



Rochester Institute of Technology

Published by
Communications Services

NEWS AND EVENTS

February 17-23, 1975

Board of Trustees approves new package of benefits

RIT's Personnel department has scheduled a series of meetings across campus to explain a new benefit package approved by the Board of Trustees and slated to take effect in July.

The proposal for benefit revision was made by the Benefits Review Committee, formed several months ago by Vice-President for Business and Finance James Buchholz. The Committee recommended in its report that the Institute provide expanded Blue Cross/ Blue Shield coverage, increased major medical insurance, and a variety of other increased health and disability benefits.

It also recommended that the tuition waiver policy for employees hired after January 1, 1975, be cut back and that the length of service allowance paid to employees on retirement be gradually phased out.

The expanded benefit program is expected to cost the Institute about \$250,000 above what the current plan costs in Fiscal Year 1976, Personnel Director Everett C. Merritt said.

Merritt said the review committee was asked to make "a comprehensive review" of Institute benefits "to make the program more responsive to employee needs."

There are seven changes in the plan as adopted. They are:

--**Blue Cross/Blue Shield:** add Prolonged Illness Protection (PIP) to basic coverage now provided; RIT would continue paying full premiums for single employees, but would increase payments for married persons to

the equivalent of a full single premium and for the first time add one-half the difference between the single and family premiums. In addition, three alternative health plans will be offered: Rochester Health Network, Genesee Valley Group Health Association, and Health Watch for those who elect an alternative plan.

RIT would pay up to the maximum that would be paid for single or family Blue Cross/Blue Shield.

--**Major Medical Insurance:** increase maximum coverage from \$50,000 to \$250,000; increase reimbursement from 80 per cent to 100 per cent for covered expenses over \$10,000; increase retiree's maximum coverage from \$5,000 to \$50,000.

--**Long Term Disability:** coverage provisions would remain the same, but RIT would pay full premiums; all full-time faculty and staff with one full year or more of service would be covered (the plan is now voluntary and the individual employee pays for his coverage).

--**Annuity, TIAA/CREF (retirement fund):** contributions into the plan would be revised from 5 percent employee/7 percent RIT to 4 percent employee /8 percent RIT; an additional option of decreasing the employee's contribution to 2 percent will be offered with RIT's contribution remaining at 8%. Employees 25 years of age or older with three or more years of service would be eligible to join the plan.



Merritt



Buchholz

--**Life Insurance:** improve the current program from a decreasing term plan to one which will award benefits based not only on the age of the covered employee but also salary. In many cases the level of insurance will typically double the current coverage

--**Length of Service Allowance:** this lump-sum payment upon retirement would be discontinued for employees

hired after June 30, 1975. Currently employed persons would get a Length of Service payment based on service through June 30, 1975 at the salary in effect at that time.

--**Tuition Waivers:** there would be no change in policy for employees currently at the Institute or those hired before December 31, 1974. After that, day college tuition waivers for

cont'd p. 2

James Murphy named Director of Accounting

James C. Murphy, formerly RIT bursar, has been named the Director of Accounting Services.

In his new position, Murphy will supervise and direct a service-oriented function within the Institute which provides RIT management with vital fiscal information.

A graduate of the University of Rochester, Mr. Murphy came to work for RIT in 1968 as the Institute bursar, a position he has held until now. Prior to this, he had professional experience with Marine Midland Bank and completed four years of military duty in the United States Navy.

New benefits explained

cont'd from p. 1

employees or dependents would be reduced to 50% of charges (except for courses taken by employees and determined to be beneficial to both the employee and the Institute). The Institute would continue full remission of tuition in the College of Continuing Education for all employees.

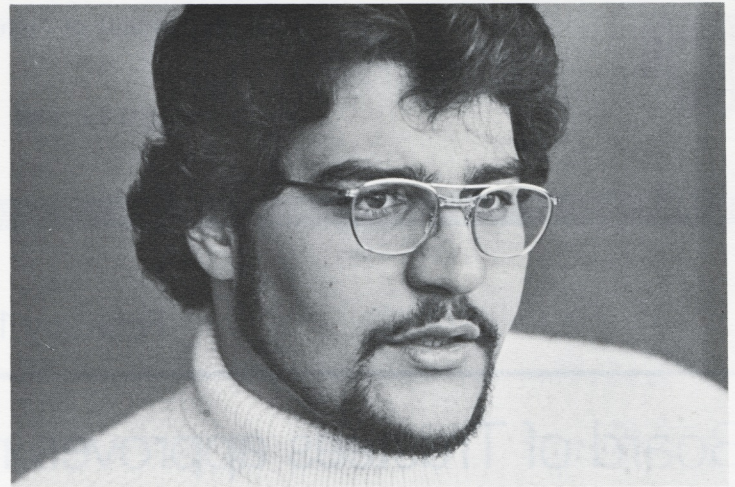
"RIT has been liberal with tuition waivers in comparison to other colleges and universities,"

Merritt said. "And it's costing us a lot of money. We feel we'd rather redirect those dollars into benefits that meet more employee needs."

