

# N • E • W • S & E • V • E • N • T • S

## President Rose Outlines Dynamic Future in Convocation Address

Predicting no retrenchment in the future of RIT, President M. Richard Rose outlined past growth and detailed a dynamic future in delivering his annual State of the Institute address, Tuesday, Sept. 6.

"During the coming year RIT will emphasize three major goals. First is a continued emphasis on quality in teaching, advising and support services. Second is improving student retention by helping students view RIT objectively, putting RIT in perspective in relation to other institutions."

Finally, Rose called for the creation of a consolidated Institute planning effort with a focus on teaching and learning as reflected in all aspects of its planning. Named to organize that planning effort is Dr. Robert Frisina, senior vice president for Institutional Advancement.

Frisina will oversee long- and short-term dimensions of the Institute plan built on assumptions that over the next five years academic programs will continue to reflect the changing needs of business and industry, placement will remain of paramount importance, enrollment will approach zero growth in the near term, and graduate enrollment will increase 10 percent.

RIT also is preparing for the upswing in enrollment beginning in the mid-1990s.

In addition, the operating budget is expected to remain balanced as it has for the past 12 years with tuition increases equal to inflation, and wages remaining competitive.

Finally, capital needs will be met with external sources of funding. This increased role of Development has led to the creation of a new vice presidency for Development. As a result of a nationwide search, Dr. Cy Young, vice president of Development at Berea College, Ky., has been selected for the post.



RIT President M. Richard Rose leads the processional opening the Student Convocation in Clark Gymnasium Tuesday.

As part of the Institute planning process in 1983-84, Rose sees RIT involved in a self-study, assessing Institute needs and directions for the future. Involved in this is securing Middle States Accreditation and using their visitation process as an internal review of its progress and measure against future planning.

Long-range study, to occur during 1984-85, will focus on specific facility requirements. Rose cited a new student life center, expansion of the library, a new building for the College of Applied Science and Technology and improving RIT's endowment position for increased student aid and the

creation of additional endowed professorships as potential projects.

Much of Rose's address dealt with the significant strides RIT has made during the last five years.

Endowment has grown by 40 percent to \$81 million. Student enrollment is up 23 percent since 1978, freshmen enrollment has increased 26 percent and the number of women students has risen 40 percent. In addition, average SAT scores of entering students have increased from 1,003 to 1046 over the last five years, while the number of those students ranking in the top 20 percent of their high school class has

increased from 43 percent to 49.2 percent. Class ranking, explained Dr. Rose, "is one of the best predictors of college success."

RIT colleges experiencing the greatest increases are College of Applied Science and Technology with 81 percent increase (including the transfer of the School of Food, Hotel and Tourism program to CAST), Science with a 42 percent increase and engineering with a 46 percent increase. RIT's current major competitors in recruitment are Syracuse, RPI, Clarkson, Cornell University, University of Buffalo, University of Rochester, Penn State, MIT, Boston University, MCC and Northeastern.

Rose also pointed out that RIT can certainly be considered a residential university, with more than 60 percent of full-time students living in Institute-owned housing. Also, in just the last year, RIT students have expanded their base of community service with 1,488 students working on volunteer efforts, an increase of 272 percent. Rose attributed this to the high degree of faculty involvement in the community and their effectiveness as role models.

Affecting RIT's competitive edge in competition for students is its cooperative education program with co-op placements increasing 21 percent since 1978.

Inextricably linked to the quality of education RIT provides is the degree of endowment, development and alumni support the Institute receives. Rose commented that Development had made impressive gains in a period of recession, increasing from 1.6 million in 1978 to 6.5 million in 1982.

"Financial support by individuals, corporations and foundations validates the quality of RIT programs and teaching," Rose explained.

All this data, Rose said, records a remarkable accomplishment that did not come about by chance. "It is a direct result of concentrated team effort that allows the Institute to grow and maintain its central focus on providing a personalized education for each student."

## Dr. C.J. Young Named Development Vice President

Dr. C. J. Young, recognized as a national leader in fund raising, has been named vice president for development at RIT.

Reporting to President M. Richard Rose, Young will oversee the Institute's Office of Development, whose staff of 23 is responsible for RIT's fund raising activities. The Office of Development seeks support from corporations, foundations, alumni, parents and other individuals. A national search to fill the position has been conducted by RIT over the last several months.

Young comes to RIT from Berea College in Berea, Ky., where he has served as vice president for development and public relations since 1977. At Berea, Young was responsible for an annual support program of more than \$2.2 million and headed a successful \$43.8 capital program, the largest ever undertaken by a Kentucky college.

"Dr. Young brings to RIT the development experience and leadership required for the next decade," Rose said. "His past success is matched by his recognition as a development authority in higher education."

From 1975 to 1977, he was vice president for development at Loyola University in New Orleans, La. He planned, organized and administered Loyola's total institutional advancement program.

He spent four years as director of medical center development at the University of Kentucky and two years as director of development at Rosenstiel School of Marine and Atmospheric Sciences of the University of Miami in Coral Gables, Fla.

Young also served as director of development for Appalachian Regional Hospitals in Lexington, Ky., from 1967 to 1969,



Cy Young

where he headed a long range, multi-million program for a nine-member hospital group located in a three-state area.

He has strong New York state ties, having been director of Alumni Affairs at SUNY Buffalo, the University of Buffalo Foundation, Inc., from 1964 to 1967.

Young holds a doctorate in higher education administration from SUNY Buffalo, a master's degree in educational administration and supervision from the University of Buffalo and a bachelor's degree from the University of Buffalo.

He has been a consultant at the collegiate and private secondary school levels. He also has served as a consultant to the International Oceanographic Foundation and to a private physicians organization.

His memberships in professional organizations include the Council for Advancement and Support of Education, National Society of Fund Raisers, and the American Association for Higher Education.

He is a frequent presenter before conferences of the Council for Advancement and Support of Higher Education (CASE).

## Washington Correspondent, Sarah McClendon Opens 1983-84 Institute Forum Series

A woman journalist, whose reporting career began in the 1930s, will begin the 1983-84 Institute Forum lecture series at 7 p.m., Wednesday, Sept. 21 in Ingle Auditorium.

Sarah McClendon, founder of McClendon News Service, Washington, D.C., will speak on "The Impact of Technology on Politics," following the Institute Forum theme, "Technology and Values." Admission is \$1.

Characterized as "feisty" in her pursuit of the facts, McClendon has been a Washington correspondent since 1944,

covering Congress, the White House and the Pentagon. She has covered the administrations of nine presidents since she began her career as a newspaper reporter on her hometown newspaper in Tyler, Tex. She is known for her verbal duels with U.S. presidents during nationally televised press conferences, forcing confrontation on sensitive political issues. She is the author of a book, *My Eight Presidents*, published in 1978.

Her statement under her listing in *Who's Who in America*:

"After covering eight presidents, I still feel that I am my own self, honest and owned by no one. I believe that journalism is a public trust and that I must uphold that public trust."

McClendon founded her news service in 1946, adding services to radio and television stations in 1969. McClendon served as an officer in the Women's Army Corps during World War II and is a member of the National Association of Concerned Veterans.

A graduate of the University of Missouri's Journalism School, she was named Honored Woman Graduate. Women In Communications, Inc. chose McClendon, a member of the group, a National Headliner in 1971 and gave her the Mary Caskey Award.

Among her other associations, American Newspaper Women's Club, White House Correspondents Association, National Press Club and Sigma Delta Chi, now the National Association of Professional Journalists.

