



August 15 – August 28, 1977

EAP wins \$5000 award

RIT has been awarded \$5,000 in recognition of its winning proposal in the second annual Cost Reduction Incentive Awards Program. The program is jointly sponsored by the National Association of College and University Business Officers (NACUBO) and the U. S. Steel Foundation.

The Institute was honored for establishing an Employee Assistance Program to help employees at all levels who previously might have been terminated because of poor job performance, attitude, or behavior. In addition to rehabilitating the lives of valued employees, the program saved RIT about \$362,000 in 1976.

The award was presented to James M. Papero, associate director of Personnel and administrator of Affirmative Action, by William A. Gregory, assistant executive director of the U. S. Steel Foundation, during the NACUBO annual meeting in San Francisco. RIT's proposal ranked third in the list of 18 winning proposals which represented a total annual savings on those campuses of well over \$2 million.

Under the Employee Assistance Program, RIT supervisors attend special sessions so that they can better understand their role and be more responsive to the needs of employees.

Supervisors are encouraged to discuss with employees any unacceptable behavior. If the employee is unable to correct the problem after the discussion, the supervisor is encouraged to seek the services of the Counseling Center or Personnel Office for referral.

In every case, an employee's participation in the program remains confidential.

A campus-wide Employee Assistance Program Advisory Committee developed and promotes the program. The committee includes an alcohol treatment advisor and counselor and representatives from Personnel, the Counseling Center, Campus Services, Student Health, Social Work and NTID.

RIT was presented with an award last year for implementing an energy conservation program that added an education/communications element to the technological approach usually instituted to reduce energy consumption and costs.



JOB-SAVERS

All conferences (top) between RIT employees and Employee Assistance Program counselors are kept confidential. At its annual meeting in San Francisco (bottom), the National Association of Business Officers (NACUBO) honored the program with a \$5,000 award. Left to right: Bill Gregory, assistant executive director, U.S. Steel Foundation; Jim Papero, associate director, Personnel; Kadi Sing, coordinator, Information Exchange, NACUBO; M. J. Williams, director, Special Programs, NACUBO; and Rick Kase, coordinator, Public Information, RIT.

Technology for its own sake?

An RIT faculty member doesn't think everything under the sun needs to be improved, nor does he think equipping products with technological advances necessarily makes them any better.

In a new book, *How Things Don't Work*, James Hennessey, assistant professor of environmental design in the College of Fine and Applied Arts, and Victor Papanek, chairman of the design school at Kansas City Art

Institute, Kansas City, Missouri, take the design world to task and arm consumers with checklists and suggestions for buying, making, or recycling their own useful products.

Hennessey dislikes built-in obsolescence, designs that ignore the human factor, and products that are "ever more technical so people don't understand them."

"What do we do? We take a relatively

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good, sharp knife and decide to add electricity to it," says Hennessey in explaining one unnecessary application of technology.

Papanek and Hennessey met when they were both faculty members at the California Institute of the Arts. They have co-authored two other books, *Nomadic Furniture 1* and *Nomadic Furniture 2*. Hennessey describes these books as idea books for people who move around a lot. There are diagrams for making your own furniture and ideas for recycling furniture sold in Goodwill and Salvation Army stores.

The newest book, *How Things Don't Work*, features several checklists including one to help people decide if they really need the product they intend to buy. "Very few things get through that checklist," says Hennessey. *How Things Don't Work* was recently reviewed in the *New York Times*.

Hennessey has taught at RIT for two years. He lives in Honeoye Falls in a home that he says he hopes reflects his design concepts. A wooden frame Victorian house built in 1892, the home is filled with a mixture of old and new furnishings.

One favorite of Hennessey's is a red metal office chair with a cushion covered in a Scandinavian-designed cotton fabric. Hennessey purchased the chair in a Salvation Army store for \$3 and painted and refurbished it himself. "I should have left it when we moved for someone else to work with, but it's a good example of what I mean by 'recycling' furniture so I kept it," explains Hennessey.

