

NEWS & EVENTS

Rochester Institute of Technology

Vol. 13, No. 8, February 26, 1981

RIT Employee Benefits Extended

There is good news for RIT employees concerning the insurance and benefits package. Under extensive study since the fall of 1979, employee benefits have been expanded to include the possibility of earlier retirement, and increased tuition waivers and overtime rates for hourly and general staff has been raised.

"We have instituted these benefits as part of our continuing compensation review process," explained Dr. James Speegle, director of Personnel. "Benefits are an integral part of total individual compensation. The benefits that RIT offers put us in the top ranks of colleges and universities across the nation."

Suggestions from faculty and staff across the Institute received significant consideration, and many of those ideas were incorporated in the changes.

Benefits differ somewhat for various employee groups. Details on effective dates and how the changes apply are contained in informational packets distributed to individual employees.

Highlights of the changes include the opportunity for all employees to carry forward one half of their annual vacation to the following year if the arrangement is agreeable with departmental schedules.

Full-Time Employees

Day school tuition waiver benefits have been increased from 50 to 75 percent after three years service and to 100 percent, of a full waiver, after five years. The increases apply to employees and dependents.

The previous part-time service of employees who are now full time will count toward their vacation eligibility.

Eligibility for early retirement and associated benefits has been lowered from 75 to 70 years of combined service and age. A minimum age of 50 is required.

Long-term disability insurance benefits have been raised from a maximum of \$1,500 to \$3,000 per month.

Group life insurance benefits, based on age and salary level, have almost doubled in maximum protection from \$80,000 to \$150,000.

Regular retirement eligibility at age 65 now requires five years of full-time RIT employment.

The Institute's 8 percent contribution towards TIAA-CREF annuities will now be extended to short-term disability and workers' compensation payments as well as to regular basic salary.

Full-Time Faculty/Professional Staff

Tuition assistance for approved course work at neighboring institutions has doubled from \$100 to \$200 per semester.

General/Hourly Staff

Department-scheduled work beyond eight hours in any one day will be compensated at one-and-a-half times the basic rate.

Shift premiums have been increased 25 percent, from 30 to 40 cents, per hour for regularly scheduled and approved work during the second and third shifts.

For the first time, a premium of one and one fourth the basic pay rate will be applied for regularly scheduled and assigned daytime work on Sundays.

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Not what you'd expect on Friday the 13th: Lynne Williams (second from left), NTID Public Information Office, was asked to deliver a photo to the seventh floor of the administration building, but when she arrived she and an equally surprised Bob Frisina were greeted by a quartet of Sweet Adelines. Both received a rousing chorus of "Happy Birthday" and "You Must Have Been a Beautiful Baby," a carnation, and a card from Bill Williams, the behind-the-scenes perpetrator of the Valentine-Birthday Caper.

Don't Call It Institute College

Effective with the Feb. 16 approval by the Executive Committee of the Board of Trustees, the name of Institute College has been changed to the College of Applied Science and Technology.

Dr. Dennis Nystrom, dean of the college, explained that "the new name more accurately defines the nature of the programs within the college. The former name was particularly confusing for new students, parents and members of the business and industrial community."

The College of Applied Science and Technology is made up of five components; all contribute to the sciences and technology. Included in the college are the School of Computer Science and Technology, the School of Engineering Technology, the Packaging Science Dept., the Instructional Technology Dept. and the Career and Human Resource Development Dept.

NEWS & EVENTS

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News & Events will return on Thursday,
March 12

SUMMARY: RIT STUDENT EXPENSES, 1981-82

The following table summarizes the new charges:

FULL TIME				
Undergraduate Charges				
	1980-81	1981-82	Dollar Increase	Percent Increase
Tuition (Full time)	\$3,879	\$4,383	\$504	13.0
Student Activities Fee	42	45	3	7.1
Health Fee		60	60	
Room Rent (double room per academic year)	1,182	1,299	117	10.1
Residence Hall Fee	7	15	8	114.0
Board (20 meals/week per academic year)	1,179	1,296	117	10.0
	\$6,289	\$7,098	\$809	12.9
<i>Eisenhower College</i>				
Tuition (Full time)	\$3,879	\$4,383	\$504	13.0
Student Activities Fee	108	108	-	-
Room Rent (double room per academic year)	1,123	1,270	147	13.0
Board (20 meals/week per academic year)	1,179	1,296	117	10.0
	\$6,289	\$7,057	\$768	12.2
Graduate Charges				
Tuition	\$4,113	\$4,649	\$536	13.0
PART TIME				
Undergraduate Charges				
	\$110	\$124	\$14	13.0
Graduate Charges				
	\$117	\$132	\$15	13.0
<i>College of Continuing Education</i>				
Undergraduate Charges				
	\$68	\$77	\$9	
Graduate Charges				
	\$91	\$103	\$12	

PROFILE

NTID'S Peter Seiler: One of a Select Group

One of Pete Seiler's favorite memories of coaching high school wrestling in the early 1970s was a match between his Indiana School for the Deaf and a tough Indianapolis public school squad.

