



November 11-17, 1974

## Group Proposes "Major Overhaul" Of Benefits For RIT Employees

A major overhaul of the benefits provided for Institute faculty and staff has been proposed by a committee studying the current system.

The Benefits Review Committee, formed five months ago by Vice-President for Business and Finance James Buchholz, recommended in its report last week 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 the 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 expected to make "a comprehensive review" of Institute benefits "to make the program more responsive to employee needs."

There are seven changes proposed in the review committee's report, which will be presented to President Dr. Paul A. Miller for final approval. 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, Healthwatch.

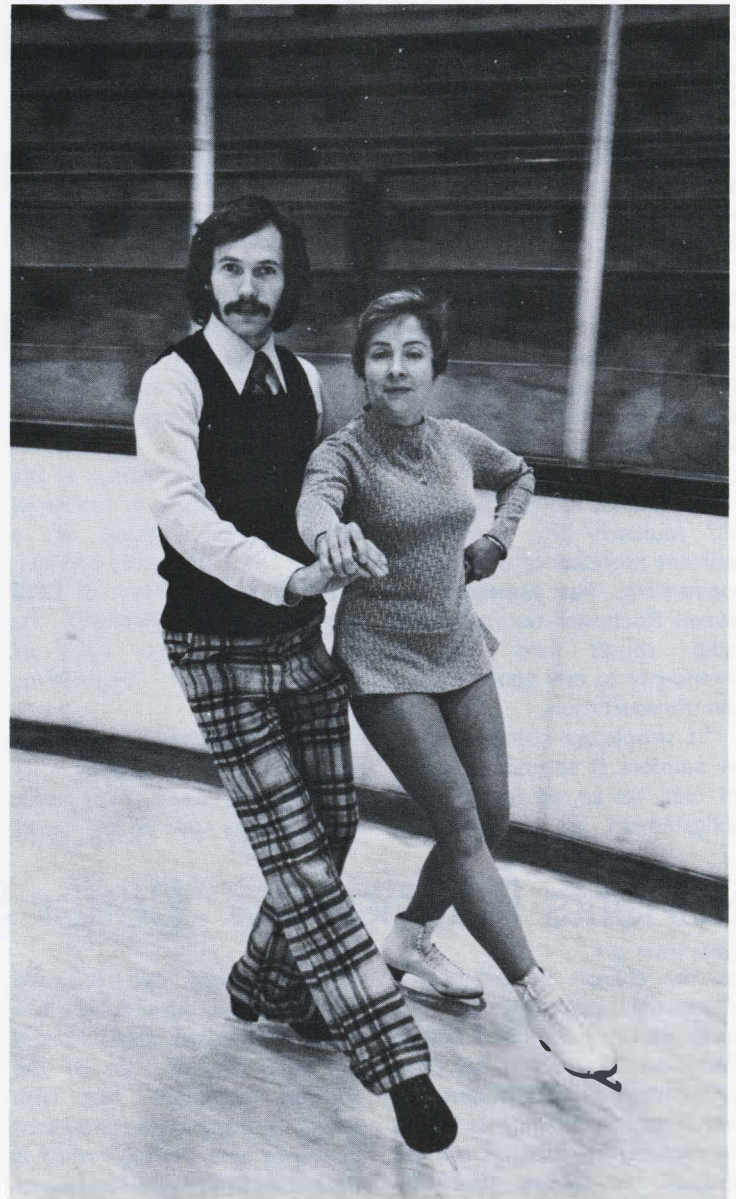
To that plan RIT would pay up to the maximum that would be paid for single or family Blue Cross/Blue Shield for those who elect an alternative plan.

**--Major Medical Insurance:** Increase maximum coverage from \$50,000 to \$250,000; increase reimbursement from 80% to 100% for covered expenses over \$10,000; increase retiree's maximum coverage from \$5000 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.