Hennessey is currently working on a book tentatively titled *Nomadic Architecture*.

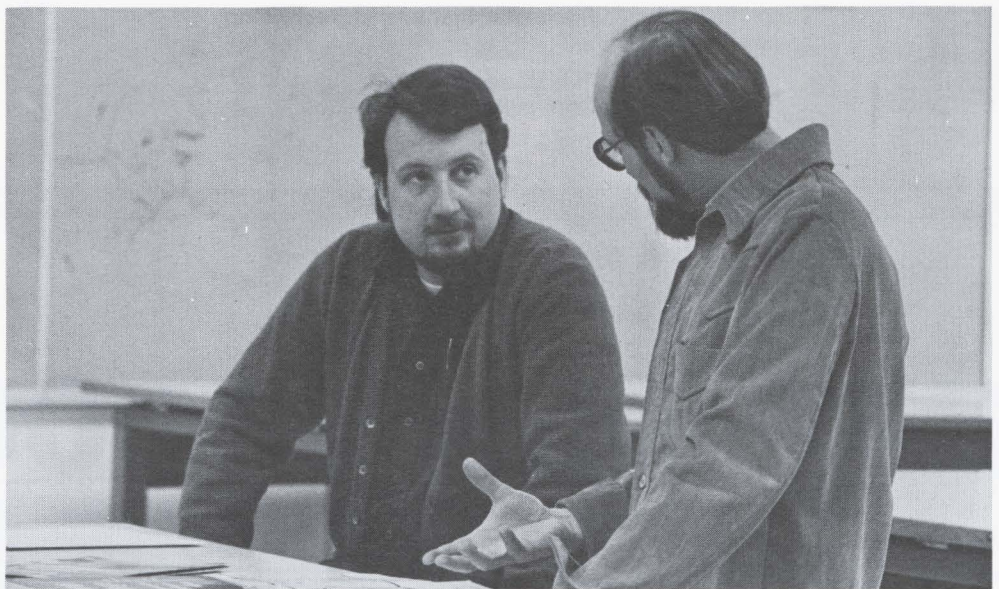
NTID offers Baroque concert

Rochester music lovers will have a rare musical experience when renowned French concert harpsichordist Andre Raynaud and recorder virtuoso Gloria Ramsey present a concert of Baroque music in the NTID Theatre at 8 p.m., Friday, August 19.

Ramsey and Raynaud bring alive the adventurous spirit of Baroque music, performing masterpieces of music rarely heard or lost for centuries.

"We do not play musty museum-type pieces," Ramsey says, "although our music is found in historical manuscripts and played on instruments copied from those in museums."

Le Provençal, the newspaper of Aix-en-Provence, France, said of a recent performance: "Their music has a vitality that transcends the dust of history. Using instruments of early periods, they display a high level of perfection in their interpretations and bring a beguiling freshness to their music. Gloria Ramsey and Andre Raynaud must be considered as very great



TEACHER TALK

Jim Hennessey (left), assistant professor of environmental design and author of new book, *How Things Don't Work*, confers with Larry Belle, director, Instructional Development.

TV takes note of deafness NTID PSA

A new public service announcement sponsored by NTID and the IBM Office Products Division, will be distributed to television stations throughout the country.

Joanne Black Helmick, a graduate of NTID's business technologies program, is highlighted in the 60-second spot announcement. She is seen at her job in a busy word processing center.

The central theme of the spot is that technically educated deaf people can be efficient office workers. Copies of the an-

nouncement will be available to 200 TV stations around the U.S.

"Expanding employment opportunities for the handicapped is a vital issue of which the general public needs to be more aware," NTID Dean and Director William E. Castle said.

WROC interpreter

WROC-TV (Channel 8) has begun to interpret portions of its *Midday* show for deaf audiences.

The show, hosted by Larry Hunter, airs Monday through Friday at noon. Rachel Foerster, who learned sign language at RIT and works part time here interpreting classes for deaf students, has been "signing" the 13-minute news and sports segments since July 18.

