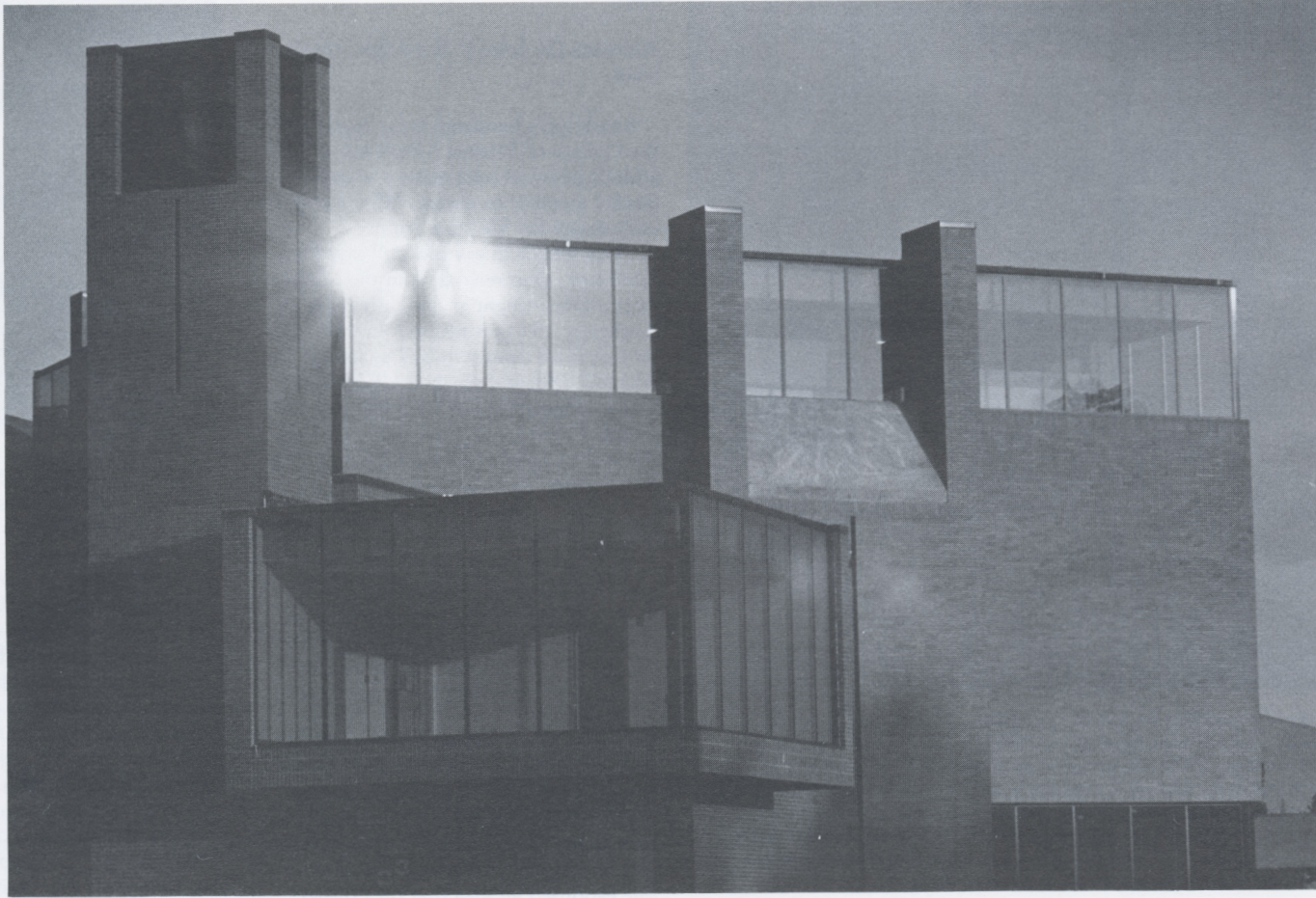


# N·E·W·S & E·V·E·N·T·S

## First Services Offered in New Interfaith Center



**GOOD MORNING SUNSHINE.....** Sunlight reflects from RIT's newly completed Kilian J. and Caroline F. Schmitt Interfaith Center. First religious services in the campus center will be this weekend.

Religious services will take place in the Kilian J. and Caroline F. Schmitt Interfaith Center for the first time this weekend.

Mr. and Mrs. Schmitt donated more than half the cost of the Interfaith Center to commemorate the 50th anniversary of Mr. Schmitt's graduation from Mechanics Institute, RIT's predecessor. Many other friends of the Institute contributed to make the Interfaith Center a reality.

Ground was broken for the center in June 1983. The Department of Campus Ministries moved into offices in the center at the beginning of this month.

