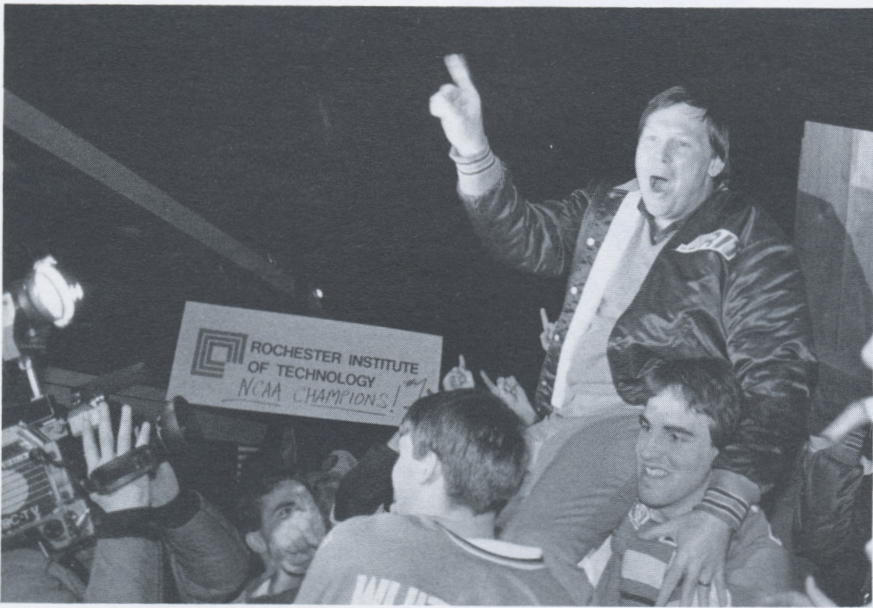


N·E·W·S & E·V·E·N·T·S



Number One...Bruce Delventhal, head hockey coach, displays victory sign as he is carried by his players after the team won the NCAA Division III title on March 23. The Tigers captured the crown with victories over Union College of Schenectady, N.Y. (3-2) and Bemidji State (Minn.) State (5-1). Scene was at RIT when team returned from Union at 3 a.m. (Photo by Steve Hockstein)

Stubborn Tiger Defense Leads To 2nd National Championship

Under first-year coach Bruce Delventhal, the Tiger hockey team rolled past Union College (3-2) and Bemidji State (5-1) to win its second NCAA Division III championship in three years. The victory came at Union College on March 23 and gave RIT a 26-6-1 final record for 1984-85.

Delventhal cited several tactical reasons for RIT's NCAA success. "Probably the biggest single factor was our outstanding team defense," he says. "I was pleased with our goaltending and play of the special teams as well." RIT's stubborn defense held the opposition to three goals and 48 shots in the final two NCAA contests.

Assessing RIT's play down the stretch, Delventhal felt his players practiced what he had preached throughout the year. "We spent a lot of time working on defense, which tends to be my style," he says. "I felt our entire defensive corps played outstandingly in the NAAs." He cited Russ Firman, Mike Jones, Maurice Montambault, John Hawkins, Blaise MacDonald and Tom Herstad for their steady play.

Offensively, Delventhal pointed to forwards Bobby Trowell, Chris Johnstone, Ritchie Herbert, Jeff Mercier and Pete Schroeder. "I can't overestimate the string

of four outstanding tournament games by Bobby (Trowell). It certainly was a total team effort. I have nothing but praise for everyone. Chris's (Johnstone) motivation and leadership were outstanding." Johnstone finishes his career as all-time scoring leader with 250 points in four seasons.

A strong nucleus of veterans returns next season, minus Trowell, Johnstone, MacDonald and Gump Whiteside. "Our seniors provided excellent leadership throughout the year and helped make my transition that much easier," says Delventhal.

Trowell, who along with Hawkins and goaltender Chet Hallice was named All-Tournament in the NAAs, summed up the season. "Winning our second tournament is a tremendous feeling. It compares to two years ago when we were underdogs and on the road. I feel great for the freshmen."

"We went into the tournament with a lot of confidence and knew what we had to do," comments Delventhal. "I think our team was a touch more physical this year, and honest about taking the body. We'll miss our four seniors, but we have a good class of recruits coming in and I'm confident we'll contend for the title again next year."

Times Mirror Chief to Receive Prestigious Isaiah Thomas Award

"Newspaper Publishing, Education and the Public Interest" will be the theme for the day when Otis Chandler, chairman of the board and editor-in-chief of The Times Mirror Company, Los Angeles, comes to campus next week.

Chandler will be at RIT on Tuesday, April 9, to accept the 1985 Isaiah Thomas Award for outstanding contributions to the newspaper profession. This prestigious award is given each year by the newspaper production management program in the School of Printing.