**Life Insurance:** Improve the current program from a decreasing term plan to one



## They'll Skate For RIT

Wick Smith, assistant professor and head of the Mathematics Lab in the Learning Development Center, and Joan Sudemeyer, associate director of the Learning Development Center, will skate with international champions in the Wide World of Skating show in the Ritter Memorial Ice Arena Saturday, November 16 at 8 p.m. and Sunday, November 17 at 2 p.m. Proceeds from the annual benefit ice show, sponsored by the Genesee Figure Skating Association, go to the United States Figure Skating Association Memorial Fund and Rochester Institute of Technology.



# Energy, Transportation, Solid Waste Management, Safety: RIT's Engineers Help People "Form Opinion On Fact"

From solid waste management to ski bindings, engineering professors at RIT are involved in professional activities that affect the average citizen.

Dr. Richard A. Kenyon of 57 Old Forge Lane, Pittsford, dean of the college, represents the engineer who feels he has a mandate to serve the community through his technical expertise.

As 1974-75 president of the Rochester Engineering Society, he's attempting to integrate the activities of RES with the needs of the community.

Typical of the activities of RES are its "Operation Resource," a solid waste study for Monroe County. It led to a long-range management and resource recovery program that's been adopted by the County Legislature.

Dr. Paul H. Wojciechowski of 287 Mulberry St., Rochester, assistant professor of mechanical engineering, has appeared on several Rochester television and radio shows and traveled extensively to talk about energy and transportation.

"If people are going to form an opinion, it should be based on fact. As an educator I feel obligated to get our accurate

facts, whether on expressway impact or gasoline lines," he says.

The skiing population is the beneficiary of Dr. Jasper Shealy's involvement. Dr. Shealy, of 206 Edgewood Ave, Rochester, assistant professor of industrial engineering, is working with the American Society for Testing and Materials (ASTM) in trying to come up with standards for the manufacture of ski bindings. He has statistically surveyed the population that skis to determine how accidents occur, and has researched the adjustability of bindings.

Armed with Dr. Shealy's findings, ASTM will be pushing manufacturers to adopt binding features that are hard to misadjust.

The Rochester chapter of the American Institute of Industrial Engineers is working on a number of community services, says Dr. Richard Reeve of 1858 Jackson Road, Penfield, its president-elect and head of RIT's Industrial Engineering Department.

Dr. Reeve mentions some examples: AIIE lends its expertise to non-profit organizations or people with

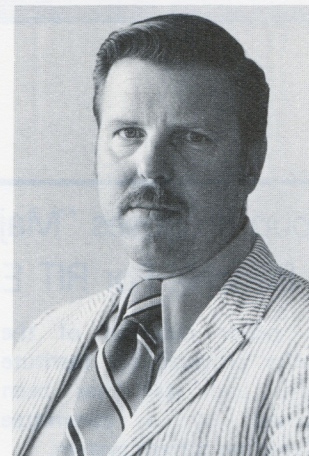
limited incomes who need help on projects that involve engineering expertise. The group also interacts with the Rochester Engineering Society in such studies as transportation and waste disposal.

Dr. Robert E. Lee, of 166 Westbrook Road, Pittsford, associate professor of electrical engineering, has been active in environmental concerns.

The Rochester Committee for Scientific Information, of which he's a member of the board of directors and past president, is a volunteer non-profit group which puts out technical information for lay people. Its twice-a-month bulletin is usually concerned with the environment.

RSCI formally intervened against Rochester Gas & Electric Corporation's Ginna Nuclear Power Plant license and won some safety concessions, Dr. Lee said. It recently issued a statement to the Department of Transportation on its draft environmental impact statement on the Genesee Expressway.

Dr. Lee, also on the board of the Center for Environmental Information, has also issued bulletins about noise pollutions.



Kenyon



Lee

## Benefits Planned To "Better Serve Needs"

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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 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 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. Because of the sound Institute Advisory Program and Improving Social Security Provisions.

**-- 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 benefits that meet more employee needs."

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

If approved by Dr. Miller, the new benefits package will go into effect at the beginning of the new fiscal year, July 1, 1975, and the tuition waiver policy will go into affect January 1, 1975.