In addition to offices for the 16 chaplains serving the Institute community, the Interfaith Center contains the Allen Memorial Chapel, the main sanctuary provided by a bequest from Mrs. Fanny Knapp Allen; the Jones Memorial Chapel, the meditation chapel given by Mr. and Mrs. John Wiley Jones in memory of their children, Nancy and Jack; and the Skalny Room, a multi-purpose room provided by Mr. and Mrs. Joseph S. Skalny.

Architects for the center are Macon/Chaintreuil Associates.

Services will begin Saturday evening with Catholic Mass at 4:30 p.m. Masses

will be said at 9:30 and 11 a.m. on Sunday. All Roman Catholic Masses will be in the Allen Memorial Chapel.

Episcopal services will be Sunday at 9:15 a.m. in the Jones Memorial Chapel. Lutheran services will be in the Jones Memorial Chapel Sunday at 10:45 a.m.

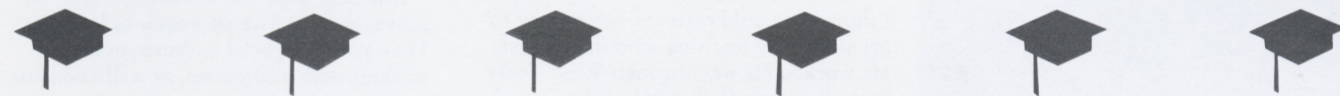
Jewish services will be offered the second and fourth Fridays of each month at 5:30 p.m. in Jones Memorial Chapel.

To celebrate the Feast of All Saints next Thursday, Nov. 1, there will be Catholic Masses on Wednesday, Oct. 31, at 7 p.m. and at noon and 7 p.m. on Nov. 1, all in Allen Memorial Chapel. Lutheran services

for All Saints' Day will be at noon in Jones Memorial Chapel.

There also will be an Ecumenical Fast Day Prayer Vigil from 5 to 7 p.m. on Thursday, Nov. 1, Jones Memorial Chapel.

The following day, Nov. 2, the Department of Campus Ministries and Division of Student Affairs, will host an open house in the Kilian J. and Caroline F. Schmitt Interfaith Center from 11 a.m. to 3 p.m. All members of the Institute community are invited to view the facilities. Refreshments will be served.



## Reception Recognizes Fall Graduates

To recognize fall graduates, President M. Richard Rose and Provost and Vice President for Academic Affairs Thomas Plough will host a reception for students who have completed academic requirements for their degrees during the fall quarter. The reception will be Friday, Nov. 9, from 4 to 5:30 p.m. in the College-Alumni Union cafeteria.

Plough previously announced that beginning with this academic quarter, the Institute would confer degrees, certificates and diplomas in November and March as well as in the traditional months of May and August.

Registrar Dan Vilenski explains that although RIT's May Commencement will continue to be the official recognition of academic achievements for all graduating students, those students who fulfill graduation requirements during fall quarter will receive diplomas dated Nov. 24, 1984. Winter quarter graduates will receive diplomas dated March 2, 1985. Students certified as having completed all requirements will receive their diplomas in the mail at their permanent addresses within a few weeks after graduation.

Vilenski says, "Graduates' deans and department heads as well as administrators from Alumni Relations, Student

Affairs and Registrar's Office will attend the reception. It gives them a chance to extend their congratulations to the graduates and wish them success in their future endeavors." A reception for winter quarter graduates is planned for February 15.

Plough notes, "Approximately 900 students complete their programs during fall and winter. These receptions are one way to ensure that these graduates have a proper exit from RIT."

Vilenski points out that the concept of holding such a reception is new on cam-

pus, but he has had enthusiastic response. "What is particularly noteworthy about this new policy is that graduating students' transcripts and degrees will be posted as soon as the students have been certified by the faculty as having met all the requirements for their degrees. Now our fall and winter graduates won't have to wait five months to prove they graduated. It means we are better accommodating our students' needs and providing better service to employers and graduate schools at the same time," he says.

## Hockey Season Tickets Now on Sale

Season tickets for men's hockey home games are now on sale, reports Gary Smith, assistant director of Athletics for Business Affairs. Cost of the tickets is \$6 for students; \$12 for RIT faculty, staff and alumni; \$24 for non-RIT adults; and \$12 for children 12 and under.

Individual game tickets are \$1 for students; \$2 for RIT faculty, staff and alumni; \$3 for non-RIT adults and \$2 for children 12 and under.

Smith also says that tickets for the RIT-Clarkson game at the Rochester War

Memorial on Saturday, Nov. 24, are now available at his office and at all Ticketron locations.

Ticket prices for the game are \$5 for reserved seats and \$4, general admission.