## PROFILE

## Computers Are a Second Language for Ron Stappenbeck

There are hundreds of computer terminals on campus, but Ron Stappenbeck, director of academic computing in Information Services and Computing (ISC), remembers when RIT had only eight. In fact, he has been involved with RIT and computers since the early '60s when he was doing co-op work for his BS in electrical science and RIT was just getting into computers. If you don't believe that computers can sound exciting, then you haven't met Ron Stappenbeck.

Stappenbeck says, "The academic computing services function in ISC has increased dramatically as more and more components of the Institute need computing support in their programs. My job is to make sure there are adequate facilities, and to ensure that the RIT community knows how to use our computer facilities effectively for instruction and research."

Stappenbeck began at RIT in 1966, teaching courses in what was then the Academic Computing Center. He was assistant director of the center for four years, and when administrative and academic computing merged in 1969-70, Stappenbeck was responsible for academic services and continued teaching. He also earned his MS in mathematical and applied statistics.

During this time Stappenbeck participated in a systems study, determining what equipment was necessary to meet RIT's growing computer needs. He also chaired the committee that proposed the computer science degree program, helped develop the curriculum and saw the program through approval processes of the Institute and state.

**"Students have to look at how computers are used in the instructional process. When all that is examined, RIT comes out way ahead."**

Eventually the computer science program became the Department of Computer Science and moved from the Office of Computer Services to Institute College, which is now the College of Applied Science and Technology. Stappenbeck taught courses there and in the College of Continuing Education. Now he keeps busy managing academic computing and teaching some of the many seminars offered by ISC. In addition, he has taught courses in each of the summer computer workshops organized by Faculty and Program Development.

Stappenbeck was heavily involved in the Transition Task Force organized in February 1982 to implement RIT's decision to



upgrade its computer facilities. Michael Charles, assistant vice president of ISC and head of the task force, divided it into eight groups to accomplish equipment installation, software conversion and training. Stappenbeck directed one of these, and he found himself a contributing member of several others.

Stappenbeck was in charge of converting instructional software to the VAX system. "In less than five months, we converted more than 600,000 lines of code," says Stappenbeck. Conversion also entailed working with representatives from each college to ascertain their computing needs. Documents to support all the VAX applications had to be produced; Stappenbeck's group wrote six documents introducing the system and explaining how to use different languages with it. Stappenbeck also worked to develop computer training seminars and provide seminar documents.

Does he find time for a personal life? Luckily for him, Stappenbeck seems as energetic in this area as he is at RIT. He loves fishing and has taught his small son the "joys" of sitting for hours in a boat waiting for the big moment.

Stappenbeck belongs to the Flintlock Hunting Club, has held most of the club offices and is now "just a member." In the course of his membership he has helped the club buy mountain property and construct a lodge.

While he was up on his building skills, Stappenbeck and his wife, Pamela, bought land in northern Pennsylvania and completely rebuilt the camp on the property. Stappenbeck did all the wiring, plumbing, roofing—the place is really "theirs." And they've had some excitement while tucked away in the hills. Pamela awoke to a ruckus one night and found a large bear sitting on their small car's roof. The roof wasn't up to all that weight, but Stappenbeck hasn't

found the nerve to claim it on his insurance. "It just isn't your usual type of claim," he says.

What excites Stappenbeck about computer usage now at RIT is that academic computing has become a test site for many new Digital Equipment Company (DEC) products as an outgrowth of the VAX purchase and the work of RIT's Personal Computer Task Force. RIT staff and faculty test new DEC hardware and software and evaluate it for the company.

"It's great for RIT," says Stappenbeck. "We get the products early. We get to influence the final product. It provides considerable prestige for RIT to be involved in such a project, and it's motivating for staff and faculty to be involved in influencing the technology for these products."

As for RIT's computer facilities at this point, Stappenbeck says, "We tripled our computer facilities in one year. And our facilities are pretty impressive for an institution that doesn't survive on its research merits, but rather stresses academics. RIT has invested heavily in computers for instructional resource purposes. Students have a great degree of computer accessibility here. They have great freedom to use sophisticated computer equipment and to learn with it—that's not the norm.

"Students need to look beyond whether an institution has computers to use," Stappenbeck continues. "What should be significant to them is how accessible computing is. They have to look at how computers are used in the instructional process. When all that is examined, RIT comes out way ahead."

And Ron Stappenbeck has had a lot to do with that.

## Small Business Program Offers 'Practical Skills'

The Center for Management Development (CMD) in the College of Business is responding to a need expressed by small businesses in the greater Rochester area for practical management education.

CMD is offering a high quality, results-oriented program, the Small Business Executive Program, designed for upper-level executives of small businesses, owners, vice presidents, general managers and financial officers.

Executives enrolled in the program will be able to apply practical skills they learn immediately to their job. The program will offer executives an opportunity to improve their managerial effectiveness and provide themselves with the latest knowledge and analytical skills needed to solve the problems of the 1980s. The program also will update the executive's management perspective and broaden his or her appreciation of the dynamics of today's complex organizations.

The program will take place 10 Tuesday evenings, Oct. 4 through Dec. 6, from 3:30 to 9:30 p.m., with an hour for dinner.

"The Small Business Executive Program strongly emphasizes the practical guidance and knowledge that small businesses need for survival and success in an environment that is becoming more competitive and more complex," says Theodore J. Altier, chairman and treasurer of Altier and Sons Shoes Inc. "Wise owners and managers and their key people should take advantage of it."

Richard P. Miller Jr., president of Case-Hoyt Corp., says, "It's an excellent program that will provide the small business manager an opportunity to broaden horizons and develop the skills critical to continued success in the rapidly changing environment of the 1980s."

Another supporter of the Small Business Executive Program is VanBuren N. Hansford Jr., president of the Hansford Manufacturing. "I feel this program is very much needed in the Rochester community. Many small company executives are so caught up in the everyday problems of their businesses that they give little time to the importance of developing their management styles and insights."

"A comprehensive, but practical series of workshops designed to generate bottom line results," says A.C. Engelfried, executive vice president of Market Sense Inc.

Faculty for the program are nationally known, business-oriented faculty from various disciplines at RIT and other major universities, as well as experts from the consulting and business world.

Among the noted faculty are Dr. William Lazer, professor of marketing systems and future environments at Michigan State University; George Goetz, holder of the Berens Chair of Entrepreneurship at the Cornell University Graduate School of Management; Dr. Sam Hai, chairman of the Department of Finance at St. Bonaventure University and director of the Small Business Institute; Donald Berens, who has been successfully involved in several small businesses in the Rochester area including Hickory Farms; and Frank Holley, a distinguished lecturer in RIT's College of Business and former chairman and chief executive officer of Marine Midland Bank in Rochester.

Classes for the program will be in the format of lectures, discussions and workshops, with an emphasis on interaction of participants with each other and with guest speakers.

The Center for Management Development knows that top executives have busy schedules. This program, therefore, is structured to minimize the time participants spend away from their business. This is accomplished while still making the program an exciting and challenging learning experience.

There will be a graduation ceremony for participants following completion of the program.

## You Can Go to England With RIT Alumni Association

If you've been dreaming of a vacation in the British Isles, the RIT Alumni Association can make your dream come true.

The Alumni Association is sponsoring a two-week trip to London, Scotland and Ireland from Nov. 17 to Dec. 1. The vacation covers eight days and seven nights in London, and six days and six nights in Scotland and Ireland.

Price of the trip is \$699, plus 15 percent tax and service charge, which includes round trip air fare from Rochester and hotels. An optional meal plan is an additional \$199.

Deadline for a deposit on the holiday is Sept. 30. Information about payment and all other aspects of the trip is available from Alumni Affairs, 475-2601. Ask for Frank Cicha or Roz Hawkins.