## Scholarship Offered For Women Students

Women students are invited to the Mezzanine Lounge of the College-Alumni Union from 10 to 11 a.m. Friday, Nov. 15, to discuss the Duran Cover Girl Scholarship Award Program.

Two representatives of Masland Durable Leather Company of Philadelphia and Flanigan Furniture of Rochester will be present. The two companies are cosponsoring the contest in the Rochester area.

On the local level, a woman student will receive a \$500 Flanigan scholarship and become eligible to compete for a \$1,000 regional scholarship and a \$2,000 national scholarship.



# Grants

The Office of Grant & Contract Administration reminds all faculty and staff 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 programs 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

Nov. 15, 1975 - Student Originated Studies (SOS) (E75-7).

Dec. 2, 1974 - Engineering Research Initiation Grants (74-32).

Dec. 13, 1974 - Instructional Scientific Equipment Program (E-75-15).

Jan. 6, 1975 - Energy Related Graduate Traineeships (E-75-20).

## THE FOLLOWING NSF PROGRAMS HAVE NO DEADLINES AND PROPOSALS ARE ACCEPTED ANYTIME

1. College Faculty Workshops (E-74-6).

2. Science and Engineering Technician Education Program (E-74-18).

3. Minority Institutions Science Improvement (75-8).

4. Technological Innovation in Education (74-9).

5. Field-Initiated Studies and Experimental Projects in Science Education (74-11).

6. Materials and Instruction Development (75-3).

7. Education Systems (75-10).

## U.S. DEPT. OF INTERIOR

Jan 5, 1975 - Title II - Water Resources Research Projects

(1) Improving Water Resources Planning and Management

(2) Encouraging Indian Self-Determination

(3) Problems of Energy Related Water Supply.

(4) Promotion of Water Use Efficiency

(5) Protection of the Environment

## U.S. Dept. HEW, OFFICE EDUCATION

Nov. 25, 1974 - Cooperative Education Programs, Title IV-D, HEA 1965.

Nov. 24, 1974 (MAIL) - Research and Training, Exemplary and Curriculum Development Programs in Vocational Education (deadline is for R&T programs - no announced deadline for latter two programs).

Please note: Program includes careers

on occupations in fields of mental and physical health, crime prevention and correction, welfare, education, municipal services, child care, and recreation.

Nov. 29, 1975 - Educational Broadcasting Facilities Program.

Dec. 4, 1974 (MAIL) - Student Directed Research focusing on the education of handicapped children.

Jan. 1, 1975 - Field Initiated Studies related to education of handicapped.

## NATIONAL ENDOWMENT FOR THE HUMANITIES

Nov. 1, 1974 - Education Programs, Education projects grants beginning after May 1, 1975.

Nov. 15, 1974 - Youthgrants, projects beginning after April 1, 1975 - Student Directed Research.

April 1, 1975 - Youthgrants, projects beginning after Sept. 1, 1975 - Student Directed Research.

Nov. 15, 1974 - Education Programs, planning grants beginning after May 1, 1975.

Nov. 18, 1974 - Fellowships in Residence for College Teachers 1975-76; Research Grants, Projects beginning after Aug. 1, 1975; International Conferences for the Bicentennial.

NOTE: Detailed information has been forwarded to all Dept. Heads and additional information is available in the Grants Office.

## U.S. INFORMATION AGENCY

Nov. 4, 1974(MAIL) - Policy Oriented Transportation Energy Conservation Research in the following areas:

(1) New Car Fuel Economy

(2) Efficiency of automobile use.

(3) Urban transportation.

(4) Intercity freight transportation.

(5) Intercity passenger travel.

(6) Transportation fuel cost and price issues.

## THE WHITE HOUSE FELLOWS

Dec. 2, 1974

Application for a one year assignment as assistants to senior White House staff members, Vice President, Cabinet officers and other top Government officials. Applicants must be at least 23 years old but not 36 by Sept. 1, 1975, assignment date, Sept. 1, 1975 to Sept. 1, 1976 with a salary range up to \$30,147. Application forms and additional information is available in the Grants Office.