RIT opens its season Friday and Saturday, Nov. 2 and 3, hosting the fourth annual RIT Tournament.

Individual home game tickets will go on sale one week prior to each contest. Tickets are available in Smith's office on the lower level of the College-Alumni Union.

## NTID Theatre Presents *The Adding Machine*

NTID's Department of Performing Arts will present an updated version of Elmer Rice's play, *The Adding Machine*, Nov. 1 to 3 at 8 p.m. and Nov. 4 at 2:30 p.m.

Performances will be in the NTID Theatre in the Lyndon Baines Johnson Building. The play like all NTID productions will be performed in both voice and sign language.

Directing and playing the lead is Patrick Graybill, director of NTID's Department of Performing Arts. He has substituted a computer for the adding machine of the title, using a giant computer as the play's backdrop and set.

"Although *The Adding Machine* was written during the Depression, it is relevant to life today," says Graybill. "We all benefit from modern technology, but we must be aware of forgetting the humanistic values. One of the reasons we selected this play was to remind students of how important the liberal arts are as part of their educations."

This play is the fourth that Graybill has directed for NTID. He previously spent 11 years as a featured member with the Tony Award-winning National Theatre of the Deaf.

Tickets for *The Adding Machine* are \$2 each and are available at the NTID Theatre Box Office between 10 a.m. and 4 p.m. For more information or reservations, call 6254 (V/TDD).



**STITCHES IN TIME....**A quilt created for Rochester's Sesquicentennial celebration is on display in the Mary E. Switzer Gallery, Lyndon Baines Johnson Building, now through Tuesday, Oct. 30. Carolyn Maruggi, wife of Dr. Edward Maruggi, NTID associate professor of industrial technologies, designed the quilt. The project was commissioned by the Rochester Sesquicentennial Committee and funded by Arts for Greater Rochester, Inc. The quilt itself depicts 26 well-known structures in Rochester. NTID faculty members Patricia Russotti, applied photo/media production, and Marsha Young, instructional development, each designed one of the quilt blocks. The quilt will become part of the permanent collection of the Rochester Museum and Science Center following a dedication ceremony Nov. 1.

## John Wiley Jones Luncheon Features Science Scholars



**SCHOLARS RECOGNIZED....**Dr. John Paliouras (left), dean of the College of Science, congratulates this year's recipients of John Wiley Jones Awards (from left) Judith Bose, Robin Driver, Shelley St. Phillips and Emily Thompson as John Wiley Jones and Dr. Frank Young look on.

This year's College of Science John Wiley Jones Outstanding Student Award recipients met and talked with Food and Drug Administration (FDA) Commissioner, Dr. Frank Young, last week. The 1984 recipients are Judith Bose, Department of Chemistry; Robin Driver, Department of Mathematics; Shelley St. Phillips, Department of Clinical Sciences; and Emily Thompson, Department of Physics. The awards are given annually to outstanding College of Science students.

The students were formally recognized during a luncheon which included their families, Young, President M. Richard Rose, Dr. John Paliouras, dean of the College of Science, and John Wiley Jones among the guests.

Bose, who is majoring in chemistry, is in her final year at RIT. She has a cumulative grade point average (GPA) of 3.94 and has had several co-op work assignments with the Color Chemical Technol-

ogy Laboratory at Eastman Kodak. In addition to her academic and professional interests, Bose is an advocate of physical fitness and an active volleyball player.

A fourth-year applied mathematics major with a cumulative GPA of 4.0, Driver received the Mathematics Association of America Outstanding Student Award. As part of her co-op experience, she has done extensive work at IBM headquarters in White Plains, N.Y. Along with her academic activities Driver, who enjoys theater and music, is studying flute at the Hochstein School and has taken part in dramatic productions on campus.

Phillips, a fourth-year student in the biomedical computing program, has maintained a cumulative GPA of 3.98. While on co-op at the Perinatal Computing Facility of the University of Rochester's Medical Center, she was co-author of a

(Continued on Page Three)

## PROFILE

### Mathematician Teaches, Plays Tennis With Vigor—at Age 80

**Question:** Who is 80 years old, teaches mathematics with vigor, plays squash twice a week, competes in the annual Mathematics Department Tennis Tournament, and is known to occasionally stand on his hands in class to make a point?

**Answer:** Dr. John F. Randolph, that's who!

Randolph's handstands are legendary in the College of Science. Given his age, his athletic prowess puts many a younger faculty member to shame. Where does his enthusiasm for life stem from?

"Teaching is in my blood," says Dr. Randolph, who retired from the Mathematics Department at the University of Rochester 15 years ago to join the mathematics faculty in RIT's College of Science. "When I reached UR's mandatory retirement age of 65, I had to make a choice," he says. "I could stay there temporarily as a visiting lecturer or come to RIT and teach. There wasn't any question about what I would do. I just don't feel natural if I don't teach."