The vacation starts in London where you can see such historic sites as Buckingham

Palace, Westminster Abbey, the Houses of Parliament, National Gallery, Tower of London and Trafalgar Square.

Special optional tours will take you to the Shakespeare country of Stratford-upon-Avon, Windsor Castle, pre-historic Stonehenge and Oxford, England's oldest university town. An extra special optional tour goes to the city of romance, Paris.

The second week begins with a ride on British Rail to Scotland, where you'll spend three days in Glasgow. There you can visit the house in which Mary Queen of Scots was imprisoned and enjoy a free tour of nearby Edinburgh, home of Edinburgh Castle and the Palace of Holyroodhouse.

From Glasgow, you'll fly to Limerick in Ireland, where you can kiss the Blarney

Stone or shop for Waterford crystal and Belek china. Optional tours are available to Galway and Killarney.

Alumni already have begun to sign up for the vacation. As faculty and staff, this is your invitation to join the fun.

### Please Note

Through a typographical error in the July 28 issue of News & Events, Nancy Farnham's position was inaccurately described. Nancy Farnham is administrative assistant to Donald Scott, vice president of Finance and Administration.

## UPDATE

# Summer '83

The pine tar baseball game, the Women's Peace Encampment, Sally Ride's historic space flight were some of the summer's happenings, but RIT had its share of happenings too. The Institute congratulated the accomplishments of faculty, students and staff, received generous gifts, welcomed new associates and bid farewell to long-time friends.

Returning to RIT after a leave of absence is **Dr. Dennis C. Nystrom** who was named dean of RIT's College of Applied Science and Technology. After five years at

RIT, Nystrom took a leave in January to assume the duties of president and chief operating officer at Hansford Data Systems. He returned to academics after accomplishing his goals at Hansford.

**Dr. Hubert F. Riegler** was named honorary team orthopedist for the Department of Intercollegiate Athletics in recognition of his work with RIT's intercollegiate athletic program.

## AWARDS

Students, faculty and staff were honored for their accomplishments:

**Thomas B. Baker**, part-time College of Continuing Education faculty member for 13 years, received the CCE Excellence in Teaching Award in Technical Studies. A Xerox Corp. manager in Copy Quality Systems and Standards, Barker teaches master's level courses in the Center for Quality and Applied Statistics.

The Society of Photographic Scientists and Engineers selected **Dr. Ronald Francis**, professor, School of Photographic Arts and Sciences, for the Raymond C. Bowman Award. The national award is for Francis' contributions to education in photographic science.

**Michael F. Jordan**, counselor in the RIT Higher Education Opportunity Program (HEOP), has won the 1983 Outstanding Young Men of America Award for professional achievement and community service.

The Biological Photographic Association conferred the title of registered biological photographer upon **Arnold (Sandy) Lungershausen**, School of Photographic Arts and Sciences, at its annual meeting in Dallas. Lungershausen instructor in Biomedical Photographic Communications, successfully completed a three-phase examination in biophotographic theory, skills and ability to communicate effectively.

Outstanding teacher in Business/Management Studies is **John F. Maher**. He was awarded the College of Continuing Education Excellence in Teaching Award for adjunct faculty. Maher, manager of industrial relations for the Graham Corp. in Batavia, teaches advanced personnel administration and interviewing techniques.



WELCOME... President M. Richard Rose talks to incoming freshman students and SOS-83 volunteers during picnic at Liberty Hill.

**Graham Marks**, School for American Craftsmen faculty member, received the Memorial Art Gallery Award, the 1983 Rochester Finger Lakes Exhibition's major award, for an earthenware sculpture.

**William J. Newell** received an Excellence in Teaching Award for adjunct faculty in the College of Continuing Education. Named outstanding teacher in Humanistic Studies, Newell has contributed significantly to CCE's deaf studies program. He is currently an instructor in the Manual/Simultaneous Communication Department at NTID.

Director of RIT's Technical and Education Center, **Herbert E. Phillips** was honored with one of three national awards from the National Association of Printers and Lithographers. Phillips received the 1983 Craftsman Award for personifying the principles of craftsmanship in the printing industry and for advancing the craft of printing through invention, research and training.

RIT's third annual Byron G. Culver Award from the School of Printing went to **Lester M. Reiss**, senior vice president for sales and marketing for Heidelberg Eastern's pre-press, press bindery and computer divisions and a director of the company.

**William Tierney**, RIT lacrosse coach, has been chosen NCAA Division III Lacrosse Coach of the Year. Selection was made by coaches of the United States Intercollegiate Lacrosse Association.

**Dr. Murli M. Sinha**, associate professor of sociology and chairman of the Department of Sociology and Community Services, Eisenhower College, was the 1983 recipient of the college's Thomas Jefferson Award. Endowed by the Robert Earl McConnell foundation, the award recognizes faculty members of 10 educational institutions in the United States who have "personal and professional qualities that Thomas Jefferson would have conceived as essential to the intellectual, social and political advancement of mankind."

Four students in School of Photographic Arts and Sciences faculty member **Eric Timmerman's** animation class have received Public Service Awards from the Monroe County Department of Health as a result of a class project. **Alexander Gregory**, **Ingrid Neumann**, **Robert McMillan**, and **Brian Weaver** were recognized for their 30-second animated public service announcement against drunk driving, "You're Not Only Hurting Yourself."

**Michael P. Widger**, a 1983 graduate of the College of Fine and Applied Arts, received a Winsor & Newton Painting Award for a foil and paint mixed media work. The national prize is one of five presented to outstanding painting students across the country.

## ENDOWED PROFESSORS APPOINTED

Four endowed professors were named by deans Guldin, McCanna and Sullivan:

**Alfred F. Horton** is RIT's new Melbert B. Cary, Jr. Professor of Graphic Arts. He was appointed to succeed Herbert H. Johnson, who will remain as a faculty member in the School of Printing. Horton, formerly associate professor in the School of Printing, joined RIT in 1955.

**Dr. Stanley M. Widrick**, associate professor of marketing, has been named to the J. Warren McClure Professorship in Marketing in the College of Business. Widrick has been on the faculty since 1977.

The 1983-84 Caroline Werner Gannett Professor in the Humanities is **Dr. Marjorie Glicksman Grene**. Dr. Grene, professor emerita of the University of California, has planned a two-day conference on "The

# Summer '83

Perception of Pictures: Implications of J.J. Gibson's Theory of Perception" Oct. 7 and 8.

Named to the William A. Kern Professorship in Communications was **Dr. Mihai Nadin** of the Rhode Island School of Design. Dr. Nadin will deliver the Institute Forum lecture Nov. 9.

## GRANTS AND EQUIPMENT DONATIONS

RIT has received grants and equipment from industry and foundations supporting the Institute's goals.

A Kurzweil Reading Machine has been installed in Wallace Memorial Library. A gift of the Xerox Corporation, the KRM can scan and convert to synthetic speech nearly any book or typewritten page printed in English. DiMaria Travel Agency donated funds for renovation an area of Wallace Memorial Library to house the KRM and several other resources needed by RIT's blind students.

The College of Liberal Arts won a grant of \$4,000 from the Association of American Colleges' Quality in Learning competition to cover part of the expenses of the college's new senior seminar.

The School of Printing has received a computer-aided pre-scan system from Chemco Systems Co. of Glen Cove, N.Y., and MacBeth Division of Kollmorgen Corporation of Newburgh, N.Y. The system is designed to give scanner operators more control and consistency in reproductions.

A \$15,000 grant from the Westinghouse Educational Foundation in addition to funding from the Accreditation Board for Engineering and Technology, Inc. and the Daisy Marquis Jones Foundation made it possible for RIT's Minority Introduction to Engineering program to run two week-long sessions instead of one in July. The program exposes high school juniors and seniors to engineering and to the college work required for an engineering career.