# Group To Plan Women's Programs On Campus

A seminar to discuss the planning and implementation of campus program for women at all levels will be held three times in November.

Sponsored by the Professional Businesswomen's Association in cooperation with the offices of the President, Affirmative Action, Personnel, and Extended Services, the seminar will focus on identification of areas of special concern to women, particularly their own interests, aspiration, and goals.

While the content of all three programs is the same, the times have been varied to accommodate persons from such areas as Food Services,

Housekeeping, Protective Services, and other areas.

Participating in these meetings will be James Papero, Director of the Office of Affirmative Action, E.C. Merritt, Personnel Director, a representative from the President's Office, and Carole Smith, President and Carol Johnson, President-Elect of the Professional Businesswomen's Association.

The meetings will take place Monday, November 11 at Noon to 1:30 p.m.; Wednesday, November 13, 2:15 to 3:30 p.m.; and Friday, November 15, Noon to 1:30 p.m.

They will be held in the 1829 Room in the College Union.

# Eastman Kodak Grants RIT \$101,250 In Education Aid

RIT has received \$101,250 in educational grants under Eastman Kodak Company's 1974 Educational Aid Program, Dr. Paul A. Miller, RIT president announced last week.

RIT is one of four institutions receiving direct grants as a four-year college and a school offering an AAS degree, Kodak contributes \$750 to privately supported schools for each academic year, undergraduate and graduate, completed by employees.

The Kodak employee must have started work within five years of attending RIT, and must currently be in his or her fifth year of employment.

RIT's grant is based on 42 employees who attended the Institute for a total of 135 academic years. The grants provide unrestricted use of funds.

Thirty-eight schools, including RIT, received special grants from Kodak this year. Special grants are given, on a non-recurring basis to major colleges and universities for capital improvements and endowment campaigns. They are also given to liberal arts schools offering curricula of particular interest to the company and located near the company's principal manufacturing and administrative facilities.

# News and News Makers

George Alley, Dir. of Food Administration & Tourism Dept. was a speaker at the New York State Restaurant Association seminar held at the Hilton Inn in Syracuse. The Topic was "New Foods" and their implication for the Food Industry.... Roger Remington, professor of Fine & Applied arts, has been invited to become listed in the new Register of Graphic Designers as a part of the Federal Design Program. He is serving on the Graphic Design Evaluation Panel as an ongoing part of the Federal Design Program.... Herbert J. Mossien, Professor of Marketing, Business College was elected to the Board of Directors of Information Associates Inc....



# Events

Monday, November 11, 1974

**Photographic Process as a Scientific Instrument-Gannett Bldg. All day.** Contact Judy Torkington at 2757.

Women's Council—Henry Lomb Room. 9 a.m.-1 p.m. Contact Betty Gocker at 671-4436.

5 p.m.—CUB Meeting. Alumni Room, CU. All interested students are encouraged to attend. Info x-2509.

7 p.m.—Student Senate Meeting. All students are encouraged to attend. 7-8 p.m.

7 p.m.—RIT Chorus rehearsal. Multi-purpose Room, CU.

7:30 p.m.—IVCS Meeting, every Monday. Mezzanine Lounge, CU.

Tuesday, November 12

"Second Tuesday"—Commander Lloyd Bucher, speaker. Top of the Plaza, 7:45 a.m.-10 a.m. Contact Robert Way at 464-2225.

Basic Quality Control-Gannett Bldg, all day. Contact Judy Torkington at 2757.

Photographic Process as a Scientific Instrument—Gannett Bldg, all day. Contact Judy Torkington at 2757.

12 & 1 p.m.—Nickelodean Theatre. "The Fiery Abyss" Ingle, 5c.

1 p.m.—Commuter Organization Meeting. In Commuter Office, CU basement. All commuters welcome

1-2 p.m.—Christian Science Conference, Room M-2, CU. Everyone welcome.

1-2 p.m.—Civil Engineering Tech. Assoc. Meeting, Room 09-1030.

6-7 p.m.—Aviation Club. Informational meeting for all day, night, faculty and staff, Room M-2, CU.