Although he teaches calculus, he laughs when he hears that some of his students often remember him more for his philosophy on life than for the content of the course. Their memories are particularly vivid if they have been treated to one of his handstands.

"I have an agreement with my classes that if I make a mistake, they're entitled to boo," he adds. "Once I intended to write  $2/3$  on the board, but I accidentally wrote  $3/2$  instead. The class hissed and booed. So, I suggested that if someone espoused an idea that they didn't agree with—whether it be politics, religion or whatever—that they should try looking at the idea from a different point of view. Then I quickly stood on my hands and told them  $3/2$  looked like  $2/3$  from my perspective."

"So you see, I'm really not just an exhibitionist at heart," he grins.

He is in fact a serious mathematician who has followed his love of mathematics on an exciting path across the United States and abroad. He is now working on his eighth book, a text on analytical geometry and calculus.

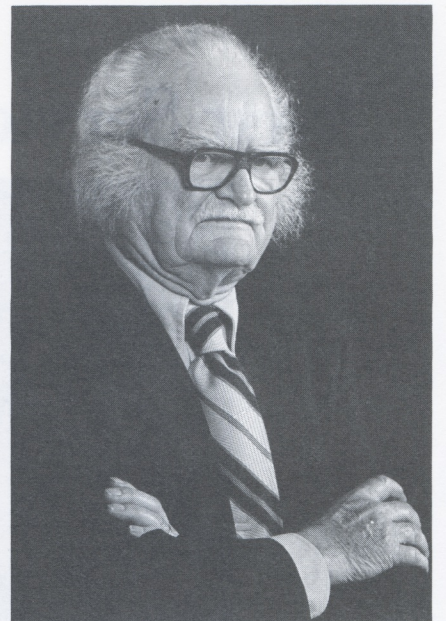
He has come a long way since the days of his youth as a cowboy in Texas. "When I was a boy, I used to ride my horse to the rural one-room school where I taught myself plane geometry by reading a textbook," Dr. Randolph recalls.

"Early on I wanted to be a rancher, and I thought I could earn enough money to get started by teaching school," he says. He worked his way through West Texas State Teachers College where he earned his bachelor's degree.

But along the way he got hooked on mathematics and the lure of eastern universities. He said goodbye to Texas and off he went for his master's degree at the University of Michigan. From there it was on to Syracuse University and then to Cornell, where he earned his Ph.D. in 1934.

After teaching at Cornell for two years, he was appointed to a two-year membership at the prestigious Institute for Advanced Study at Princeton, where he worked with John Von Neumann, who was developing the early theory of electronic computers. Dr. Randolph then returned to Cornell where he taught until 1943 when he accepted a position as a professor at Oberlin College. He was lured back to upstate New York in 1948 to become chairman of the Mathematics Department at the University of Rochester.

At the UR he earned high praise for reforming the mathematics curriculum "to such good effect that UR undergraduates of that era went on to Ph.D.s at a rate matched by very few other colleges in the country." He also managed to take two sabbatical leaves, during which he taught mathematics at the American University, Beirut, Lebanon. "It's heartbreaking to see such a beautiful city bombed into ruins," he says of the recent military conflicts. "I have fond memories of the city and its people."



At RIT Dr. Randolph has led a full life of teaching, writing and traveling. "I enjoy what I'm doing so much that lately my wife, Charlotte, and I can't seem to find the time to take a vacation," he says. "But she's so busy with volunteer work and keeping in touch with our family, which includes 13 grandchildren, that she doesn't really mind," he adds.

In his spare time he continues to play squash twice a week just as he has for the past 25 to 30 years, and plays a good enough game of tennis to compete against his students in the annual Mathematics Department Tennis Tournament.

In fact, Dr. Randolph likens his teaching to athletic competition and coaching. "For me, one of the biggest pleasures in life is to teach a student who will eventually know more—or play better—than I do. After all, that's the ideal of every teacher or coach."

## Kids on Campus Learn Computers, Writing

RIT's Kids on Campus program is offering a series of computer science and creative writing workshops beginning in early November. The workshops, which are geared to fifth-through 11th-grade students, provide opportunities for exploring new concepts and developing problem solving skills.

Instructors for the workshops offer an active, investigative approach to learning. They all have special enthusiasm for working with youngsters, as well as extensive backgrounds in their areas of expertise.

Tuition is \$100 for the fifth- to eighth-grade program, and \$180 for the extended high school program.