A computer-controlled special effects production machine acquired by NTID helps deaf students prepare for careers in

photographic science. A \$60,000 gift to RIT from the Marron-Carrell Co. of Phoenix, Ariz., enabled the Institute to purchase the model.

## PROFESSORS EMERITUS NAMED

Granted the status of Professor Emeritus by Dr. M. Richard Rose, RIT president and Dr. Thomas R. Plough, vice president for Academic Affairs are: **Professor Robert C. Baker**, College of Engineering; **Professor Douglas Lyttle**, College of Graphic Arts and Photography; **Professor Daniel Petrizzi**, Eisenhower College, **Professor Harold Raphael**, College of Applied Science and Technology, and **Professor Arnold Sorvari**, College of Graphic Arts and Photography.

## FACULTY PROMOTIONS

More than 40 faculty have received work promotions effective Sept. 1 according to Dr. Thomas R. Plough, vice president of Academic Affairs:

### College of Applied Science and Technology

Peter H. Lutz, School of Computer Science and Technology, associate professor; Carl A. Lundgren, School of Engineering Technology, assistant professor

### College of Engineering

Robert C. Baker, Electrical Engineering Department, professor; Edward R. Salem, Electrical Engineering Department, professor; Alan H. Nye, Mechanical Engineering Department, associate professor

### College of Fine and Applied Arts

Frederick Lipp, School of Art and Design, professor; James E. Thomas, School of Art and Design, professor

## College of Graphic Arts & Photography

Martin Rennalls, School of Photographic Arts and Sciences, professor

## Liberal Arts

Bruce A. Austin, Language and Literature Faculty, associate professor; Brian P. Barry, Social Science Faculty, associate professor; John T. Sanders, Science and Humanities Faculty, associate professor and Paul Brule, Criminal Justice Faculty, assistant professor

## Science

Frank K. Seischab, Biology Department, professor; Edwin T. Hoefler, Mathematics Department, associate professor

## NTID

Frank Caccamise, Communication Research, professor; Diane Castle, Communication Instruction, professor; Nicholas Orlando, Communication Programs, professor; and Jack Slutzky, Visual Communication Support, professor; Mary Lou Basile, Teaching Effectiveness, associate professor; Dominic Bozzelli, Science and Engineering Support, associate professor; Jaclyn Gauger, Communication Assessment and Advising, associate professor; Barry Keesan, Construction Technologies, associate professor; Gary Long, Educational Research and Development associate professor; Barbara McKee, Educational Research and Development, associate professor; Larry Quinsland, Teaching Effectiveness, associate professor; Jean McKernan Smith, Communication Instruction, associate professor; Jimmie Joan Wilson, Educational Support Services Training, associate professor; Carol T. Akamatsu, Communication Assessment and Advising, assistant professor; Stephen Aldersley, Communication Instruction, assistant professor; Robert C. Berl, Data Processing, assistant professor; William Clymer, Communica-

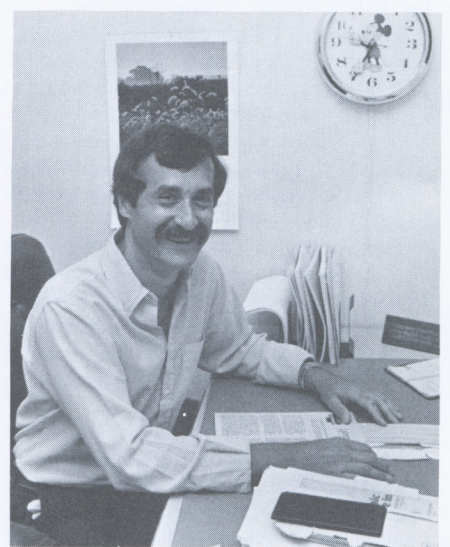
tion Programs, assistant professor; Ralph Hymes, Liberal Arts Support, assistant professor; Richard LeRoy, Liberal Arts Support, assistant professor; Joyce P. Lewis, General Studies Support, assistant professor; Charles McLaughlin, Data Processing, assistant professor; Kandy McQuay, Academic Department of Human Development, assistant professor; Elaine Milton, Applied Photography/Media Production, assistant professor; Donna Pocobello, Communication Instruction, assistant professor; Victoria J. Robinson, Physics and Technical Mathematics, assistant professor; Kathleen J. Schroedl, Career Exploration, assistant professor; David C. Templeton, Medical Record Technology Program, assistant professor; Rose Marie Toscano, Liberal Arts Support, assistant professor; Anne Van Ginkel, Division of Visual Communication Careers, assistant professor; Michael White, Visual Communication Support, assistant professor

## Educational Development Faculty Rank Promotions

Joyce Herman, Student Affairs, Counseling, associate professor; Joseph Nassar, Learning Development Center, associate professor; Stephen Schultz, NTID, assistant professor; Virginia Church, Library, assistant professor; Charlotte Cooper, Library, assistant professor; Margaret Fallon, Library, assistant professor; Patricia Pitkin, Library, associate professor and Michael Robertson, Library, assistant professor



SHOW AND TELL...More than 70 exhibitors showed their wares at the American Society of Engineering Educators (ASEE) conference hosted by RIT June 19 to 23.



CATHOLIC CHAPLAIN...The Rev. James M. Sauers, Roman Catholic diocesan priest, serves the RIT Catholic campus parish.



BOARD OF TRUSTEE MEMBERS, Ernest Reveal and Mrs. Julian Fitch, watch as students David Catalino, College of Business, Nancy Peshkin, School of Photography, College of Graphic Arts and Photography, and Jeffrey Rosenthal, School of Food, Hotel and Tourism Management, College of Applied Science and Technology, turn over the first shovelful of dirt to begin construction of the Kilian J. and Caroline S. Schmitt Interfaith Center.

#### STAFF APPOINTMENTS

Welcome to the following staff members who've recently joined RIT:

Personnel's associate director for operations, **Dale Andrewson**, is responsible for professional and non-exempt recruitment and employment and personnel records. He also will implement a system whereby personnel "generalists" will be assigned responsibility for specific colleges or divisions within the Institute. Andrewson, formerly of Telex Communications Inc. in Rochester joined RIT Personnel in June.

**Andre Bessette** is consultant to the Employee Assistance Program. He will advise employees and managers on substance abuse problems. Bessette, a certified EAP counselor from Rutgers University, will also be available to work with employee family members. He is scheduled for Monday office hours, but will schedule appointments at other times. Call 2424. All matters are kept strictly confidential.

**Dr. Elizabeth Doyne** and **Evangeline Cathcart** have joined the staff of the Counseling Center. Dr. Doyne, a licensed clinical psychologist, was formerly a post-doctoral fellow in college mental health with the University of Rochester. Cathcart, a career and alcohol counselor, has been with the Counseling Center in a temporary capacity.

The Residence Life department made several appointments over the summer. **Louis Copertino**, a graduate of Michigan State University's master's program in Student Personnel Administration was appointed area complex director for Sol Heumann, Carlton Gibson halls. He previously worked as residence hall director at SUNY, Geneseo. **Elizabeth Sampson**, a

graduate of Bowling Green University's master's program in Student Personnel Administration has been appointed area complex director for Nathaniel Rochester, Helen Fish halls. She recently completed a year as residence hall director, St. Mary's College in Maryland.

A new position, assistant area complex director for Mark Ellingson, Peter N. Peterson, Alexander Graham Bell halls, has been filled by **Doreen Simons**. She is a graduate of Gallaudet College and has completed six years of deaf education at New York University. The new graduate assistant for programming is **Eileen Stack**, a SUNY at Albany graduate. She was with Residence Life, SUNY, Albany.