Merritt stressed that there will be no change in tuition waiver policies for anyone already employed at the Institute, or for their dependents.

Meetings will be held in the following locations to explain the new benefit package:

Date	Time	Location
2/17	9:00	GARC Faculty Conference Room 1st Flr. Gannett Bldg.
2/17	10:00	1829 Room, College Union
2/18	9:00	01-2000, Eastman Building
2/18	10:00	01-2000, Eastman Building
2/19	10:00	Gleason Engineering Bldg. Room 09-1139
2/20	9:00	O.C.S. Conference Room Ross Bldg.
2/21	10:00	GARC Faculty Conference Room 1st Flr. Gannett Bldg.
2/24	9:00	Henry Lomb Room, Eastman Bldg.
2/24	10:00	Henry Lomb Room, Eastman Bldg.
2/25	9:00	Booth Memorial Bldg. Rm. 1570
2/25	10:00	Booth Memorial Bldg. Rm. 1570
2/26	9:00	GARC Faculty Conference Room 1st Flr. Gannett Bldg.
2/26	10:00	Physical Plant Engineering Room Bldg. 99
2/27	9:00	Rm. A-100, College of Science
2/27	10:00	Rm. 2154, College of Science
2/28	9:00	01-2000, Eastman Bldg.
3/3	9:00	Henry Lomb Room, Eastman Bldg.
3/3	10:00	Henry Lomb Room, Eastman Bldg.
3/4	9:00	01-2000, Eastman Bldg.
3/4	10:00	01-2000, Eastman Bldg.
3/5	10:00	Room 226, Metro Campus
3/6	9:00	06-2244, General Studies
3/6	10:00	06-2244, General Studies
3/7	9:00	A-100, Library
3/7	10:00	06-2244, General Studies



Martini

Biology student will begin ecology study in Panama

Gary Martini, 20-year-old son of Mrs. Ellen Martini of Gordon Cooper Drive, Syracuse, is about to undertake an intensive study of tropical ecology in Panama and Costa Rica.

A third-year biology student at RIT Martini will take a tropical biology field course Jan. 6-Feb. 6.

The lowland tropical rain forest, the tropical freshwater of streams and lakes, mangrove forests, the Caribbean coral reef

and the highlands of northwestern Panama, and the cloud forest and sub-alpine tropics of Costa Rica, will come under his study.

Martini is taking the course through Rollins College in Florida.

The Smithsonian Tropical Research Institute in Panama and the mountain field station of the Organization for Tropical studies at Las Cruces, Costa Rica, are providing the facilities.

ESP phenomena seminar set in Counseling Center

People interested in extra sensory phenomena (ESP) and its influences on human behavior will have a feast on February 18. Called "Phenomena: Dimensions in Parapsychology," the afternoon and evening program will be offered as part of the RIT Counseling Center's housewarming.

Recently moved to Grace Watson Hall in the campus residence complex, the Counseling Center has planned

six different sessions on aspects to extra sensory phenomena. Students, faculty, and staff have been extended a general invitation to all events.

"We hope this will be a good time for people to come over and see our attractive, new facilities," said Joyce Herman who, along with other members of the Counseling Center staff, has been planning the program for several weeks.

The program schedule includes:

cont'd p. 3

News and Newsmakers

Anyone (hearing or hearing-impaired) interested in participating in an **Easter Song Fest** please see **Shirley Allen** in Bldg. 60-2059, or call x6200....**Mary Burnet** Professor of Accounting in the College of Business, spoke to the University Chapter of the American Business Women's Association on "The Economies of Austria and Eastern Europe" in January....**Lorraine Terry** of Food Service has been promoted to the position of Hostess-Supervisor in the Clark Dining Room....

Grant Deadlines

The Office of Grant & Contract Administration reminds all faculty, staff and students that the following are deadlines for proposal application. Since Institute review and approval must be accomplished prior to mailing a proposal, applicants are requested to forward their proposals to Grants Administration one week before the listed deadline.