The workshops offered include Basic for New Programmers; Karel the Robot, an introduction to structured programming; Pascal 1; Programming in Pascal; Graphics Magician, computer animation techniques; Realistic Fiction Writing; Fantasy and Science Fiction Writing; and Apprentice Authors Workshop.

For more information or to register, call the Learning Development Center, 2283.

## Smith Names Fred Blier Acting PE Director

Fred Blier is now serving as acting director of Physical Education, Intramurals and Recreation, Dr. Fred Smith, vice president for Student Affairs, has announced.

Blier, formerly associate director of the department, succeeds the late Bruce Proper.

"Fred is highly regarded by his peers for his outstanding leadership and knowledge of his field," said Smith. "We are fortunate to have him at RIT to assume this important assignment."

# Business Honors Graduate Scholars

The College of Business has presented nine graduate students with the Dean's Scholastic Award for outstanding academic excellence.

Dean Walter F. McCanna presented the nine students with award certificates at a luncheon in their honor at the College of Business recently.

The Dean's Scholastic Awards are given to students who have completed their graduate program requirements with a 3.8 grade point average or better.

Each of the students honored completed the college's MBA requirements while employed full time.

This year's award recipients are Susan Bondy, personnel director, Town of Greece; Peggy Graham, coordinator of Clinical Services for Continuing Developmental Services, Fairport; Edward Hurley, manufacturing engineer, Eastman Kodak Company; Larry Randall, product engineer, Medical Products Department, Eastman Kodak Company; Michael Kelch, business management consultant, General Motors; George Duke, finance manager, Telephone Systems Division, Computer Consoles; Patricia Williams, financial analyst, Xerox Corporation; Thomas Burns, inventory strategy analyst, Xerox Corporation; and Susan Salamone, manager of advertising and public relations, Burroughs Corporation.



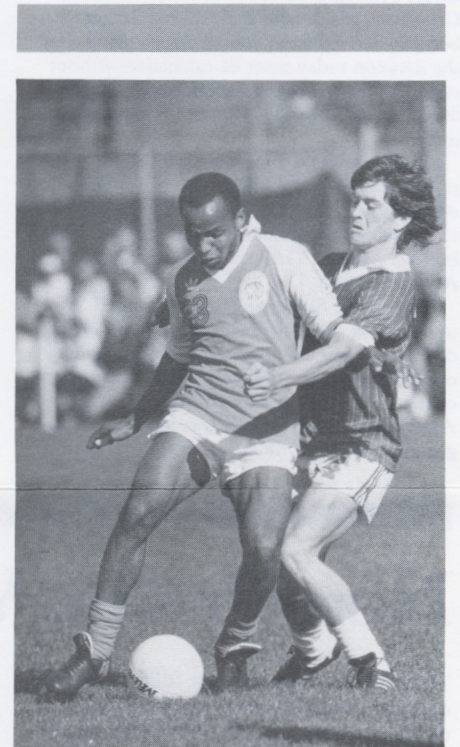
**RECOGNIZING OUTSTANDING SCHOLARS....**At a luncheon honoring recipients of the Dean's Scholastic Awards in the College of Business are (seated, from left) Susan Bondy, Dean Walter McCanna, Peggy Graham, and (standing, from left) Michael Kelch, Larry Randall, Barbara Howard, director of graduate programs, and Edward Hurley. Award recipients George Duke, Patricia Williams, Thomas Burns and Susan Salamone were unable to attend the presentation.



## Benz, Spencer Share Homecoming Run Honors

Results of the annual one- and three-mile Homecoming Runs have been announced by Daryl Sullivan, coordinator of intramurals. In the one-mile competition, student Greg Benz was overall winner with a time of 6:17. Karen Miller was top woman finisher in 8:52. Bob Ewart won the over 50 competition in 7:44. Anzelika captured the women's 25 to 49 bracket with a time of 11:26. Youngest competitor was Tim Smith, son of Steven and Kathy Smith. He ran the mile in 11:26.

In three-mile competition, Joe Spencer captured overall honors and the men's 25 to 49 bracket with a time of 16:55. Tom Jackson took men's under 25 in 17:19. Diane Gorski won the women's under 25 bracket in 22:49 and Kathy Smith captured the women's 25 to 49 bracket in 24:50.



**PLAYOFF BOUND....**The Tiger soccer team continued its winning ways last weekend, stopping Nazareth, 1-0. RIT was 14-0-1 entering this week's action and looks for a berth in the upcoming NCAA Division III playoffs. With their record, the Tigers have an excellent chance of hosting first-round NCAA competition. Bids for the post-season tournament will be announced Nov. 4. Donovan Nelson (left) ranks fourth in team scoring with 13 points. Two weeks ago Coach Doug May's squad captured the Independent College Athletic Conference (ICAC) title with a 6-0 league record.—Photo by Steve Hockstein

# New Home for Research Corp. Underway

Construction is about to begin on a new facility that will house the RIT Research Corporation, a wholly-owned subsidiary of RIT. To be located on the east side on John Street, adjacent to the campus, the 10,000 square-foot building will be leased by the RIT Research Corporation.