**James Walsh** has been named director of the Department of Academic Support Services in the College of Graphic Arts and Photography.

Walsh, who joined RIT in 1957, had served as associate director of the department. An associate professor in the School of Printing, Walsh had been in charge of scheduling and degree certifications in the school before joining the department of academic support services when it was created at the beginning of the 1982-83 academic year.

**Linda Tolan** and **Will Peterson** have been appointed assistant directors of the department.

Professor **David A. Engdahl**, former director of the department, has rejoined the School of Photographic Arts and Sciences. Engdahl will teach and be the liaison between the school's technical and imaging and photographic science departments on color science and technology activities.

**James R. Kolster** recently joined RIT as administrative secretary to the Board of Trustees. Former headmaster, Allendale Columbia School, Kolster is a member of the administrative staff. His office is in the

George Eastman Memorial building, room 3133, ext. 6670.

Head basketball coach is **Robert H. McVean**, former University of Rochester assistant coach. He was head coach at Eisenhower College from 1977 to 1982 and freshman coach at Hobart College, 1973 to 1977. Along with his coaching responsibilities, McVean will serve as physical education instructor.

**Joseph T. Nairn** is the new director of Orientation and Special Programs, Student Affairs Division. Formerly assistant to the director of orientation at the University of Vermont, Nairn recently completed his master's degree in student personnel services in higher education at the University of Vermont.

RIT's Catholic parish has a new campus minister. He is the **Rev. James M. Sauers**, former associate pastor of St. Mary's Roman Catholic Church, Canandaigua.

The RIT community was saddened by the death of **Arthur L. Stern** July 1. A prominent Rochester lawyer, Stern was a member of the RIT Board of Trustees from 1950 to 1976 and chairman of the board from 1961 to 1976. He remained an honorary trustee and in 1982 was elected chairman emeritus of the board.

Paul Miller, RIT President from 1969 to 1979, eulogized Stern as "mentor, colleague, sounding board. Arthur Stern has moved on, doing so in his characteristic style—quietly, with undiminished courage, without attention upon himself. He...gave meaning to his life to the very last moment of its physical presence."

#### STAFF PROMOTIONS

Several staff members were promoted to positions of increased responsibility: **Joan Campbell** was promoted to the administrative position of purchasing/accounts payable manager in Physical Plant. Formerly purchasing assistant for Physical Plant, Campbell joined RIT in 1978 as an administrative employee at Eisenhower College.

On July 1, **Dr. G. Thomas Frederick**, associate professor of biology, was appointed head of the Department of Biology. A member of the department since 1975, Frederick joined the college after a post-doctoral position as assistant professor in the Department of Veterinary Science at the Ohio Agricultural Research and Development Center. Frederick received his BS, MS and Ph.D. degrees in microbiology from Ohio State University.

In the College of Business, **Barbara J. Howard** was promoted to director of graduate programs. She has administrative responsibilities for the graduate programs and will play an active role in expanded promotional activities. Previously Howard was associate director of graduate programs.

Effective July 1 **David Pankow** became chief administrator of the Melbert B. Cary, Jr. Graphic Arts Collection and the Cary Library. Pankow has been librarian for the Cary Collection and Library.

**Elaine Spaul** was appointed assistant vice president for Student Affairs. Spaul joined RIT in 1976 as a member of the adjunct faculty in the College of General Studies, now the College of Liberal Arts. Her responsibilities as Complementary Education Department director and Institute Forum coordinator will continue. In addition, she will direct the Horton Child Care Center, Higher Education Opportunity Center, International Student Affairs and Special Services.

# Summer '83

## POTPOURRI

Many of the students disappeared from campus for the summer, but the campus remained a busy place — guests arrived for conferences, new programs were planned and announced, ground was broken for a new building, and another building was completed.

The 91st annual conference of the American Society for Engineering Education (ASEE) brought more than 2,300 engineering educators and their families and industrial representatives to the RIT campus in June. Two years of planning by **Charles Haines**, conference general chairman and associate dean of RIT's College of Engineering, paid off. "The conference was very well received," says Haines. "The participants told us we had one of the best run programs they've seen in a long time." Haines and College of Engineering Dean **Richard A. Kenyon** expressed gratitude to all who volunteered their time to make the conference a success.

More than 200 persons, some from as far away as Sweden and Alaska, attended "Design and Technology Update: Adapting to the Forces of Change." The conference introduced new design technologies and their applications on the job. **James Ver Hague**, associate professor in the College of Fine and Applied Arts, was chairman of the conference; assisting him was **Bill Siegfried**, of the T&E Center, who coordinated arrangements.

Early American crafts and tools were the focus of attention when the Early American Industries Association celebrated its 50th anniversary with a conference at the School for American Craftsmen. Approximately 300 people attended the conference, June 2-4, which featured an auction, demonstrations and lectures on early American tools and techniques. College of Fine and Applied Arts Professor **Kener Bond** arranged the conference and **Dr. Robert H. Johnston**, dean of RIT's College of Fine and Applied Arts spoke on the early American glassmaking industry.

Students receiving the Kilian J. and Caroline F. Schmitt Scholarship for International Students attended a June luncheon

honoring them and the Schmitts. Mr. and Mrs. Schmitt established the scholarship fund, which provides financial assistance to students from other countries enrolled at RIT.

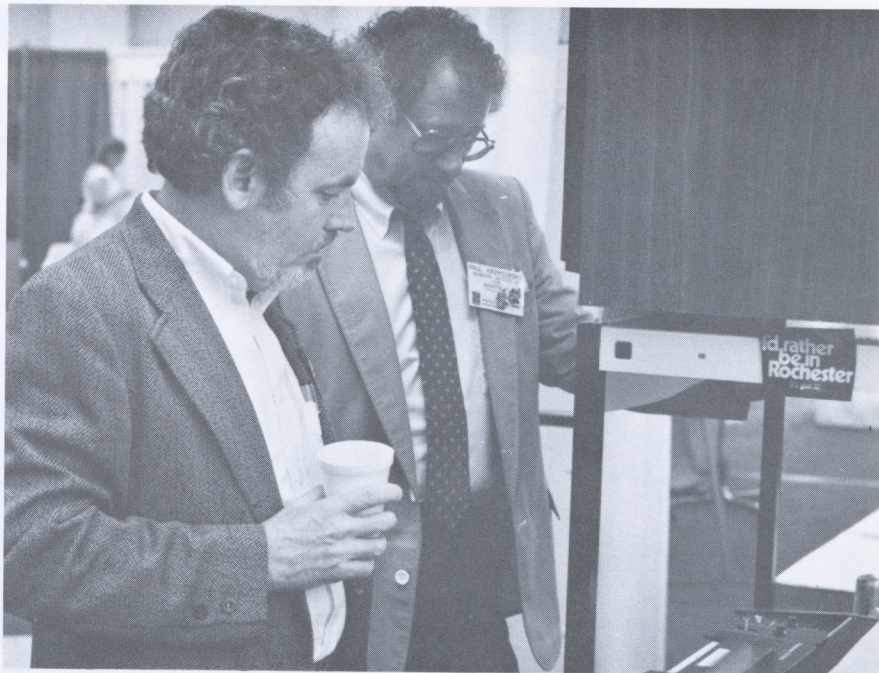
RIT President **M. Richard Rose** headed a delegation to China.