According to Program Manager Harry Wiest, Channel 8 hired an interpreter "in order to meet the need generated by certain conditions, namely, that Rochester has one of the largest per capita hearing-impaired populations in the nation."

The Monroe County Association for the Hearing Impaired estimates that about 10 percent of the county population has severe to moderate hearing impairment.

specialists of Baroque music."

The concert program will include the "Sonata in D Minor" by J.B. Loeillet, "Folies Francaises" by Fr. Couperin, "Sonata in C Minor" by Hans Ullrich Staepes, "Sonata in D Minor" by Anne Danican-Philidor, and other compositions from the Baroque period.

Ramsey, who once studied at the Eastman School of Music, is a teacher of the recorder at the University of Aix-en-Provence. She has diplomas from the Conservatoire National de Musique de Paris, Ecole Normale de Musique de Paris, Academia Musicale Chigiana, and the Institute of Musicology at Sorbonne.

Ramsey has been a performing member of the Amati Chamber Players, the Renaissance Consort, and the Telemann Trio.

Raynaud is a recording artist known for his European concert performances. He is a professor at the University of Aix-en-Provence.

Tickets for this performance are a \$5 donation. They are available by calling 464-6254 or by picking them up at the NTID Theatre box office.

"News and Events" is published every other Monday by Communications Services at Rochester Institute of Technology and distributed free of charge to the Institute community. For information, call 464-2750.

NEWS & NEWSMAKERS

William Gutsch, astronomer at the Strasenburgh Planetarium of the Rochester Museum and Science Center, will teach a course on general astronomy as part of the Physics Department's Contemporary Physics education series this fall. Gutsch is also weatherman on WOKR TV's "Eyewitness News" team.

Larry Hoffman, chairperson of graduate engineering technology in the Center for Community/Junior College Relations, Institute College, presented an invited paper, "Who Should be the Teacher of Engineering Technology Students?" at the national conference of the American Society for Engineering Education at Grand Forks, North Dakota.

Andrew Davidhazy, chairperson of photography in CCE, has been awarded a Title VI-A grant in the Laboratory Equipment category. In addition to \$2,500, the grant provides a Fastax-II high speed motion picture camera, capable of taking 10,000 pictures per second, which will be used in industrial photography courses.

Sidney McQuay, CCE chairperson of engineering graphics, has returned from a leave of absence during which he earned his Ph.D. at the University of Connecticut.

William Allen, director of Protective Services, and Leonard Neidert, director of Security at SUC at Brockport, coordinated a new in-service training program for security officers of the 14 member institutions of the Rochester Area Colleges consortium.

Richard Marchand, counselor, Counseling Center, has received a Title VI-A grant of \$1,497 and an equal amount from RIT for the purchase of half-inch videotape equipment to provide learning experiences for RIT undergraduates in such non-technical areas as assertiveness and leadership training and interpersonal relations. The training programs, an extension of the Center's "Approaches to the Self and Others" series, will begin in selected classrooms by Winter Quarter.

READING HELP FOR ADULTS

Do you know that there are two million illiterate adults in New York State alone? Some cannot read at all and others have only minimal skills which restrict them from functioning in our complex society. Perhaps you know someone in need of basic reading instruction.

Several agencies in the Rochester area offer reading instruction to adults. You can receive information about these agencies by phoning 275-9800 between 10 a.m. and 3 p.m., Monday through Friday.



RALPH STEARNS

Stearns to chair Tokyo conference

Ralph H. Stearns, director of cooperative education, College of Engineering, will chair the Fourth International Conference on Production Research, August 22-30 in Tokyo.

The annual conference aims to provide a forum for (1) an international exchange of ideas on industrial, economic and social development, and (2) a better understanding of the host country's economy through tours of industrial sites.