In addition to accepting the award, Chandler will give the Isaiah Thomas Distinguished Lecture in Newspaper Management. His topic will be "The Integrity of the Press." The lecture is in Webb Auditorium at 6:30 p.m. on April 9, and is free and open to the Institute community and the general public. An award ceremony will follow the lecture.

"Mr. Chandler has had a significant impact on the printing industry, especially on the West Coast," said Dr. Robert Hacker, who holds the Paul and Louise Miller Distinguished Professorship in Newspaper Production Management. "He

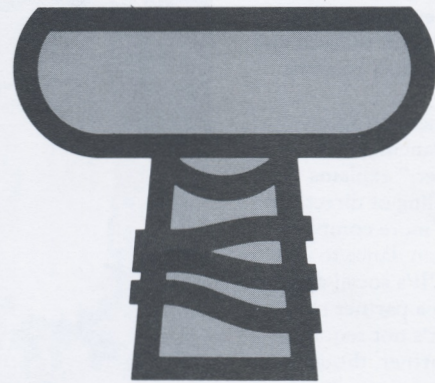
has led the Times Mirror Corporation into a truly diversified American multimedia corporation and typifies the traditions of excellence established by Isaiah Thomas."

Other activities planned for the day include a technical session on electronic systems in publishing and a "meet-the-publisher" session for faculty and students in the School of Printing. Chandler will also have an opportunity to tour the campus and the School of Printing.

Chandler joined the Times Mirror in 1953 and served as a trainee in the mechanical, editorial, circulation and advertising departments until 1957, when he became assistant to the president. In 1960 he became publisher of *The Los Angeles Times*, a position he held until 1980.

He was elected a director of the Times Mirror Corporation in 1962 and by 1968 had attained the post of vice chairman of the board of directors. He was named to his present position in 1981.

AT&T Architect Delivers Gasser Business Lecture



Henry M. Boettinger, first vice president and director of the Office of Information Technology for E.F. Hutton & Company in Europe, will deliver the ninth annual William D. Gasser Distinguished Lecture in Business at 11 a.m., Friday, April 12, in Room 1215, Max Lowenthal Memorial Building. The RIT community is invited to hear Boettinger speak on "Educating Managers for an Age of Contention."

Currently a resident of Cornwall, England, Boettinger is noted for his illustrious career with AT&T and his expertise in information technology. When he retired from AT&T in 1977 after 29 years of service, Boettinger was assistant vice president, Corporate Policy Analysis and Special Projects, Executive Department.

Now an active consultant, Boettinger was the historical and planning witness for AT&T (1979-1982) in the antitrust suit brought by the U.S. government and in a private antitrust suit brought by Southern Pacific Communications Co. He also consults for Shell Oil and is a member of the Technology Strategy Board for United Telecommunications, Inc.

Boettinger holds a Visiting Fellowship at Oxford University Centre for Management Studies; is a Fellow of the International Academy of Management; and is a

member of the Institute of Electrical and Electronics Engineers, Tau Beta Pi, Beta Alpha Psi and the International Editorial Board of *Telecommunications Policy*.

A prolific author, Boettinger is particularly well-known for his books, *Moving Mountains, or the Art and Craft of Letting Others See Things Your Way* and *The Telephone Book—Bell, Watson, Vail and American Life 1876-1976*. He is currently writing a historical novel on the Industrial Revolution. Boettinger's journal articles span two decades. He has been published in the *Harvard Business Review*, *Leaders Magazine*, *Telecommunications Policy*, *New Jersey Bell Journal*, *Management Today*, *Bell Telephone Magazine*, *Financial Executive*, *Public Relations Journal*, *International Management* and *Telephony* among others.

The Gasser Lecture was established in the College of Business by Jones Chemicals, Inc., to recognize Professor William D. Gasser's many contributions as a teacher at RIT and as a director of and financial advisor to Jones Chemicals, Inc. Gasser, former partner-in-charge of the Rochester office of Haskins & Sells, taught accounting at RIT from 1967 until his death in 1977. He received the Eisenhart Award for Outstanding Teaching in 1971.

Award Ceremonies Slated To Honor Scholars

Award ceremonies and a reception honoring 22 recipients of RIT's Outstanding Undergraduate Scholars will be held on Monday, April 15, in Ingle Auditorium.

The awards recognize RIT students who have maintained a minimum 3.85 grade point average for all college work and have completed at least 125 quarter credit hours of study, nearly two-thirds of the credit hours required for a baccalaureate degree.

Recipients were selected through the deliberations of special review committees in each of the colleges. The committees based their selection upon evidence of interests and achievements that complement the student's academic activities. "All of us at RIT are extremely proud of the high academic achievement demonstrated by these outstanding students. Each year, I find the experience of listening to the academic and extracurricular accomplishments of these students a very gratifying reminder of the basic mission of RIT," says Dr. Thomas Plough, RIT provost and vice president of Academic Affairs.