The Shanghai Bureau of Higher Education's invitation, believed to be the first of its kind to a college or university, included President Rose, Walter A. Fallon, as a trustee of RIT, **Dr. Harvey E. Rhody**, head of the Electrical Engineering Department of the College of Engineering, and **Dr. Richard Chu** (Yung-Deh), professor of history in the College of Liberal Arts.

The visit allowed RIT and China to explore mutually beneficial areas in higher education. President Rose is investigating possibilities for RIT to serve as a third party broker for small upstate New York businesses seeking manufacturing links with China.

**Dr. Thomas Plough**, RIT vice president for Academic Affairs, gave the keynote address "Reindustrialization, New Technologies and the Changing World of Work," at the 13th Annual Performance Improvement Conference. The Rochester chapter of American Institute of Industrial Engineers hosted the conference attended by more than 200 engineers.

Several RIT departments were represented in Washington, D.C., at the American Society for Training and Development (ASTD) conference. Participants included: **Donna Spiotti**, **Dr. Paul Kazmierski** and **Gladys Abraham** of the Learning Development Center. **Dr. Philip Tyler** from the College of Business represented the Center for Management Development and **Robert Way** from the College of Continuing Education represented its External Program Development Division. Attending as exhibitors and participating on the National Conference Planning Committee were **Clint Wallington** and **Sandy Modlin**, representing RIT's Instructional Technology Department and the Career and Human Resources Development Department in the College of Applied Science and Technology. The ASTD Conference marks the first time several departments within RIT have worked together to market RIT's extensive resources for conducting training and development programs.



ON THE ROAD...Dr. Paul Kazmierski, assistant vice president for Student Academic Development, right, and Robert Way, College of Continuing Education consultant for the External Program Development Division, check equipment in the RIT booth at the American Society for Training and Development Conference in Washington this Summer.

A six-week Career Exploration seminar for students enrolled in the Choice program was announced by the College of Liberal Arts. Choice is designed for adults who wish to complete a degree, explore career options or seek new professional directions.

**Jack R. Clarcq**, associate vice president, RIT and director, Technical Assistance Programs, NTID, won a seat on the Victor school board by one vote — his own. He drove home to vote between his regular work day and the evening business management course he was teaching in the College of Continuing Education. When the ballots were tallied, Clarcq received 456 votes, his opponent received 455 votes.

More than 60 area teachers participated in computer workshops coordinated and run by the Office of Faculty and Program Development this summer.

A Center for Quality and Applied Statistics has been created and **Dr. John Hromi**, is director. Working with Dr. Hromi in the areas of consulting and curricula and contact planning is **Richard A. Freund**, quality management consultant and former senior staff consultant, quality for Eastman Kodak Company.

**Dr. Thomas Plough**, vice president for Academic Affairs, says, "We view this initiation of a Center for Quality and Applied Statistics as both a natural extension of our proven expertise in applied statistics and a further evidence of our ability to respond quickly to needs emanating from the workplace."

Groundbreaking ceremonies for RIT's new Kilian J. and Caroline S. Schmitt Interfaith Center celebrated the start of construction. The center will accommodate the work of the campus ministry program and offer space for student religious programs. The \$1.4 million, 13,000 square foot center will be an addition to the east side of the College-Alumni Union. Construction began August 17, with completion expected next summer.

A shovel with an engraved plaque was given to the Schmitts, whose \$750,000 gift toward the center will cover more than half the construction costs.

Bids are out for the start of the new bookstore. Barricades will be going up and work will begin in mid-September.

Modular offices for the College of Science should be completed. They are located west of the Chester F. Carlson Memorial Building.

AT NTID, brick refacing of Mark Ellingson, Peter N. Peterson, Alexander Graham Bell halls is scheduled for completion during September. Renovations to the Lyndon Baines Johnson Building will continue throughout the winter.

NTID's Hugh L. Carey Building, completed July 15, houses classrooms and offices and is located west of the Ross Memorial Building.

The summer of 1983 was a busy one.



WELCOMING BACK Dr. Dennis C. Nystrom, right, is Vice President of Student Affairs Thomas Plough. Nystrom was named dean of the College of Applied Science and Technology upon returning from a leave during which he was president and chief operating officer at Hansford Data Systems.

# Welcome Back!

## Tough Tigers Host Tourney

Men's soccer coach Doug May will be relying on veteran strength when the Tigers open the season this weekend, hosting the second annual RIT Tournament. In the opening round Friday, Cortland faces Buffalo State at 3 p.m., on the RIT field, followed by RIT vs. McMaster University at 5:30. Consolation and championship games are at 1 and 4 p.m. Saturday. Last year RIT won the tourney with wins over Stony Brook and Cortland.

May admits he's optimistic about the team's chances of equalling last year's record of 14-2-3. RIT earned its first berth ever in the post-season NCAA Championship, gaining the number one seed in the New York State regional playoff. The Tigers also fared well in the Independent College Athletic Conference (ICAC) with a 4-1-1 record and runnerup honors to Ithaca College.

"Even though we lost some real getters, we'll be more experienced," says May. "In terms of skill level, this is the finest group we've had in my four years at RIT."

To continue the success of 1982 May points to strong defense, minimizing mistakes and additional scoring. "Defensively, we'll definitely be a better team," states May. "Offensively, we'll be very precise with our attack; and our younger players aren't afraid to score. In the midfield, we have experience which should lead to more scoring and better service to the forwards."

May has his sights aimed high for 1983. Along with a winning mark, he points toward capturing the ICAC and returning to the NCAA playoffs. "We were pleased and somewhat surprised with our success last season," says May. He attributes the accomplishments to good performances against the better teams, a "little bit of luck" and keeping injuries to a minimum.

Last year RIT placed 10 players on the All-ICAC team, including four on the first squad. Seven of the 10 All-Conference selections are back, featuring forwards Paul Schojan and Kevin McCarthy, midfielders David Gregg and Mike Virts, defenders Bernie Student and Keith White, and goaltender Tom Daley.

Schojan finished second in scoring last year with 19 points and McCarthy ranked third with 13 points. Dennis Killion also returns up front, joined by newcomers John Isselhard, Bill Hasiotis and Bill Garo. "We have good quickness and excellent speed on the attack," states May. "Our veterans provide us with an advantage



Champions...Members of last year's soccer team display trophy after winning first annual RIT Tournament. Identifiable players are, left to right, Tom Daley, Mike Virts and Ed Gentile. At right is Dr. Fred Smith, vice president for Student Affairs, who presented the championship awards. Tigers will be looking to repeat as champions when they host the second annual tourney Friday and Saturday, Sept. 9-10. RIT faces McMaster in the opening round Friday.

because they have worked together and know the system."

The midfield provides one of the strongest areas on the team, according to May. Gregg, Virts, Frank Hinchey, Chris Sweeney and Keith Cooper return, joined by newcomers Donovan Nelson and Eric Olmstead. The Tigers were dealt a crucial blow during pre-season when sophomore Hinchey suffered a shoulder injury which will sideline him indefinitely. Gregg and Virts are considered excellent playmakers. Sweeney is much improved and Cooper returns after a year layoff with a leg injury.

Defensively the Tigers should be outstanding with Dan Ramage, Keith White, Bernie Student, Greg Hunt, Ken Serwan, John Fergus and Andre Schmid returning. Last year the defenders held the opposition to only 11 goals in 19 contests. Newcomers

on the back line include David Leach and Pat Winter.

Tom Daley returns for his fourth season in nets, backed up by sophomores Rick Botnick and Ron Speziale. Last year Daley recorded seven solo shutouts and combined with Botnick and Speziale for another four scoreless victories. He allowed only 0.52 goals per game and has earned second team A11-ICAC the past three seasons. "Tom is a strong leader and kept us in many games," says May. "This should be his best season."