Indianapolis had four squads of wrestlers, as opposed to the deaf school's one, but Seiler's gutsy, and undefeated, Hoosiers chose to wrestle their opposition's "A" team; also undefeated. When the match was over, Seiler's team had won three of the four undefeated matchups and tied the overall competition.

Such success stories are common for Pete Seiler. Since joining RIT in 1978 as coordinator of Programs on Deafness for the Office of Professional Development at NITD, he has advanced from staff to department chairperson of the NTID General Education Support Team.

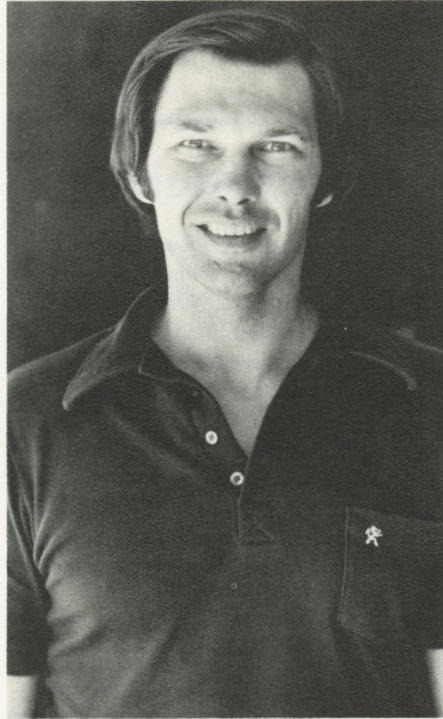
The 35-year-old Illinois native, who has a bachelor's degree in English from Lewis College and a master's in education of the auditorily impaired from DePaul University, now has another item for his list of achievements. He is the first deaf recipient of a doctoral degree in educational administration from Illinois State University (ISU), and is one of a small number of deaf doctoral recipients nationwide.

Seiler began working on his doctorate in 1973 and says his progress depended "on the availability of sign language interpreters. Other than that, I had no problem. Faculty and administrators were very supportive."

He worked on the program "long distance," while teaching in the deaf program at Hinsdale (Ill.) High School, and spent three more years as an instructor in the Department of Special Education at ISU before coming to NTID four years ago.

"I felt a doctoral program would open doors in administration for me," Seiler says. "I also wanted the chance to have more of an influence in helping the deaf, and I saw the program as a chance to do this."

He was aided in the oral defense of his dissertation "Experiential Variables Affecting Integration of Special Need Students," by a student from ISU who



PETER SEILER

relayed questions from the committee in sign language to Seiler, who responded verbally.

In his position as chairperson for the General Education Support Team, Seiler is responsible for interpreters, notetakers, and tutors for deaf students enrolled in classes at the College of General Studies. But he is interested in all sorts of methods of communication between people.

"I am fascinated with non-verbal cues given by teachers to students," he says. "Communication between groups of people interests me immensely. After all, the way we interact depends on how we communicate with one another. All kinds of messages, intentional and otherwise, are sent and received by people every day."

Everyday activities for Seiler include a two- or three-mile run and maybe an early morning game of racquetball. He is also an avid reader of novels stressing character development through protagonist/antagonist situations.

In addition to his work at RIT, Seiler is chairperson of the Education Committee of the Empire State Association of the Deaf, vice chairperson of the Education Section of the National Association of the Deaf, and a member of the National Fraternal Society of the Deaf.

He lives in Fairport with his wife, Ronnie, and their three children: Susan, 11; Karen, 9; and Peter, Jr., 6.

Learning to Prune

The staff training and development office, Personnel, with Frank Robinson, grounds foreman, Physical Plant, is pleased to offer a workshop entitled "Pruning Ornamental Landscape Trees." The workshop will be divided into two parts, classroom instruction and on-site tree pruning. Part I will be held on March 17 from noon-1 p.m. in the 1829 Room (bring your lunch). The date and time for Part II will be announced on March 17.

If you are interested in attending, please fill out the registration form and return it as soon as possible. Enrollment will be limited.

Return to: Leslie Berkowitz
Personnel 6124
Building 99

Yes, I would like to attend.

Name _____

Telephone ext. _____

LIBRARY CLOSING

Wallace Memorial Library will be closed during Winter break on March 2, 3, and 4 for remodeling.