"I know that all the members of the RIT academic community will join me in honoring these students for their excellent performance in and out of the classroom. The high quality of their work is a great testimony to the caliber of faculty and staff at RIT," Plough added.

In recognition of his or her accomplishments, each student will receive a bronze medallion designed by the late Hans Christensen, renowned metalsmith and Charlotte Federicks Mowris Professor in the School for American Craftsmen at RIT. The medallion depicts the traditional symbols for wisdom and respect, the Athenian owl and olive branch.

This year's winners are: Joseph Distefano, Richard Marchionda, and Alan Zoyhowski of the College of Applied Science and Technology; Mary Scavo Manjerovic and Sharan Sensenig of the College of Business; Stephen Brill, David Kapsanis, Daniel Stoffel, William Swindlehurst, Matthew Taylor and Daniel Underkofler of the College of Engineering; Scott Osiecki, Elizabeth Penalver, and Lori Ann Vaskalis of the College of Fine and Applied Arts; Soon-Kee Ee, Jeffrey Mackiewicz and Stephen Talacka of the College of Graphic Arts and Photography; Cynthia Smith of the College of Liberal Arts; and Judith Bose, Shelley St. Phillips, Deborah Ann Wilcox and Wendy Ann Witt of the College of Science.

News & Events continues its series of in-depth interviews with Institute officers this week, with comments from William M. Dempsey, Vice President for Finance and Administration.

PROFILE

Physicist by Day, Dancing Scottish Lass at Dusk

It's 8 o'clock at night and the South Presbyterian Church is all quiet, except for one room. Inside, the music from a record player begins. The bows and curtains are exchanged. Now it's time for dancing...Scottish country dancing.

Dr. Anne Young, assistant professor of physics in the College of Science, is among the group of eight people who meet every Wednesday evening in this church on East Henrietta Rd. to learn and work on new and old Scottish country dancing techniques.

"Scottish country dancing is somewhere between square dancing, New England contra and ballet," explains Young. "There is no calling of directions like square dancing; it's more complicated. You dance a certain dance to certain music." She adds, "It's social dancing that is always done with a partner in a group of eight people. It's not required that you come with a partner, though, and," she says with a grin, "you don't have to be Scottish to dance."

After dancing for four years, Young acknowledges, "I'm hooked! I got interested in this type of dancing when I was attending Bryn Mawr College and saw a group. At that moment I knew it was something I wanted to do," she explains. "However, I didn't join that group and didn't find another one until I came to Rochester and saw a story in the newspaper." She's been dancing with them ever since. In addition to classes, there are occasional balls, for which everyone dresses up.



"It takes new people time to learn all the steps and formations, but it is definitely worth the effort. The learning process is ongoing."

How hooked is Young on Scottish country dancing? "I travel to Buffalo almost every Thursday evening, weather permitting, to dance in their group. I've also attended weekend workshops in Cleveland, New York City and Kingston, Ontario, and a week-long summer school in St. Catherines, Ontario.

"I attend workshops to meet new people and teachers, pick up new dances and improve my techniques and formations," says Young. "My dream is to go to Scotland, where they have a summer school for one, two or three weeks."

While it seems that Scottish country dancing takes up a lot of Young's time, she also enjoys swimming almost every day, hiking, backpacking and sailing.

Closer to the academic world, she is faculty advisor for the RIT Astronomy

Club, a small, "hard-core" group of students who meet every week. The club visits telescope sites, hosts guest speakers and views videos. Young's goal is to create a teaching observatory on campus.

Now in her fifth year of teaching physics at RIT, Young never intended to enter education. "When I was growing up the one thing I thought I'd never be was a teacher. There was no way I was going to stand up in front of a classroom and talk. However," she explains, "when I got to college I realized I liked the academic environment."

Much as she enjoys teaching, Young believes that "lectures aren't the ideal situation in which to teach. The personal interaction that is so necessary in teaching is missing in this situation. You only hear from the vocal students and those sure of the answer. There are many students who just don't react well in a lecture situation and they need understanding."

Young says she desperately wants students to ask questions and visit her in her office. "I encourage any kind of feedback."

Another of her interests is astrophysics, or physics applied to the stars and galaxies. "I find it fascinating how much you can deduce from a very small amount of information. You start with the light from a star and you can interpret its life history, temperature, evolution and even the structure of the universe."

She is currently doing research at the University of Rochester on infrared astronomy.

Donald Baker Named CCE Dean "To Continue Forward Momentum"



Dr. Donald D. Baker

The appointment of Dr. Donald D. Baker as dean of the College of Continuing Education has been announced by Dr. Thomas Plough, provost and vice president for Academic Affairs.

Baker has been interim dean of the college since April 1984. His appointment as dean was effective March 25, 1985. Before his appointment as acting dean of CCE, he was acting and associate dean of the College of Applied Science and Technology.