RIT faces a challenging 18-game schedule, commencing with the RIT Tournament Sept. 9-10. "Our tournament features quality teams and will give us an excellent idea where we are right off the bat," offers May.

## German Applied Photography On View

Evidence that commercial assignments need not limit a photographer's creative imagination is demonstrated in "Photo Design as Assignment," an exhibit of work by 58 German professional photographers in the RIT Photo Gallery through Sept. 29.

Sponsored at Photokina '82 in Cologne, Germany, by the International Photographic Operations Division of Eastman Kodak Company, the exhibit was shown in Cologne, Tokyo and New York City before coming to RIT.

Photokina, the world's fair of photography, is held every two years in Cologne. More than 120,000 persons viewed photographic, film, video and audiovisual exhibits and equipment at the most recent Photokina, in October of last year.

In sponsoring its exhibit, Kodak's International Photographic Operations Division invited the German Association of Freelance Photo-Designers to jury a show of its members of whom 121 submitted more than 1,000 works.

The 58 works in the show are a representation of creative visual imagination used in fulfilling specific requirements. Each item in the exhibit consists of two parts, the original photograph and its use in print.

Showing both the original photograph and its use was necessary as meanings of some of the photographs only become clear in the context of headlines and layout, according to Dr. Karl Steinorth, chief of public relations for Kodak A.G. in Stuttgart. Steinorth, who is a member of Photokina's cultural committee, organized the exhibit.

Works selected for the show have been published in German magazines, advertisements, annual reports, calendars and posters. The scope of photographic subjects includes a baby slumbering in its mother's arms, a vivacious young woman enjoying a Big Mac and a high tech look at car radios.

Gallery hours for "Photo Design as Assignment" at the RIT Photo Gallery are Monday to Friday, 10 to 5, and Saturday and Sunday, noon to 5.

## Aerobics Classes Begin

Classes in dance aerobics will be held every Tuesday and Thursday starting Sept. 15, from 12 to 1 p.m. in the auxiliary gym. There is a \$20 charge for the 10 week series. Maddie Rudens will be the instructor.

## LDC Schedules Enrichment Fall Series

Beginning Sept. 13, the Learning Development Center is offering a fall series of personal enrichment workshops, "Spurts of Growth." Topics will range from family life to time management and participants are welcome to register for all eight sessions or any that especially interest them.

"Improving Family Communication," held Sept. 13 in the Fireside Lounge of the College-Alumni Union, will deal with ways to improve communication skills, an effort that can be helpful in resolving conflicts and maintaining family cohesiveness.

The workshop, "Couples: Creating a Solid Relationship," Sept. 20 in the Alumni Room of the College-Alumni Union, will examine strategies for improving communication in a relationship and becoming more sensitive to one another's needs and expectations.

"Presentation Skills," held Sept. 21 in the Fireside Lounge, will cover all aspects of developing and delivering a presentation and how to solicit feedback for evaluation purposes.

On Sept. 29, participants will be involved in "Myers-Briggs: Your Personality Style as it Relates to Work," learning how personality type affects co-workers and career development.

In "Your Family as a Team," Oct. 13 in the Fireside Lounge, the instructor will dis-

cuss how using a team approach to improve organizational effectiveness can be applied to the family for conflict resolution, role clarification and the organizing of family activities.

The workshop, "Time Management," Oct. 18 in the Fireside Lounge, will deal with improving the use of time by setting realistic goals and expectations.

"Women in Transition," Nov. 1 in the Alumni Union, will explore women's status in the workplace and the setting of strategies for meeting career goals.

"Assertiveness at Work," Nov. 10 in the Fireside Lounge will examine behavior patterns in work situations and how assertive behavior can improve job satisfaction.

All sessions are held from 6:30-9 p.m.

Fee is \$25 per session; \$15 per session for two registering together. Contact Elaine LaDue at the LDC, 475-6090, to register.

## RIT Suite Available At Hilton Inn

A two-room suite at the Hilton Inn is available for Institute functions, special events or guests. Art from the College of Fine and Applied Arts and photographs of the campus and the old downtown campus decorate the bedroom and parlor of the suite.

Reduced rate reservations for the RIT suite may be made for one or both of the rooms by calling the Hilton Inn, 475-1910. To see the third-floor suite, call Susan O'Connor, director of sales at the Hilton Inn.

## David Finney Appointed Director of Admissions



David Finney

David Finney, who has been a vital member of RIT's Office of Admissions since 1977, is the new director of Admissions.

The appointment was made by James G. Miller, associate vice president of Institutional Advancement.

Finney will oversee a staff of eight professional admissions officers who are charged with meeting all of RIT's recruitment goals.

Hired by RIT in 1977 as an admissions counselor, Finney was most recently associate director and coordinator of freshman admissions.

"He has been instrumental in achieving our objectives in the freshman recruitment

program," Miller said of Finney. "His contributions here in the past as well as his knowledge of RIT in general place him in the right position for the job. I am confident he will do well and the Institute will benefit from his presence as director of Admissions."

Finney has a BA in psychology from Westminster College in New Wilmington, Pa., and a master's degree in college student personnel from Bowling Green University.

Before coming to RIT, he worked as a sales representative for an audiovisual firm in Pittsburgh.

He belongs to a number of professional organizations, including the National Association of College Admissions Counselors, the National Association of Student Personnel Administrators and the American Association of Collegiate Registrars and Admissions Officers.

Finney recently attended a summer admissions management conference sponsored by the Snowmass Institute in Snowmass, Colo.

He serves as Miller's Institute alternate to The College Board.

A native of Mercer, Pa., Finney and his wife, Chris, live in Rochester. When not working at RIT, Finney relaxes by golfing, playing racquetball, skiing or reading.

## NEWSMAKERS

● **Dr. James Carroll**, director of the Division of Instructional Design and Technical Services at NTID has been appointed to the American Society of Training and Development's National Media Advisory Council. ASTD is the largest professional training association in the world.

● **Dr. Bernadeete Skobjak**, NTID, has had an article, "A Woman in Engineering Technology—A Case Study in Learning Factors," published in the March/April 1983 issue of the Journal of the American Technical Education Association.

● **Franz K. Seischab**, professor of biology, presented a paper titled "Aspect Differences in the Forests of the Bristol Hills of New York" at the annual American Institute of Biological Sciences meetings held at The University of North Dakota in Grand Forks. The paper was based on an ongoing research project conducted in the Bristol Hills in cooperation with the Rochester Museum and Science Center.

● **Dr. Eugene Fram**, chairman, Department of Marketing, College of Business, was a faculty member at two management seminars for minority journalists sponsored by the Institute for Journalism Education. One session was in Tucson at the University of Arizona and the other was in Berkeley at the University of California.

● The 1983 Pirelli Northeast Divisional Solo II Championships were held on the RIT campus August 13 and 14. **Marjorie L. Crum** won the title of H-Stock Ladies Champion for this event. Solo II, or autocross as it is better known, is a nationally recognized amateur sport which combines many of the same skills and techniques of auto racing but on a smaller scale and at lower speeds. Cars are run one-at-a-time through a prescribed course (usually large parking lots) and at a rapid pace. H-stock is a classification for rear-wheel driven cars with an engine capacity of 1.8 liters or larger.

● **Professors Arnold Lungershausen** and **Nile Root** presented papers at the 53rd Annual International Meeting of the Biological Photographic Association held recently at Dallas, Texas. Lungershausen's paper was titled "Holography: A Brief History and Future Trends," and Root's, "Microcomputers—Biomedical Applications." Thirty-five of the approximately 250 people who attended the meeting were RIT alumni, faculty, and adjunct faculty. Eight papers were presented by alumni and alumni received nine high awards in the international exhibit of biomedical photography including the Best of Show award.