In its fifth year of operation, the RIT Research Corporation is expected to bill \$3 million in research projects with firms nationwide. According to T. Cyril Noon, president, contracts this year will "place the Research Corporation in a profitable position."

The corporation has had contracts with nearly 100 companies. Thirty-eight have become repeat customers.

"The Research Corporation provides new avenues of service with key corporations that have the potential to benefit RIT in terms of co-op employment, permanent placement and general development support," said RIT President M. Richard Rose.

Among the companies and organizations contracting with the Research Corporation are Eastman Kodak Company, General Motors Corp., Xerox Corp., 3M Corp., the U.S. Marine Corps, Burroughs Corp., Digital Equipment Corp., Rockwell International, Mobil Chemical and the National Home Builders Association.

Projects range from energy audits, to computer software development, energy management, and electronic and printing research.

Noon reports that 185 RIT faculty participated in projects last year as did 31 students who benefitted from the co-op employment.

"The research provides an opportunity for faculty development and serves as a valuable experience for students to work with highly qualified faculty," Rose stated.

## Berman Appointed Task Force Member

Arnold Berman, director of the School of Human Services, is a member of Governor Mario Cuomo's Task Force on Alcohol Treatment in Criminal Justice. The 14-member group is headed by Lawrence T. Kurlander, the governor's director of Criminal Justice, and Robert V. Shear, director of the State Division of Alcoholism and Alcohol Abuse.

Berman said the task force will address the links between alcohol abuse and crime, and will examine employee assistance program needs for criminal justice system employees in stressful jobs.

Gov. Cuomo called for the establishment of the task force in his State of the State message to the legislature pointing out that surveys show alcoholism or alcohol abuse account for more than half of homicides, fatal automobile accidents and rapes committed, and up to 65 percent of the crimes that result in incarceration in state prisons and county jails.



**BUILDING FOR RESEARCH....**Looking over drawings of the new headquarters for the RIT Research Corporation are (from left) Cyril Noon, president of the RIT Research Corporation; Jim Nichols, president of Nichols 3 Inc., project contractor; Dr. William Castle, RIT vice president for Government Affairs and NTID director; William Dempsey, vice president for Finance and Administration; Dr. Robert Frisina, vice president and secretary of the Institute; and Dr. Cy Young, vice president for Development. They took part in last week's ground breaking ceremonies for the new facility, which will be leased by the Research Corporation in the John Bailey High Tech Centre on John Street next to the RIT Campus.

## Horton Child Care Center Presents Dinner Program

Horton Child Care Center will present a Planned Parenthood Association program on sexual abuse of children from 6:30 to 8 p.m., Wednesday, Nov. 7, in the center.

According to Horton Director Lita Boudakian, Denise LaRosa, Planned Parenthood community educator, will speak. Persons interested should call 424-1244 for reservations since the meeting is limited to 30. Boudakian said those who wish may plan to have a soup-and-sandwich supper at Horton from 5:30 to 6:30 p.m. Horton will provide the soup.

## Proper Memorial Service

A memorial service for the late Bruce E. Proper, director of Physical Education, Intramurals and Recreation, will take place at 1 p.m. on Tuesday, Oct. 30, in the Kilian J. and Caroline F. Schmitt Interfaith Center.

All members of the RIT community are invited to attend.

## Science Scholars

Continued from Page Two

paper, "Vertex and Breech Ultrasound Measurements." Phillips also has worked on co-op at Upstate Medical Center in Syracuse.

With a cumulative GPA of 3.93, Thompson, a fourth-year physics major, has received many awards for outstanding academic achievement, including RIT's Outstanding Undergraduate Scholar Award for 1983-84. Her work experience has encompassed two different positions with Eastman Kodak, a position with the Eastman School of Music's Department of Recording Services and one as producer for a radio station in Pittsburgh.

The John Wiley Jones Awards are presented by the College of Science and are funded by Jones Chemicals Inc., Caledonia. The awards honor John Wiley Jones, founder and chairman of the board of Jones Chemicals, and are a tribute to his career in the chemical industry and to his interest in science education. Jones is a member of RIT's Honorary Board and has many interests at the Institute.

During his visit to RIT, Young presented two lectures, including one, "Biotechnology: Opportunities, Controversies and Regulations," delivered before a standing-room only crowd in Webb Auditorium.