Guidelines and application forms for listed program are either on hand in, or on order by Grant & Contract Administration Office. For additional information and/or assistance, please call ext. 2388.

NATIONAL SCIENCE FOUNDATION

March 1, 1975 - NATO Senior Fellowships in Science (This program is oriented toward the study of new scientific techniques and development during short visits abroad; awards to be announced on May 15, 1975).

OPEN - Science Information Grants (Research, Development and Demonstration projects to improve scientific and technical information service).

DEPARTMENT OF HEALTH EDUCATION & WELFARE

Feb. 17, 1975 - Fund for the Improvement of Postsecondary Education:

- 1) National Project 1 - Better Information for Student Choice.
- 2) National Project II - Alternatives

to the Revolving Door, effective learning for low-achieving students.

3) National Project II - Elevating The Importance of Teaching.

Office of Assistant Secretary for Planning & Evaluation:

April 15, 1975 - Grants for Research on Social Security and Welfare-Co-op sponsorship is encouraged.

April 15, 1975 - FY 1975 Research and Demonstration Grants (4 major areas to be funded)

- 1) income maintenance & employment
- 2) health
- 3) other human services
- 4) Basic research & statistical data.

NATIONAL ENDOWMENT FOR THE HUMANITIES

Feb. 17, 1975 - Fellowships. Summer seminars for College Teachers 1975.

March 15, 1975 - Education Programs. Education Projects Grants beginning after Dec. 1, 1975.

April 1, 1975 - Fellowships for Journalists.

April 1, 1975 - Youthgrants. Projects beginning after Sept. 1, 1975 (Student Directed Research).

April 17, 1975 - Public Program. Projects beginning after Oct. 15, 1975.

June 2, 1975 - Fellowships for Independent Study & Research 1976-77. (Intended for scholars, teachers, writers who have completed their formal academic training by date of application.)

NATIONAL ENDOWMENT FOR THE ARTS

March 17, 1975 - Summer Work Internship Programs, June 2-Aug. 29, 1975. Stipend of \$1,885 plus travel. 10-13 appointments to be made for assignments in Wash. D.C.

May 30, 1975 - Photographers Fellowships FY76.

U.S. DEPT HEW OFFICE OF EDUCATION

March 16, 1975 - Ethnic Heritage Studies Program.

U.S. OFFICE OF EDUCATION

Feb. 15, 1975 - Educational Programs to meet needs of Indian Children.

March 7, 1975 - Fiscal 1975 - application for grants for higher education personnel fellowships, institutes & short-term training programs.

DEPT. OF TRANSPORTATION

April 1, 1975 - University Research Program - to solve transportation problems at normal state or local levels.

VETERANS ADMINISTRATION

March 1, 1975 - Grants for Development, Expansion & Improvement of Allied Health Education.

ESP

cont'd from p.2

1:30p.m.-2:30p.m. - "ESP - Where Does It Fit In?," Carol Ann Liaros.

3p.m. - "Reincarnation and other aspects of survival research" - Diana Robinson; "Experiences of a psychic," - Carol Ann Liaros; "E.S.P. and the subconscious," - Roger Powell.

4p.m. - "A controlled E.S.P. experiment," Diana Robinson; "Precognition: a leap into the future," Carol Ann Liaros; "E.S.P. and spirit entities".

5p.m. - "Kirlian photography demonstrations," Louis D'Andreano; "Psychic readings - how they are done," Carol Ann Liaros.

7p.m. - "An overview of psychic research," Diana Robinson, "Religion and E.S.P.," Roger Powell; "Hypnosis and parapsychology," Lawrence Casler.

8 p. m. - 9 : 3 0 p. m. - "Parapsychology - A Psychic's View" Carol Ann Liaros.

All events will be in Grace Watson Hall.



Whats a good package?

Pondering new packages is tough business for members of the judges' panel in the 32nd annual Paperboard Packaging Competition, held this year for the first time on a college campus. Nearly 500 packages were scrutinized for design and function, production performance, and consumer and marketing effectiveness February 3 and 4 at RIT's Metropolitan campus. Winners will be announced in March at the National Paperboard Packaging Council's annual meeting in Chicago.

This year's competition also included a consumer's lunch-time seminar, a problem solvers seminar, and a lecture and film presentation called "What's Happened to the Cracker Barrel." The latter two events were in Ingle Auditorium and drew package designers, purchasing agents and marketing and production managers from across the country.

As an innovation in the competition program, RIT packaging students critiqued the judges' performance and plan to present their report later this month.