In making the appointment, Dr. Plough said, "Considering the forward momentum in the College of Continuing Education, the viability of his planning and the posture created by Dr. Baker to advance the college, I have decided to confirm his appointment. Both Dr. Rose and I feel Dr. Baker is the best person to provide leadership for the College of Continuing Education."

Baker has a BA from Trinity College, a master's and a doctorate in education from the University of Rochester and an MBA from the University of Rochester Executive Development Program. Baker has served RIT since 1969 in positions as counselor, director of the Counseling Center, director of Career Education Program Planning and director of the Career and Human Resource Development Department.

Baker has consulted with a number of corporations on management training programs, assessment of technical training strategies, human resource planning and performance appraisal systems.

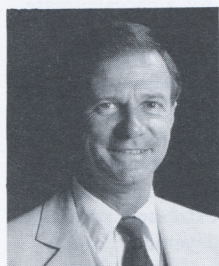
Of his new position Dr. Baker said, "I am pleased to have the opportunity to carry forward the plans that now are in place for the College of Continuing

Education. We have reorganized the college this year to position the Institute to better deliver continuing education programs to the greater Rochester community.

"While I anticipate modest growth in the number of part-time students enrolled in credit courses and degree programs, the increased number of adults with a college degree and the rapid changes occurring in the technologies indicate an expanding demand for non-credit training, especially in those areas for which RIT is noted.

"We are now organized to respond effectively to this demand and to work cooperatively with industry and with faculty and staff throughout the Institute in further developing educational opportunities for adults."

Bleiler to Head RIT Phys. Ed.

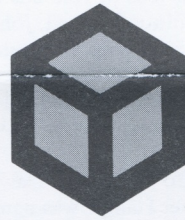


Frederick F. Bleiler

Frederick F. Bleiler has been named director of Physical Education, Recreation and Intramurals at RIT. Bleiler had taken over as acting director last September, following the death of Bruce Proper.

"I am very pleased to make this announcement," stated Dr. Fred W. Smith, vice president for Student Affairs. "Fred has done an outstanding job as acting director during this transition period and has received the unanimous support of his staff."

Bleiler came to the RIT campus from Eisenhower College in 1982 and served as associate director of Physical Education, Recreation and Intramurals for 14 months.



Speakers Wrapped Up For Packaging Seminar

The fourth annual Packaging Awareness Day will be held Thursday, April 18, in Ingle Auditorium. The all-day seminar has been organized by Jim Ziebach, fourth-year design student, and is sponsored by the Packaging Science Club on campus. Ziebach says six speakers will lecture and answer questions every hour from 9 a.m. on. A dinner in the College-Alumni Union will close the day's events.

Advisor to the club is Robert Kahute, assistant professor of packaging design.

Graduate Fair Will Showcase Programs

RIT will hold its first graduate fair, Thursday, April 18, in the College-Alumni Union lobby. According to Dr. Paul Bernstein, dean of Graduate Studies, the fair will allow potential graduate students to discuss program content and options. "We have more than 35 highly regarded graduate programs, nationally recognized faculty, scholarships and outstanding facilities that have become very attractive to graduate students from around the nation," explains Bernstein.

The day-long fair will be held in two sessions, 11 a.m. to 2 p.m. and 4:30 to 8 p.m., and will provide a chance for interaction with graduate faculty and advisors.

United Way Run!

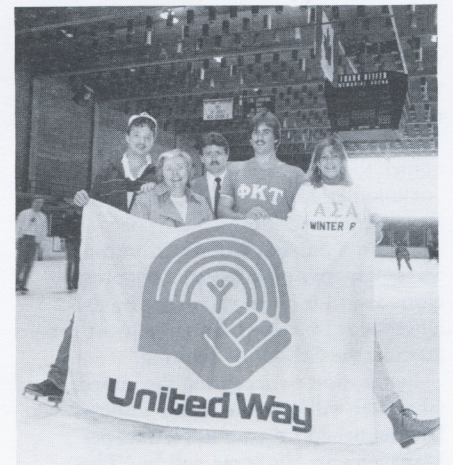
Lace up your running shoes...limber up your body...and keep Tuesday, April 9, at noon open on your calendar.

It's time for the second annual "Run Day for the United Way." Net proceeds from both a three-mile run and a one-mile fun run will be contributed to RIT's annual United Way Campaign. The run is a great opportunity for runners, both seasoned and novice, to help support RIT's campaign and have fun at the same time.

Both runs will start in the administrative circle, directly in front of the College-Alumni Union; are open to all faculty, staff, students and friends and will take place rain (snow) or shine.. Check-in will be at noon, and the races will start promptly at 12:15.

Interested runners must sign a registration form and obtain a sponsorship form. Forms are available at the Student Employment Office in the lower level of the Frank Ritter Memorial Ice Arena, from 9 a.m. to noon and 1 to 4 p.m.

RIT's United Way Campaign is being held from March 26-April 9.