## FROM STAFF TRAINING AND DEVELOPMENT

Staff Training and Development is sponsoring a Problem Solving Workshop for academic leaders and managers Oct. 5. Some of the issues that will be discussed during the workshop include: Performance Standards, getting clarity and commitment from subordinates; Power, sharing it without losing it; Passive Resistance, people overprotect their turf, fail to comply with new policies, or circumvent the boss.

Pat Nickerson, workshop leader, has instructed tens of thousands in a variety of management topics, under the auspices of Dun & Bradstreet. She is shockingly practical, streetwise, fast-paced, and funny. She energizes people and helps them to accept their problems with humor and find solutions on their own.

Participants will emerge with personal analysis and written plans—not just ideas. They may submit problems they would like addressed during the workshop.

Those who would like to attend, call Leslie Berkowitz, 6124. Registration must be received by Sept. 20.

The workshop will be held from 8:30 a.m. to 4:30 p.m. in the College Union, 1829 Room.

## UPDATE FROM PERSONNEL

## TIAA/CREF Investment Experience

The table below shows CREF's most recent month-end investment results in comparison to the S&P 500 Equivalent—the S&P 500 modified as if it were an operating fund—for one, three, five and ten year periods, and since CREF was established in 1952.

Compound Annual Net Total Investment Returns for Periods Ending May 31, 1983		
	CREF	S&P 500 Equivalent
1 year	53.4%	51.9%
3 years	20.4%	19.2%
5 years	16.6%	16.5%
10 years	9.2%	9.3%
Since July 1, 1952 (CREF's inception)	9.5	9.7

At the end of May, the CREF accumulation unit-value was \$65.07. For the latest month-end value of the accumulation unit, please call toll-free 800-223-1290 (in New York State, 800-522-5622). The recorded message quotes the previous month-end value of the accumulation unit and the percentage change in this value as of the previous business day.

## TIAA's Interest Rates

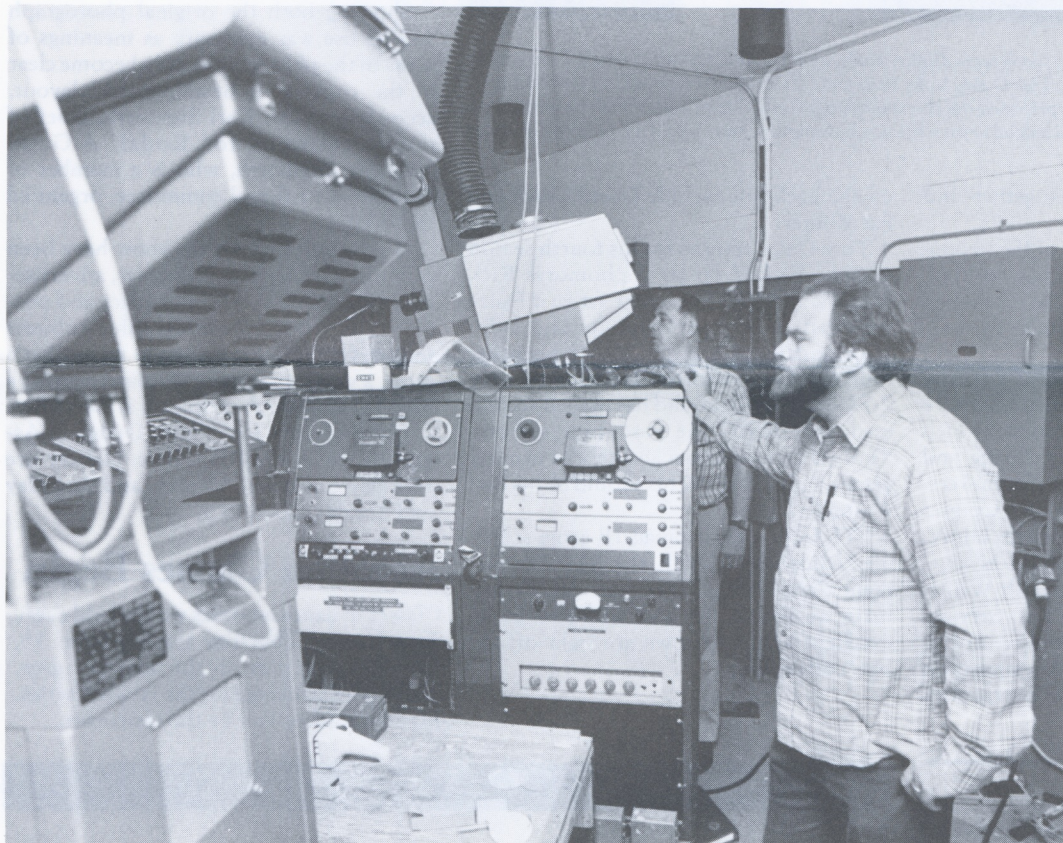
For the twelve months March 1, 1983, through Feb. 29, 1984, TIAA regular, SRA and QVEC annuities will be credited with the following total effective annual rates of interest:

● 12.25% on that portion of accumulations resulting from premiums paid and additional amounts credited on and after Jan. 1, 1982.

● 11% on that portion of accumulations resulting from premiums paid and additional amounts credited from Jan. 1, 1979, through Dec. 31, 1981.

● 9.25% on that portion of accumulations resulting from premiums paid and additional amounts credited prior to 1979.

This method of crediting dividends and this dividend scale apply to all TIAA accumulating annuities issued on and after July 1, 1941, except for TIAA contracts issued between 1972 and 1978 inclusive under Canadian Registered Retirement Savings Plans and Canadian Registered Pension Plans. Dividends are not guaranteed for future years.



THE BETTER TO SEE, HEAR... James (JC) Cummings, College-Alumni Union manager, supervises installation of two new Eike projectors in Ingle Auditorium's projection booth Aug. 11. A better sound system, automatic adaptability to different type films, and dependability are features of the new projection system that replaced two 15-year-old projectors.

## Biomedical Photographic Facilities Enlarged

Biomedical photographic communications is beginning the academic year in enlarged quarters on the second floor of the Frank E. Gannett Memorial Building.

Fixtures and equipment have been moved into the new facilities in Room 2274 and students will begin laboratory work there in mid-September.

Two darkrooms and a wall display area for student work have been added to existing equipment.

According to Nile Root, coordinator of the biomedical photographic communications program in the School of Photographic Arts and Sciences, the original laboratory was designed to support 16 students. Now 60 second-, third- and fourth-year students use the laboratory.

There are more than 200 graduates of the program, which was approved for the granting of bachelor of science degrees in 1974. Graduates are now employed with major medical schools and hospitals throughout the United States.

## Parents' Weekend Has Own Date

For the first time at RIT, a separate weekend for parents is planned for Nov. 4-6.

Parents' Weekend activities will give parents an idea of their students' college environment and of the diversity of RIT.

Mrs. Jane Anderson, of Fairport, weekend chairperson, reported that the weekend program will include attending an ice hockey tournament, faculty presentations on varied subjects, a concert by the RIT Philharmonia and RIT Singers, as well as talks on athletics and wellness.

The 1829 Room in the College-Alumni Union will serve as the hospitality room for the weekend.

## Support Services Available

The Office of Special Services is seeking students who may qualify for a variety of academic and nonacademic support services under its federally-funded program.

Marie Giardino, director, asks RIT faculty and staff members to refer to Special Services students who are interested in tutoring services, individualized instruction, counseling, or specialized assistance because of a physical disability.

For more information, call 475-2832, 475-2833, or visit the office in Grace Watson Hall.

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