## NEWSMAKERS

- **Dr. Marshall Smith**, assistant professor in the College of Liberal Arts, qualified for next year's Boston Marathon on the basis of his finish in the Skyline Marathon Oct. 13. Smith finished the Skyline Marathon, between Buffalo and Niagara Falls, in 3 hrs., nine min., 58 sec. He reports that he made the qualifying time for the Boston event by two seconds for his category, male over 40.
- **Howard Proskin**, professor of mathematics in the College of Science, is the current vice president of the Rochester Chapter of the American Statistical Association.
- **William Larsen**, associate professor of civil engineering technology in the College of Applied Science and Technology, is in Caracas, Venezuela, where tomorrow he will present a paper, "Infrastructure Training for Developing Country Personnel," at the Pan American Conference of Engineers. Larsen's paper deals with the results of a training program that brought several Caribbean island residents to RIT this summer to learn how to install and implement civil and sanitation engineering systems on their home islands.
- **Dr. V. V. Raman**, professor of physics in the College of Science, received the Community Service Award from the Genesee Valley

Chapter of the Association of Indians in America at the organization's Honor Banquet on Oct. 14.

- **Dr. Richard Chu**, professor of history in the College of Liberal Arts and a director of the Center for International Education and Services, served as chairman of a panel that discussed "The Future of Taiwan" at the annual convention of the New York Asian Studies Conference recently. Chu was also elected new president of the group.
- **Dr. Patricia Clark**, professor of mathematics in the College of Science, is co-author of "Oxygen Delivery from Red Blood Cells," a manuscript that has been accepted for publication in the *Biophysical Journal*. Her co-authors are Alfred Clark Jr., William Federspiel and Giles Crokelet, professors from the University of Rochester.
- **Dr. Peter Seiler**, staff chairperson of NTID's Physical Education and Athletics, was one of four persons who presented a workshop, "Utilizing Deaf and Hard-of-Hearing Organizations as Resources," at the National Conference on Mental Health and Deafness earlier this month in Rochester. Last month Seiler presented "State Government Systems" at a workshop, "Understanding the Political Pro-

cess," during Rochester's Deaf Awareness Week.

- **Dr. John A. White**, associate professor in the College of Liberal Arts, spoke on "The First Rochester (England)" at the Rochester Museum and Science Center Oct. 9. His presentation was one of a series on the history of the Genesee region.
- **Ruth L. Mets**, chairperson of Communications for the School of Applied Industrial Studies, presented "A Project-Based Approach to Teaching Technical Communications" at the Frontiers in Education conference last week in Philadelphia. The annual conference is jointly sponsored by the American Society of Engineering Educators and the Institute of Electrical and Electronics Engineers.
- **Joseph Nairn**, director of Orientation and Special Programs, was named editor of the journal of the National Orientation Directors Association (NODA) at the organization's Oct. 15 conference where he presented "Can You Hear What I See," an overview of the Institute's deaf awareness programs for hearing students.

## Gordon's RIT History Now in Paperback

Now available in the RIT Bookstore is Dane Gordon's history of RIT.

Gordon, associate dean in the College of Liberal Arts spent more than 10 years researching and writing the book, *Rochester Institute of Technology: Industrial Development and Educational Innovation in an American City*. The book relates the history of the Institute to the development of Rochester as an industrial city and discusses educational innovations that have become part of the culture of RIT.

Copies of the book are in the General Reading Department of the RIT Bookstore and are \$8.95 each.

## PERSONNEL UPDATE

TIAA/CREF amended its pension system on August 1, 1983, to conform to the Supreme Court's ruling in *Norris v. Arizona Governing Committee*, which held that "all retirement benefits derived from contributions made after the decision today must be calculated without regard to the sex of the beneficiary." The Court described its *Norris* decision as "prospective only."

At that time the Supreme Court did not review the *Spirit* case, which is retroactive in effect and requires calculation without regard to sex of annuity income resulting from contributions made to TIAA/CREF annuities before August 1, 1983.

Instead, the Supreme Court remanded *Spirit* to the lower court for reconsideration in light of *Norris*. Then the lower court reinstated its original retroactive decision. With the support of the American Council on Education, the American Council on Life Insurance and other groups, TIAA/CREF appealed this decision to

the Supreme Court to achieve a final resolution of the long-standing unisex issue.

Since the Supreme Court did not accept the case, TIAA/CREF must now implement the requirements of the Circuit Court's *Spirit* decision for all TIAA/CREF participating institutions and individuals.

In announcing steps to be taken to comply with *Spirit*, TIAA/CREF officials pointed out that many of the changes required for full implementation are subject to approvals by the lower court. However, the general effects of the proposed implementation plan are as follows:

\*For the 105,000 annuity owners who began annuity payments on or before May 1, 1980, there will be no change in income payments since the court ruling is applicable only to people who began income payments after May 1, 1980.