Skating for Dollars...Forty students from RIT's fraternity and sorority community participated in the first "Skate Day for the United Way," donating all funds raised to the Institute's United Way campaign. In the midst of some of the participating Greeks are, second from left, Mary Ann Campbell, International Student Affairs and a member of the 1985 RIT United Way Steering Committee, and center, James Bingham, director of Food Service and chairman of the 1985 RIT United Way campaign.

Finance VP Dempsey Reviews Institute Picture

The following interview with William M. Dempsey, vice president, Finance and Administration, is the second in a series of interviews with RIT administrators, examining present and future directions of the Institute.

Is RIT now experiencing what other universities and companies have experienced in budget and staff reductions?

RIT has been remarkable in its ability to attract students. For the last four or five years there has been a dramatic decline in the number of college-age students applying to colleges and universities. However, RIT has been able to capture a larger share of the market during a period of time when many other institutions were diminishing in enrollment.

As a person new to the institution, to what do you attribute RIT's strong position?

I attribute it to the excellence of RIT's reputation and the fact that it has positioned itself in the educational market with the kinds of programs that students and the public in general are demanding. I think that it is a tribute to the institution to be postured where the general public recognizes the importance of technological education in this day and age. It's also interesting to note that a number of other institutions that were not in the business of technical education or did not have a professional orientation are attempting to move into that area. RIT has been at it a long time, and that's why it has established quality.

You joined RIT at a time when it is forced to initiate cutbacks Institute wide. Have you seen this situation before at other institutions, and how have you handled it?

I've worked in a number of institutions both public and independent where there were dramatic cutbacks in budgets, particularly in the State University of New York. I would have to say that the spirit of cooperation here at RIT is certainly very, very encouraging. People recognize and love the institution to the extent that they are willing to make short-run sacrifices that will improve the institution for the long run.

Why has the cutback occurred?

It's a complicated mix of reasons, but fundamentally it's declining part-time enrollment, a shortfall in the target that was established. I think the cutbacks were very minimal, and those that we initiated have temporarily stopped any problems. We are positioned to address the problem in the long run by long-range planning.

What must be done long run?

Basically, we must remain responsive to the market. We also have to be careful not to create and encourage services that the Institute would ideally give—which it would give if there were a large enrollment pool and the Institute were growing. I have a little sign on my desk that says "What business are we in?" We have to continually ask ourselves that question in terms of what particular programs mean most to the institution and what our strength is. Those programs are the ones that have to be continued and supported.

Do we expect the freeze to continue into next year in terms of positions that have been denied?

We are going to monitor carefully the enrollment statistics coming in for this last quarter. I think that it would be foolish to allow positions to be filled until we get the statistics in for the coming fall term to see if our enrollment targets have been met. At that time there would be a re-evaluation. In the long run the fact that there are 30 percent fewer college-age students in the state of New York alone means that the competition will heat up fiercely. In order to stay where you are you have to run 30 percent faster and, therefore, you have to trim down in terms of the number of full-time positions associated with that potential downturn in enrollment.

You then see a reduction in the size of the Institute in terms of personnel?

I think hopefully that will occur through attrition—but yes, I think in the long run the Institute will have to size itself.

Do you see reductions also occurring in terms of both academic and support programs?

That hasn't been established in the sense of recognizing per se what programs those may be. But what will happen is a review initiated by President Rose that will re-evaluate the staffing patterns throughout the entire institution and hopefully come up with some targets to size the institution down. But again, I emphasize the fact that every effort will be made to have that happen through normal attrition.

What is your philosophy in terms of budgeting by departments and institutionally?

Personally, my preference is program budgeting. I don't believe fundamentally that parameters of the institution should be set and decided on the basis of a budget, but rather that the programs are decided in terms of the best interest of the institution and then the money tries to follow. Obviously in the process there comes about a qualitative and a quantitative judgement relative to the importance of particular programs. As we identify the main mission of the institution, teaching and career education are what we are currently all about.

What is your philosophy concerning the balancing of the budget?

I think it is absolutely essential to have a balanced budget. The folly of the federal government's problems is the result of allowing budgets not to be balanced and thinking that in the future there would be a surplus. I think that is an unrealistic approach.

Is it a philosophy at RIT then to both balance the budget and have a contingency fund?

As a matter of practice, RIT has had a balanced budget for many, many years, and the intent is to continue to keep it balanced. Part of a balanced budget involves building the contingency into the initial budget, but that contingency in effect is held not to show profit, because we're a not-for-profit corporation. Contingency funds are used throughout the year to manage the institution where unpredictable cost has developed that cannot be handled through the regular budget and could not have been predicted accurately in advance of building the budget.

Your planning seems to call for a closer tie between budget planning and enrollment realities. Is that true?

Very definitely. Economically, this is a very enrollment-driven institution, and we're very, very sensitive to students and students' needs. However, enrollment numbers dictate what our particular programs will allow.

With academics being a priority, doesn't that mean then that support services throughout the institution will be affected to the greatest extent in terms of adjustment to the budget?