Shown above are four of the judges' panel, left to right, Kenneth J. Boettcher, director of purchasing, Ralston Purina Co.; Clifton T. Frazier, associate professor, RIT's School of Printing; Doris Shake, advertising manager, Maker's Mark Distillery, Louisville, KY; and Alfred F. Horton, associate professor, RIT's School of Printing.

NE18 00234
LIBRARY
05-1000
70

Events

Monday/February 17

College Union Board meeting, 5 p.m., Alumni Rm, CU.

Quality Control Photographic Processing, Gannett Bldg, All day, 17-21 Feb, Info: x2757.

Women's Bowling League, 9 p.m., Conf. Rm. B, CU.

BACC Raffle, Feb. 17 - 28, CU.
Intersarsity Christian Fellowship, Every Monday, Mezzanine Lounge, CU, 7 p.m., singing, 7:30 p.m. meeting.

Tuesday/February 18

Commuter Advisory Board meeting, 1 p.m., open, Alumni Rood CU.

Nickelodeon Theatre: "The Keystone Cops" "The Speed King" and "Muddle in Mud", 1 p.m., Ingle Aud., CU Admission \$.5.

"Aspects of Asian Art" - Memorial Art Gallery - U. of R. 10:30 a.m. Second of 4 lectures by Diran Dohanian, Call 275-3081.

Prints - Conservation and Collecting - 8p.m., Memorial Art Gallery, U. of R. Survey of printmaking by Robert Hemming. (Fee) Call 275-3081.

"Phenomena" - All day housewarming and colloquium on parapsychology and related topics, Counseling Center, in its new home - Grace Watson Hall.

RIT Comics Club, 1p.m. NTID Lecture Rm. 1145 Trading, selling and discussing of old new comic books with special guest, Dave Belmont, local Dealer and collector.

Wednesday/February 19

Learning and Development Center, M2, CU 7p.m.

Spotlight Series - Memorial Art Gallery, 10:30 a.m. Coffee at 10:00. J. Paul Getty Collection by Susan F. Schilling. Call 275-3081.

Skidiving Meeting: All interested persons. 11:00-2p.m. Movies on skidiving. Meeting to be held in Piano Room in the College Union.

Thursday/February 20

SOS-5 Executive Board Meeting, 4:30 p.m., Conf. Rm. B, CU.

Scuba Club meeting, 7 p.m., CU main lounge

Interviews, Sign up 1p.m.; Boise Cascade Envelopes; interviews March 6th, students graduating in Printing Mgt. and Tech., for Customer Service Reps, Cost Estimator, and Management Trainee.

Friday/February 21

Married Student Happy Hour, 4-7p.m. Colony Manor Cabana. All drinks \$.50, Beer \$.25, all married students are encouraged to attend.

Outstanding Freshman competition, 9 a.m. 1829 Room, CU, Saturday, 8 a.m. Outstanding Freshman

Van Peurson Aud.

Talisman Film, "The Last Detail", 7:30 & 10:00p.m., Ingle.

"Design in Theatre" - Memorial Art Gallery, 10:30 a.m. Coffee at 10:00 "Shadowplay:Lighting for the Theatre" by Ken Billington. (fee) Call 275-3081.

Saturday/February 22

Doc and Merele Watson in Concert, CU Cafeteria, 8:30 p.m. admission \$2.00, on sale at CU info desk. Upstate New York's first and only February Country Music Festival. Our festival begins at 2 p.m. with workshop and bluegrass band contests all afternoon. The evening performance starts off with the New Lost City Ramblers.

Talisman Film, "King of Hearts", 7:30 & 10:00p.m., Ingle.

Caption film: Fuffy, 7 P.M., Fri. and Sat., General Studies Bldg, A-205.

An Evening of Avant-Garde Cinema; Rochester Museum and Science Center Auditorium (Main Building) Call 271-4320.

Ken Billington "Shadowplay Lighting for the Theatre"; Memorial Art Gallery. For information call 275-3081.

Sunday/February 23

Boswell Coffee House, 7-10 p.m., 1829 Room, CU, Live entertainment, refreshments, free admission.

SIMS, mezzanine Lounge, 7:30 p.m., CU.

Scuba Club, pool, 1-2 p.m., every Sunday.

Talisman Film, "Through a Glass Darkly", 7:30-10:00 p.m., Ingle.

Film - "Etching and Color Intaglio: A Closeup of the medium.

Film - "Etching and Color Intaglio": A Closeup of the medium, Memorial Art Gallery. 2:30. Call 275-3081.

