidays."

## PERSONNEL UPDATE

The coverage provided by the Institute Health Insurance program varies depending on the coverage selected by the employee. It is important to review your coverage regularly to ensure maximum protection. One area of varying coverage is dependent care.

Dependents are covered by Blue Cross/Blue Shield/Blue Million to age 19 whether they are in college or not. The health maintenance organizations offered through RIT (RHN, Preferred Care, Group Health and Blue Choice) cover dependents to age 19 and to age 23 provided they are full-time students.

If you need Blue Cross/Blue Shield coverage for dependents over age 19, it can be arranged directly with Blue Cross/Blue Shield. The number to call is 325-3630. If your dependents are full-time students, Blue Cross/Blue Shield offers a special student contract.

Employees are able to change insurance carriers during authorized open enrollment periods. In addition to RIT's annual open enrollment period of June 1, employees have the opportunity to change coverage when the insurance companies change their premium rates. It is anticipated that the health insurance companies will adjust their rates effective January 1, 1986. Because we are anticipating a rate change the Personnel Office is accepting applications at this time and will announce rate changes when they are confirmed.



**EXCELLENCE IN MATH...** Ten mathematics majors were recognized by the Department of Mathematics for making the math honor roll.

"The students were honored for their very high academic achievement," explained Dr. George Georgantias at a reception for the students. "They are required to have a cumulative grade point average (gpa) and a cumulative mathematics gpa of at least 3.75 at the end of the academic year." The department determines who makes the honor roll each summer.

Pictured from left to right are: Dr. John Paliouras, dean of the College of Science; Tracy Fitch; Jeffrey Hofer; Dr. Thomas Upson, assistant department head, Mathematics; Jesse Perry; Wendy Witt; Carol Strickland; and Dr. Georgantias. Other math honor roll recipients not pictured are: Michael Daley, Robin Driver, Kim Feeter, Donna McCrave and Kevin St. Pierre.

## 'Fearless Photog' from RIT?

"By the power of Grayskull...!" is the super-power invoking oath of Mattel's He-Man, who may soon be joined by a new "Master of the Universe" with a link to RIT.

While only 11 years old, Nathan Bitner looks like he has a future in toy design. His father, RIT alum John Bitner, '67, Fine and Applied Arts, is a packaging engineer for J.D. Searle, Chicago. Nathan is one of five finalists selected from more than 44,000 entries in a Mattel-sponsored competition to design a new figure for the Masters of the Universe series. Illustrations of the finalists appeared in Sunday comic sections across the country on December 8. Each of the finalists has already been assured a \$50,000 scholarship fund, and the winner will receive a \$100,000 scholarship fund, product prizes and a trip to Los Angeles to be Mattel "president for a day."

Nathan's figure is called "Fearless Photog" and features a bionic camera for

a head to capture his enemies on film. Could that design reflect any of father's influence from his RIT days?

## Pay Schedules Modified for Holidays

The approaching holidays and the closing of the Institute, Dec. 25-27 and Jan. 1, has caused a rescheduling of weekly payrolls for those periods.

For the period ending Dec. 21, weekly employees will be paid Tuesday, Dec. 24. For the period ending Dec. 28, employees will receive pay on Friday, Jan. 3.

Salaried employees will be paid Tuesday, Dec. 31.

All departments will receive a memo with the new time cards explaining how and when they should be processed for the pay periods. For additional information, call the Payroll Department at -2381 or -2382.

## CALENDAR

**Until Dec. 21**—Colombian relief effort, sponsored by Office of International Student Affairs and headed by Juan Zuleta, graduate student from Bogota, Colombia. Contribute money, non-perishable food, and first-aid supplies in boxes to The RITreat (student lounge) and the College-Alumni Union lobby.

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