\*For the 35,000 TIAA/CREF annuity owners who began annuity income payments after May 1, 1980, monthly payments will be

adjusted as soon as possible by TIAA/CREF to a sex-neutral basis, with this change planned for January 1, 1985. This is expected to have little or no effect on most people receiving annuity income under joint, or two-life, payment methods; for those receiving annuity payments under one-life methods, the change will cause increases in women's benefits and reductions in the men's benefits. TIAA/CREF plans to notify affected participants individually in December describing the specific effect on their income payments. The question of adjustments to recognize "overpayments" or "underpayments" since May 1, 1980, will have to be decided by the lower court.

\*For the 760,000 TIAA/CREF annuity owners till accumulating future income benefits, as these participants start their incomes in future years, TIAA/CREF will calculate their annuity income payments on a unisex basis, including those arising from contributions made before August 1, 1983. This step will

have little effect on most participants who select joint, or two-life, annuity payment methods when they begin income. However, for benefits resulting from TIAA/CREF premiums applied before August 1, 1983, those participants who select one-life annuity payment methods will receive more income in the case of women, or less income in the case of men, than would have been provided this retroactive calculation without regard to sex were not now mandated. For example, based on current TIAA/CREF annuity pay-out rates, those income changes for persons retiring at age 65 would range from about one percent to eight percent, depending on several variables including the one-life payment method selected and the proportions of income received from TIAA and from CREF. Although amendments will be required in all TIAA deferred annuity contracts, the conditions and effective date of these contract changes are also subject to final approval in the lower court review.

## Non-Profits Vital, Speaker Tells Executives

"Non-profit organizations fill a tremendous gap in our culture. More and more, third-sector groups are addressing important human needs that cannot be met by business or government intervention," said Dr. James P. Gallagher.

Gallagher, the first speaker in the Center for Management Development (CMD) Executive Program for Non-Profits, is new president of the Philadelphia College of Textiles and Science and former commissioner for Higher Education, Commonwealth of Pennsylvania.

He told program participants that the United States is one of only a few cultures to share resources in this fashion. "In other countries," he said, "you will find pockets of generosity where a wealthy entrepreneur or government leader will make funds available for special programs. However, our tendency to share our money and skills through non-profit organizations is uncommon. In fact, after

French statesman and writer, Alexis de Tocqueville, visited the U.S. in the early 1800s, he commented that this American tradition of sharing personal resources and energy would be one of the major strengths of our nation—and it is.

"One look at the organizations sponsoring participants in the CMD program gives you some idea of the extensive impact of third sector organizations just in this community," Gallagher said. "You have representatives here from the American Red Cross, the Rape Crisis Center, The Association for the Blind in Rochester, the Regional Council of Aging, Camp Fire Girls and Boys, Mary Cariola Children's Center, the Rochester Presbyterian Home and even a specialized interest such as Camp Good Days and Special Times, to name just a few. These groups affect our aging Americans, our children, and they address societal problems that cannot be handled any other way than through American generosity and caring."

Gallagher spent his career in teaching, educational administration and government. In all his administrative posts, Gallagher implemented fund-raising campaigns. As Pennsylvania's Commissioner for Higher Education he managed 14 state-owned institutions with a combined enrollment of 68,000 students and a budget of \$500 million. He led the governor's Transition Team that resulted in formation of a new state system of higher education and oversaw academic program approval for all institutions of higher education in the Commonwealth. Gallagher says he is most proud of writing the Title 6 Office of Civil Rights document, a desegregation plan for Pennsylvania's 32 public colleges and universities. He also influenced redesign of the teachers' education

test in Pennsylvania that teachers must pass before they may teach in the state.

The Executive Program for Non-Profits in RIT's College of Business Center for Management Development is directed to

upper-level executives of non-profit organizations. The program provides these executives with current business thinking and practical applications for the non-profit environment.

## World Hunger Fast Day Set for Nov. 1

A Fast Day for World Hunger will take place at RIT Thursday, Nov. 1.

Sponsor of the event is the justice and peace committee of RIT's Catholic Campus Parish. Proceeds will be contributed to Oxfam America's aid program in southern Africa and to Bethany House, a Rochester facility for battered women and children.

Resident students may participate by giving up a meal in the dining halls. They should register from 4:30 to 6:30 p.m., Oct. 30 and 31, at tables in Grace Watson and Hettie L. Shumway dining halls.

Others may make contributions at an information table in the College-Alumni Union, Oct. 31 and Nov. 1, between 11:30 a.m. and 1:30 p.m., and at Campus Ministries, Kilian J. and Caroline F. Interfaith Center.

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