A graduate of the Wharton School, University of Pennsylvania, Stearns has had industrial management experience with General Motors, Ford, and Warner-Lambert both domestically and overseas. He is national director of the management division of the American Institute of Industrial Engineers and has done extensive consultant work in Rochester.

Stearns, his wife Dorothea and son Scott reside at 14 Hilltop Drive, Pittsford.

Duffy promoted in Admission

Dixie Duffy has been promoted to the position of administrative assistant to Dr. John Humphries, dean of Admission. The promotion became effective July 1.

Ms. Duffy had been secretary to Dr. Humphries since July 1974.

"Dixie and I now have a more close working relationship, and the office's reliance on her will increase as she assumes an important role in an area of growing responsibilities," Dr. Humphries said.

Duffy's responsibilities now include authorizing Admission Office expenditures and doing budget projections for future projects. She works with Dr. Humphries on local, regional, national and international recruitment functions.

"The Admission Office is a stimulating work environment," Duffy said. "We interact regularly with many other Institute departments and with the outside community."

Before coming to RIT in March 1974 Duffy choreographed and performed in musical comedy shows at Pierre's, the Holiday Inn nightclub in her native Minneapolis. She had also worked as a recreation and physical education instructor at Minneapolis's Opportunity Workshop, a non-profit agency for mentally retarded young adults, and as a dance instructor at the area's high schools.

Duffy attended the University of Minnesota and is studying business administration part time at RIT. She, her husband Greg, biomedical photography '77, and their six-month-old son Dylan Sebastian reside at 37 Burkhard Place, Rochester.



DIXIE DUFFY

CONTINUING EVENTS

Bevier Gallery—Student Honors Show, through September 22. Gallery summer hours Mon.-Fri., 9 a.m. to 4:30 p.m.

Glass Exhibit—"Lunar Caustic Glass," handblown glass vases "characterized by a luminous or iridescent quality and shaped in forms that seem to show a mediterranean influence," by SAC Alumna Yaffa Sikorsky, College of Fine and Applied Arts, through August 26. Mon.-Fri., 9 a.m. to 4:30 p.m.

Ukrainian Sports Assoc.—August 20 and 21, 8 a.m. to 9 p.m. Contact: Roman Kucil, 275-2308.

Alternative Jewish Education—August 24-29, 8 a.m. to 6 p.m. Contact: Shelley Spokane, 275-4323.

Genesee Valley Cycling Club—August 25, 6 p.m. to dusk. Contact: Bob DeRoo, 442-8200.



Rochester Institute of Technology

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COLLECTION

Dear Faculty and Staff,

To welcome the parents of new students to RIT this fall, an evening of dinner and dancing has been planned for September 7. The participation of faculty and staff and their spouses is requested so that parents can meet you and get a feel for the real essence of the RIT community.

Hosted by the officers of the Married Student Organization, the evening should be a pleasant experience. Cocktail hour is 6 to 7 p.m. The buffet of roast chicken, baked ham, Swedish meatballs and roast beef au jus will be served from 7 to 8:30 p.m., along with side dishes of salads, fruit, vegetables, rolls and dessert.

At 8:30, you and your spouse can dance to the music of the Syl Novelli Orchestra till midnight.

Because funds are limited, we must charge \$6 per person or \$12 per couple for the event. This price has been held constant for three years to encourage participation. This event has been very well attended in the past two years by *parents*—however, faculty and staff attendance has been extremely low.

The program is mainly arranged for resident's parents and sometimes it is the only contact they will have with the Institute—and *your* attendance can make the difference between a positive or negative impression. Please remember that your absence is obvious to those parents who attend.

Tickets can be reserved in advance by returning the form below to the Orientation Office.

Sincerely,

Ann Hayes, Director
Orientation and Special Programs

Please reserve _____ tickets for the President's Dinner and Dance

Name _____

Department _____

Account No. _____

Please make check payable to RIT for \$6 each (\$12 per couple) or enter account number.

Return to:
Ann M. Hayes
Orientation Office

Office use only
Ticket No. _____
Date _____