Rochester Institute of Technology

One Lomb Memorial Drive
Rochester, NY 14623

Institute
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COLLECTION
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Benefits

Continued from p. 1

Extended Part-Time Staff

Eligibility for regular retired status and benefits at age 65 is provided to persons with 10 years extended part-time service.

Part Time

Forms of recognition will be developed to reward part-time employees with 5, 10, 15, 20 and 25 years of service, to RIT.

The total value of all benefits programs is nearly one-third of the direct compensation paid in salaries. Study of the various plans will continue in an effort to meet changing trends, needs and economic conditions.

Saver Special

A bus trip to Cohoes Manufacturing Company, a discount clothing outlet in Cohoes, N.Y., is planned for interested faculty, staff, students or spouses on April 25. The bus will leave RIT at 7 a.m. and return at approximately 9 p.m. The cost is \$7. Reservations on a first-paid basis will be taken by Jan Layne on the 6th floor, administration building, beginning on March 16, and not before. Reservations are limited to the first 38.

DATEBOOK

- thru Feb. 27—Mixed Media Works by Mario Petrirena, Original Gallery, Wallace Memorial Library*
- thru Feb. 27—Anatomical Studies by Cynthia Nado, Gallery 2, Wallace Memorial Library*
- thru March 13—Clay on Paper/Work by Nancy Cohen and Sharon Taylor, Faculty Center Gallery, Wallace Memorial Library*
- thru Feb. 27—"Herb Lubalin, John Massey, Push Pin Studio, Massimo Vignelli," works of four masters in visual communications, Bevier Gallery
- thru March 7—A retrospective show of the works of painter and graphic artist Peter Kahn, Sylvania Gallery, Mamie Doud Eisenhower Hall, Eisenhower College. Free and open to the public.
- thru Feb. 27—Neon Crepes, by Matt West, Gallery 1½, Wallace Memorial Library*
- Feb. 26—"Boredom: The Mother of all Creation or the Father of all Destruction," by lecturer David S. Wiesner, Alumni Room, College-Alumni Union, 12:10 to 12:50 p.m.
- Feb. 27—Women's Bowling—NYSIAAW Champs, at Ithaca, 10 a.m.
- Women's Hockey—St. Lawrence, 6 p.m.
- Men's Swimming—UNYS Champs at Colgate, TBA
- Women's Swimming—at NYSIAAW Championships, TBA
- Wrestling—NCAAs at John Carroll, 10 a.m.
- Feb. 28—Men's Bowling—at Cornell Invitational, TBA
- Women's Bowling—at Cornell Invitational, TBA
- Men's Swimming—UNYS Champs at Colgate, TBA
- Women's Swimming—at NYSIAAW Championships, TBA
- Wrestling—NCAAs at John Carroll, 10 a.m.
- March 1—Men's Bowling—at Cornell Invitational, TBA
- Women's Bowling—at Cornell Invitational, TBA
- Women's Hockey—at Colgate, 4 p.m.

*Library Hours: Monday-Thursday, 8 a.m. - 11 p.m.; Friday, 8 a.m.-9 p.m.; Saturday, 9 a.m.-6 p.m.; Sunday, noon-11 p.m.
+Talisman Film Festival: (I)=Ingle Auditorium; (W)=Webb Auditorium; \$1.50 unless otherwise indicated.

NEWS & NEWSMAKERS

A two-part display from the collection of W. Frederick Craig, associate professor, School of Printing, is on exhibit in the lobby of the Gannett Building through March 7.

One section presents a sampling of pieces designed and printed by Craig as owner and operator of The Pointer Press. Included in this private press display are numerous Christmas cards, letterheads, envelopes, and business cards, along with three books concerning the professor's home town.

The other section is made up mainly of printing memorabilia, including tools of the trade, old newspapers and magazines.

Dr. Jack Clarcq, associate vice president, RIT, and director, Technical Assistance Programs, NTID, recently was a guest speaker at a meeting of the Administrative Management Society. "Communication—A Bridge in a Technological Society" was the title of his speech.

Eric Bellmann, part-time lecturer in the College of Fine and Applied Arts, was one of 95 artists accepted by the 18th Bradley National Print and Drawing Exhibition, sponsored by Bradley University, Peoria, Ill. Bellmann's "Chairs" is a Xerox of SX-70 photographs that have been hand colored; it was exhibited at the 1980 C.F.A.A. Faculty Show. Bellman teaches Photo Design and has been investigating the creative uses of the Media Center's color copier.

Dr. Boris H. Mikolji, General Studies, has recently returned from a tour of consultations, conferences and seminars at the Imperial College of Science and Technology, London; Loughborough University of Technology, Leicester; University of Surrey, Guilford; and the Technische Hogeschool Twente, Enschede, Netherlands.