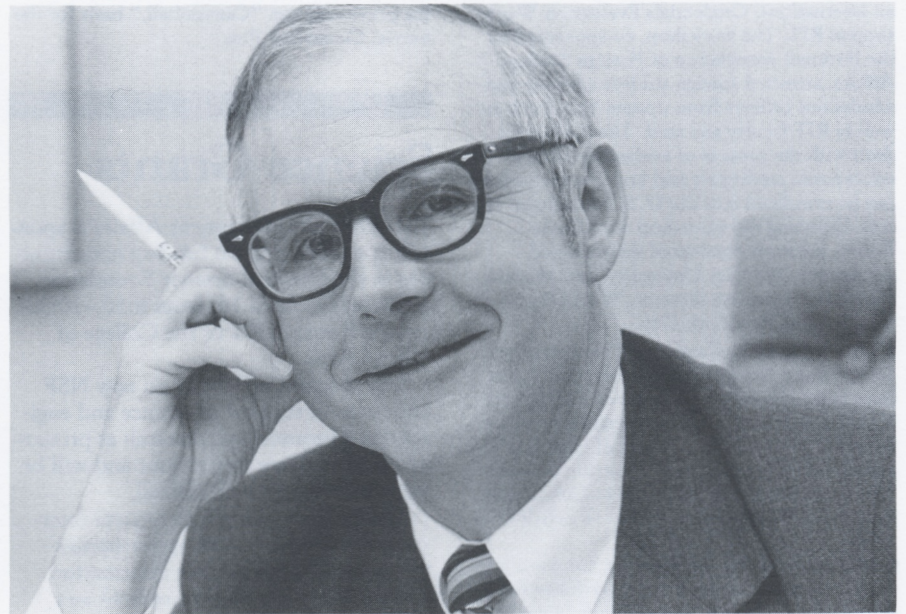
I think that in situations like we're entering, people are very, very capable in terms of managing their respective support operations with creativity and imagination. We will accomplish our ultimate objectives without severe consequences.

You do not expect services to decline?

What will happen is a readjustment of priorities in terms of what is delivered, where and when.

Is that a management philosophy of yours?

Yes, it is. First of all, people will take the path of least resistance and defend the current staffing levels. It's possible, on the other hand, to become creative and imaginative and, in fact, in some cases professionals become more effective when



William M. Dempsey, vice president, Finance and Administration

challenged through necessary budget reductions.

Where are we in terms of space utilization?

RIT was designed for 6,500 students, and our current full-time equivalent is over 10,000 students. So obviously that, in and of itself, indicates the problems associated with space. On the other hand, our development effort hopefully will address itself to getting the bricks and mortar as well as operating funds that we need for a viable physical plant and overall programming.

Will the bricks and mortar ease the space problem?

I believe in the long run it will—but I say long run because by the time the funds are secured for those particular buildings, it will be some period of time and by then, when you initiate construction, other problems associated with finding space for programs will surface. But here again creative and imaginative ways of addressing those situations can resolve these kinds of problems.

Speaking of bricks, how are we doing in terms of repair of present facilities?

I think that for the most part all the repairs that were initiated have been completed. There is a little work left to be completed on the administration building, but other than that I think that we are in good shape. Those costs associated with repairs are hopefully behind us.

What is the impact of further expansion on the campus relative to parking and beautification, and how does that impact the operating budget?

In the past operating monies were loaned to the plant fund in the process of maintaining and introducing beautification programs and new roads. It's a long-range plan for us to develop a circular loop road around the back of the campus, but under current conditions it would be difficult to find the sources of funds to do this. It also involves creating more parking spaces. We're investigating alternatives that would have the least financial impact on the institution.

What kind of alternatives would they be?

We are investigating obtaining funds from a number of sources like the Dormitory Authority of New York and others. Frankly, we're going to have to look at solving parking problems by even considering parking fees at some time in the future.

What's the impact of auxiliary services on the RIT budget?

Auxiliary services are expected to sustain themselves and above that deliver some funds into the operating budgets that would relieve some of those efforts. Obviously, students do not pay the total cost of their education. Endowment and other sources of giving make the budget possible. Auxiliaries are also helping to offset educational costs.

Did the academic area support the building of the bookstore?

We have had very, very favorable comments from the academic area because the bookstore represents a touch of class, if you will, on the campus. It is very important for us to have visiting people come in and recognize the quality of the institution not only in its academic programs but in its auxiliary services such as the bookstore. The bookstore was entirely financed by Dormitory Authority bonds, a debt which will be paid as an operating expense over the years.

Philosophically, do you believe the institution can remain in a retrenchment or a "holding" mode?