7 p.m.—RIT Jazz Ensemble. Multi-purpose Room, CU.

9-9:30 p.m.—NTID Bible Study. NTID Dorm Rec. Room. Every Tuesday night. All students welcome.

Wednesday, November 13

Photographic Process as a Scientific Instrument. Gannett Building, all day. Contact Judy Torkington at 2757.

Basic Quality Control—Gannett, all day. Contact Judy Torkington at 2757.

"Structured Water In Living Tissue"—Biology Seminar. Presented by Dr. Elizabeth Arthur, noon, Bldg 9-1030. Contact William Burns in Biology for more info.

6:30 a.m.—Morning Sadara.

Kundalini Yoga. Bring some fruit.

11 a.m.—Faculty-Staff Bible Study.

Room 2254, College of Science

7 p.m.—"Woman's Volleyball Match with Houghton College. Aux. Gym.

Thursday, November 14

Photographic Process as a Scientific Instrument-Gannett, all day. Contact Judy Torkington at 2757.

"The Prince and the Showgirl"—A film with Sir Laurence Olivier and Marilyn Monroe. Rochester Museum and Science Center. \$1.

Models for the Mechanics of Protein Folding—Chemistry Seminar by Dr. Elizabeth Patton, 4 p.m., Chemistry Dept., College of Science, Room 3100. All welcome, refreshments.

Basic Quality Control—Gannett, all day. Contact Judy Torkington at 2757. 6:30 p.m.—RIT Chorus meets. Multi-purpose Room, CU.

8 p.m.—Brick City Players present "Charlies Aunt" What does one man do when his two best friends ask him to dress up as a matronly aunt so they can fall in love? This question is hilariously answered in the presentation of "Charlies Aunt." Ingle. Tickets on sale at CU desk.

Friday, November 15

Photographic Process as a Scientific Instrument-Gannett Bldg, all day. Contact Judy Torkington at 2757.

CPA's—Audits of Inventories-M-2, 9-5:30. Contact Bill Gasser at 2312.

Saturday, November 16

Art Teachers Association, N.Y. State—CU Main Lobby and Concourse, CU Lounge, Ingle. 8 a.m.-6 p.m. Contact Dick at 473-3072.

Automotive Mechanics Certification Test—College of Science Auditorium. 8:45 a.m.-5:45 p.m. For information contact Robert Way at 2225.

## Continuing Events

Drawings—Multicolor by Sheila Wells, School of Art & Design. Shaw-Rimmington Gallery, 20 Birch Avenue, Toronto, Ontario. Gallery Hours Tues.-Sat., 10:30 to 6. Meet the artist November 16. 2-6 p.m.

November 10-23

"Large At Work"—College Union Exhibit by Carol Bloom

Through February 14

"The Glass of Fashion"—Rochester Museum and Science Center. Outfits from the Museum's exceptional costume collection together with fashion dolls from the Strong Museum.

November 4-15

M.F.A. Gallery—"Recent Xerographs" by Charles A. Arnold, Jr. RIT Photo Faculty. Bldg. 07-3rd floor. 9 a.m.-5 p.m.

Through November 25

"Silent Spheres.—New secrets that man has pried free from the planets and their satellites. Strasenburgh Planetarium. Call 244-6060 ext. 56.

November 18-29

M.F.A. Gallery—Works by Michael Teres-Photo Faculty at Geneseo. Bldg 07-3rd floor, 9 a.m.-5 p.m.

November 22

M.F.A. Gallery—Lecture and demonstration on Reticulation by Michael Teres. Bldg 07-3rd floor, 3:30 p.m.

Through November 15

"An Iroquois Villiage"—A multi-media show about the transition from archaeological digs to the construction of a diorama. Rochester Museum, Polyhedron Theatre.

November 11-15

Photographic Process as a Scientific Instrument—Gannett Building, all day. Contact Judy Torkington at 2757

November 12-15

Basic Quality Control—Gannett Building, all day. Contact Judy Torkington at 2757.

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