Continuing Events

Christian Science Organization - Regular Meeting at 7:30 p.m., College Union Rm m-2, Counseling from 1-2 p.m., Conf. Rm B, College Union, Contact Ron Clarke at 4359. (Every Tuesday)

"The Art History of Photography:Recent Investigations" Dryden Theater, Eastman House. Registration fee is \$15, \$7.50 for students. Reservations may be addressed to the museum 3/4 Attn. SYMPOSIUM. (Feb. 20, 2 p.m. - 6 p.m. and Feb. 21, 10 a.m. - 12 noon, and 2 p.m. - 6 p.m.)

MFA Gallery - Photographs by Jerry J. Uelsmann. Mon.-Fri., 9-5. (Feb. 17-28)

MFA Gallery - E. Praus - A thesis presentation. Mon-Fri 9-5. (March 3-7)

International Museum of Photography - "The Extended Document" - An investigation of information and evidence in photographs, Brackett-Clark Galleries. Photographers in-

clude John Baldessari, Thomas Barrow, Michael Bishop, Marcia Resnick, Richard Schaeffer, and William Wegman. Call 271-3361. (Feb. 1-April 30)

Memorial Art Gallery of the U. of R. - "Recent Acquisition and Memorial Bequests" (Jan. 18-Feb. 23)

Outing Club - 7:30 p.m. in NRH Hall. Trips every weete d, oves, speakers, learning about outdoor life. (Every Wednesday)

Quality Control for Photographic Processing - Gannett Bldg. All day. Contact Judy Torkington at 2757. (Feb. 17-21)

Vocabulary Workshop -Rm. 01-2338. Learning and Development Center - Session 2. Call 464-2281. (Feb. 10-March 5, (Mon & Wed 10:00-11:00)

Writing a Research Paper - LDC Workshop. Call 2281. (1- Feb. 25, 12-2p.m. in 01-2358, 2- Feb. 19, 7-9p.m. Union m-2)

Taking College Exams - LDC Workshop. Call 2281. (1- Feb. 25, 12-2p.m., 01-2358, 2- Feb. 26, 7-9p.m., Union M-2)

F'O'R'I'T' Meeting. Tuesdays at 7:30 in Kate Gleason South Lounge. (Every Tuesday)

RIT Chorus meeting 6:30 p.m. Monday and Thursday.

Placement Interviews

Central Placement Services announces that the following employers will be on campus this week to interview graduating students:

Mon., Feb. 17

CORNING GLASS WORKS will interview for Manpower Development.

HARVARD MUTUAL AGENCY, INC. will interview for Salesmen.

WALLACE BUSINESS FORMS will interview for manufacturing trainees.

NATIONAL CAN CORP. will interview for Production Management Trainee, and Lithography.

Tues, Feb. 18

NATIONAL LIFE INS. OF VERMONT will interview for Life Underwriter.

Weds., Feb. 19

TAYLOR INSTRUMENT will interview for Systems Engineers, Software Computer Engineers, and Systems Analyst.

AMERICAN CAN COMPANY will interview for Associate-Metal Facilities Program; Training-Variou Plant Locations.

BURROUGHS CORP. BUSINESS FORMS & SUPPLIES GROUP will

interview for Management Systems Analyst, Financial Analyst, Credit & Pricing Analyst, Mechanical & Industrial Engineers, and Printing Mgmt.

Thurs., Feb. 20

US ARMY MATERIAL COMMAND - Civilian Positions - will interview for Electrical & Mechanical Engineers.

SINGER COMPANY (SIMULATION PRODUCTS DIV.) will interview for Systems Engineers: Mech. & Elect., Mfg., Field Serv., and Accounting.

BURROUGHS CORP. BUSINESS FORMS & SUPPLIES GROUP will interview for Management Systems Analyst, Financial Analyst, Credit & Pricing Analyst, Mechanical & Industrial Engineers, and Printing Mgmt.

Fri., Feb. 21

GTE SYLVANIA will interview for Engineers: Systems, Design & Development & Production.

McCURDY & CO., INC. will interview for Management Trainees.

FRI., Feb. 21

NATIONAL SECURITY AGENCY will interview for Electronic Engineer, Math, Mechanical and Industrial Engineers.

BURROUGHS CORP. Business FORMS & SUPPLIES GROUP will interview for Management Systems Analyst, Financial Analyst, Credit & Pricing Analyst, Mechanical & Industrial Engineers, and Printing Mgmt.

News and Events is published every Monday during the academic year by Rochester Institute of Technology and distributed free of charge to the Institute community.
Editor--Rick Kase
Editorial Assistant--John Alibrandi
Phone--464-2330.