"Basic Economics of Higher Education 101" teaches that, in order to keep moving in the direction of growth and responsiveness to the market, institutions must, in fact, grow by enrollment and achieve greater economies of scale. At some point this is very difficult to identify since we are very, very labor intensive and we are not able to replace a faculty member or a teaching mechanism with some machine as they would in industry. Since we're very labor intensive, in order to avoid cutbacks we would have to keep growing, and the market isn't going to allow us to do that. There aren't that many students. So if you accept that principle, if you are not growing you are actually declining. Basically, that is the situation we are in, and we're really going to size down in the sense of total enrollment. I think it will stabilize at some point, but don't take any comfort in the fact. When you stabilize you have to cut back because you can't cover the rising expenses with just a stable enrollment.

Do you see us cutting back in some programs and then adding others? Would that have more enrollment potential?

I think that's the nature of a dynamic institution—being responsive to the market. That's the strength of RIT—that it has in fact responded to the market and its needs.

What are the basic differences you see between Clarkson and RIT?

Clarkson is a very focused institution. Approximately 70 percent of the institution was centered around engineering education and as such it wasn't a very diversified institution. It was very good at what it did. The nature of RIT is its diversification. By its very definition and its organization RIT is more of a university than a place like Clarkson, which is called a university. Each RIT college, or some part of a college, is almost the size of the entire Clarkson University. RIT is diversified, having excellence in a variety of areas.

continued on page 4

NEWSMAKERS

● **Barbara Letvin**, director of the Office of International Student Affairs, recently hosted an International Credentials Evaluation Workshop at RIT. The workshop, co-sponsored by the National Association of Foreign Student Affairs, attracted foreign student advisors and admissions officers from upstate New York as well as RIT faculty and staff. The conference dealt with the process of evaluating foreign educational credentials and how the evaluations can be translated into the U. S. educational system. Directing the workshop were Diane Roney, assistant director of international admissions, Syracuse University, and Mariam Morrissey, executive director, World Education Service, New York City.

● **Dr. William E. Castle**, RIT vice president, Government Affairs, and director, NTID, has been named the 1985 recipient of the Herbert H. Lehman Award in Administration from the New York League for the Hard of Hearing. The award will be presented May 7 at the League's 75th annual meeting in New York City. It will be given to Castle for his efforts on behalf of NTID.

● **Walter Kowalik**, art director, Communications, recently completed the logo design for automotive innovator Brock Yates's "One Lap of America" automobile rally. The internation-

ally recognized Yates organized the 8,800-mile, around-the-country contest to commemorate the previously run "Cannonball," basis for the movie, *Cannonball Run*.

Science Grants

The office of Government Affairs is sponsoring a workshop on funding opportunities in the National Science Foundation on Tuesday, April 16, from 8:30 -10:30 a.m. in Room A201 of the College of Liberal Arts.

The program will focus on new NSF initiatives in support of science and engineering education and research at primarily undergraduate institutions and will be made by a senior NSF official.

The program is open to anyone interested in exploring grant opportunities through NSF. For further information contact the office of Government and Community Affairs.

Health Care Options Explained During Open Registration Month

During April, RIT employees will have the opportunity to comprehensively review their health insurance plans and to compare them with all the options the Institute makes available to them. RIT's Personnel Office has set this month for the annual health insurance open enrollment period.

A new option, Blue Choice, has been added to existing health insurance programs. RIT offers the traditional Blue Cross/Blue Shield and the health maintenance options, Group Health, Preferred Care, Rochester Health Network (RHN), as well as the special dental program, Smiles Preferred. Charmel Bertram, benefits specialist, said RIT is one of only a few employers able to offer the Blue Choice option in 1985.

To help employees review their plans, the RIT representatives from all health insurance providers will be at City Center from 10 a.m. to 2 p.m., Wednesday, April 10, room 3130, and at the same times on Thursday and Friday, April 11 and 12, in Ingle Auditorium, College-Alumni Union. Interpreters for the hearing impaired will be available.

After brief presentations, these representatives will answer questions. Other staff members of the health insurance companies will assist employees with enrollment applications at sign-up tables that will be staffed from 11:30 a.m. to 1:30 p.m. each day.

To help employees make their choices, the April 18 issue of *News & Events* will contain a comparison of health plan coverages developed by the RIT Personnel Office.

Health insurance applications, either to begin coverage or to change carriers, should be submitted to Personnel by the close of business, Tuesday, April 30. Employees may obtain applications from the Personnel Office as well as at the sign-up tables. Current coverage will continue until May 31; new coverage will begin June 1.

Campus Safety Sponsors Alcohol Awareness Day

RIT's Campus Safety Department will sponsor an Alcohol Awareness and Highway Safety Day from 9:30 a.m. to 3:30 p.m., Wednesday, April 17, in the College-Alumni Union atrium.

Jeff Meredith, Campus Safety loss prevention specialist and organizer of the event, says participating agencies will have information booths and displays on the proposal to raise the legal drinking age to 21, what happens to a person who drives while intoxicated and the seatbelt law as well as demonstrations of a breathalyzer.

If you have questions, contact Charmel Bertram or Chuck Hayes, 6997 or 2424 (TDD).

Finance VP Dempsey

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What are the external factors that will most influence RIT directions in the future?

If you read the paper, the future of financial aid will be a primary factor considering what the federal government is doing to address loans to students and subsidies to education. I also think that continued competition with the public sector, which is able to price its services at a much lower rate on the basis of tax money, is also of concern. But in the long run, I think the quality of an institute like RIT will prevail and, in fact, students and their families will recognize that this is a quality institution and will be willing to pay the difference.

Do you see a future shift in RIT in an acceptance of larger amounts of state funding or the state's willingness to invest in RIT that way?

Philosophically, I believe independent institutions can stand on their own on the basis of their delivery of services. On the other hand, that's not to say that they want to have unfair competitive advantage given to the public sector. We want to make sure that there is some balance, that we are able to compete not only on quality but from a fiscal standpoint. The competition has to be balanced in some respect so that we can maintain a viable operation. On the other hand, if competition is subsidized to a greater extent, then that makes the balance unequal and we do and will continue to request peripheral support for our programs in at least such forms as Bundy Aid or TAP.

While there have been budget reductions here, how does RIT look from a financial standpoint compared to other colleges and universities?

There's no institution anywhere in the United States that has more attractive programs for the '80s and '90s than RIT. The fact that we are enrollment driven certainly dictates the fact that we're going to be in a very good financial condition because we will offer the kinds of services that are responsive to the market. I am very high on RIT and its future.

Why were you attracted to RIT?

I think perhaps it's a summary of all the reasons I talked about before along with the quality of the people in this institute and the quality of the programs. In spite of the size and complexity of the institution, it is a family atmosphere and responsive to students.

Personnel Seminars On Grants, Assistance

Two seminars, one on how to obtain grants and the other on RIT's Employee Assistance Program (EAP), will be offered the RIT community as part of the Personnel Office's Staff Training and Development Program.

"Grants and How to Obtain Them" will be presented from 9:30 to 11:30 a.m., Thursday, April 11, in the 1829 Room, College-Alumni Union. James Papero, associate director of Personnel, and Deborah Stendardi, director of Government and Community Affairs, will talk about sources of grant support, institutional resources for assisting and securing grant funds, the nuts and bolts of grantsmanship and topics of specific interest to participants in the seminar.

Papero also will give an overview of the Institute EAP program from 9:30 to 11:30 a.m., Wednesday, April 17, in the 1829 Room, College-Alumni Union. Also coordinator of EAP, Papero says he will describe how EAP works as a support and referral service that directs troubled RIT employees and their families to the best assistance available. Papero explains that some problems that result in poor performance at work or absenteeism include alcoholism, chemical dependency, marital

or financial difficulties and behavioral disorders. The Employee Assistance Program utilizes the best professional advisors and counselors on campus as well as community agencies.

To register for the grants seminar, please call Gloria Jones, 6967, by April 9; for EAP, call Jones by April 15.

RIT, Chamber Sponsor Mexican Conference

A Mexican Trade Conference designed to promote trade relations between Rochester area industry and Mexico will be held on Thursday and Friday, April 18 and 19, at the Rochester Chamber of Commerce.

Titled "Doing Business in Mexico," the conference is sponsored jointly by RIT's Center for International Education and Services (CIES) in the Division of Academic Affairs and the International Business Council of the Rochester Area Chamber of Commerce.

Attendees will hear presentations made by the economic attache of the U.S. Embassy in Mexico City, as well as from representatives of Rochester area industries.

Introductory remarks will be given by President M. Richard Rose. Other RIT participants are Dr. John Humphries, Dr. Richard Morales and Dr. Richard Chu of the Center for International Education and Services.

Go for Baroque, Concert Sunday

Music of the Renaissance and Baroque periods will be performed by RIT's Thursday Afternoon Consort, a group of singers and a recorder ensemble, at 7 p.m., Sunday, April 14, in A205, College of Liberal Arts. Admission is free and the RIT community is invited.

According to Edward Schell, director, Robin Driver, a fourth-year College of Science student, will solo on the flute. The RIT Trombone Quintet, directed by Dr. Charles Warren, also will perform.

Teleconference Covers Microcomputer Software

A national video conference, "Educational Microcomputer Software: Identification, Evaluation and Integration," will be held in RIT's Webb Auditorium on Saturday, April 13, from noon to 5 p.m.

The video conference program is for educators, parents and professionals interested in the process of identification, evaluation and selection of educational software and will be presented on large screen, via satellite.

The conference is sponsored by RIT's departments of Faculty and Program Development, Information Systems and Computing, NTID Training and Media Services and Instructional Media Services along with the Teacher Resource and Computer Training Center of the Rochester City School District and the New York State Department of Education.

Registration information on the conference is available from Dr. Charles Plummer of RIT's Teacher Resource and Computer Training Center, at 6613.

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