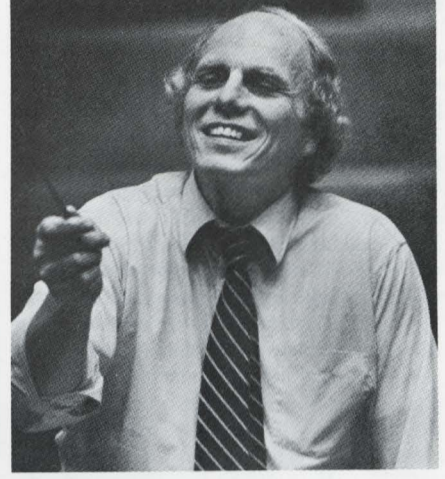
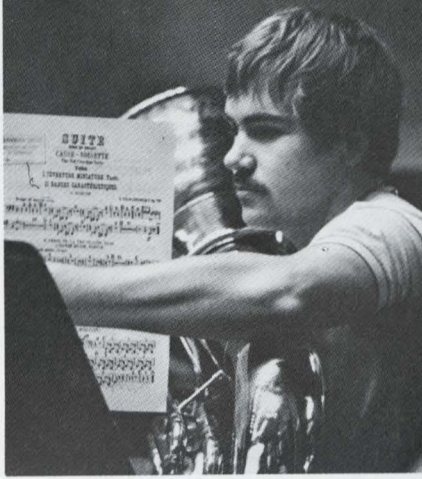
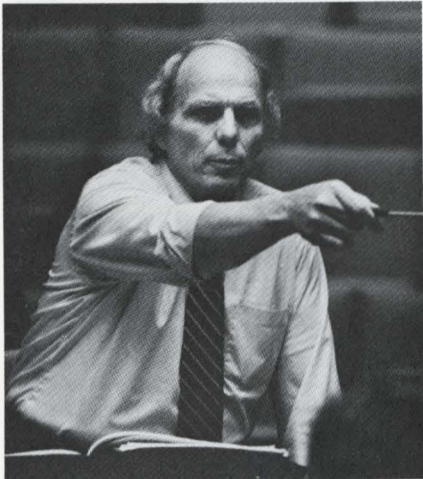


N · E · W · S & E · V · E · N · T · S



Dr. Charles Warren directs RIT Philharmonia in rehearsal for Institute Holiday Party appearance.

Happy Holidays!

Plan to come early and stay late at the Institute Holiday Party tomorrow night, from 6 until 11 p.m.

Basketball Games

RIT vs. Buffalo State
6 p.m. Junior Varsity
8 p.m. Varsity
Free with RIT ID (family included)
George H. Clark Memorial Gymnasium

Free Ice Skating

7 to 10 p.m.
Frank Ritter Memorial Ice Arena

Free Bowling and Billiards

7 to 11 p.m.
Game Room

RIT Singers and Philharmonia

8 p.m.
Ingle Memorial Auditorium

Cranberry Lake Jug Band

8 p.m.
Ritskeller

Caroling

9:30 p.m.
Fireside Lounge

Refreshments

Frank Ritter Memorial Ice Rink,
Ritskeller,
Fireside Lounge

RIT Social Hour

Support Sought for Tap Parity Bill, Increased Tuition Assistance

RIT students, faculty and staff are being urged to contact Governor Cuomo and state lawmakers in support of legislation for increased N.Y. State Tuition Assistance.

According to RIT's Director of Government and Community Affairs, Deborah M. Stendardi, the state legislature is considering a bill called TAP Parity, which would increase benefits to current financial aid recipients and to many students not currently eligible. If passed, the legislation would take effect in the fall of 1984.

New York's Tuition Assistance Program (TAP) was initiated in 1974 to provide financial support and minimize the cost differential between independent and public colleges. However, Stendardi says, "While the maximum TAP award has been increased from \$1,500 to \$2,200, the increases in tuition costs during the past ten years have diminished its effectiveness." As an example, she says, in 1974 the maximum award covered 60 percent of the average tuition charged at New York's independent colleges. This year the \$2,200 maximum TAP

award covers only 37 percent of average tuitions.

In urging students, faculty and staff to write the governor and state legislators, President Rose points out the benefit to RIT's students.

"More than 3,600 students currently enrolled at RIT would benefit from increased financial aid in this plan.

"This increased financial support would provide greater accessibility to RIT and other independent universities and lessen the student financial burden," he said.

The proposal currently before the state legislature would increase the maximum TAP award over four years from \$2,200 to \$3,900. The proposal also would increase the family income ceiling for TAP eligibility from the current level of \$25,000 to \$40,000. This also would occur over a four year phase-in period.

Additional information about TAP Parity may be obtained by writing or calling Deborah M. Stendardi, Office of Government and Community Affairs, RIT City Center, 262-3086.



Futurist Sees 'Tilt to Values'

"The '80s will see a shaping of technology to more effectively meet human needs to an extent that has never happened before," futurist Roy Amara told the Institute Forum audience Dec. 7.

Speaking to the Institute Forum theme, "Technology and Values," he declared, "The key is balance, with a clear stress on human values, and the tilt in the '80s is toward human values."

"The 'high tech-high touch' phrase coined by John Naisbitt in his book, *Megatrends*, reflects the emphasis," Amara continued.

"For every technological advance made in society, there's a human response that says, 'You've gone too far.'" It's a reaction to the isolation that technological advances create. Despite automatic teller machines, bank customers still prefer dealing with tellers. In our computerized society, never has there been a greater interest in crafts."

Amara, president of the Institute for the Future, Menlo Park, Calif., and a member of NTID's National Advisory Group, defined technology and values and their interrelationship.

Subsidies for DEC-PCs?

If you're considering the purchase of a personal computer over the holidays, you might want to wait, advises Dr. Robert Golden, chairman of RIT's Task Force on Personal Computing.

According to Golden, "It is highly probable that the Institute will reach an agreement with Digital Equipment Corporation to subsidize the purchase of personal computers by faculty and staff." Golden says details will be worked out and probably announced in early January.



KEEPING IN THE HOLIDAY GIFT-GIVING SPIRIT...Dr. Robert H. Johnston, dean of the College of Fine and Applied Arts, presents the college's proposed budget to Dr. Thomas Plough, vice president for Academic Affairs.

RIT Receives \$250,000 for GM Scholarships

RIT will receive \$250,000 in endowed scholarships for minorities and women from General Motors Corporation. RIT is one of a select group of colleges and universities receiving the scholarships.

The program begins with the 1984-85 academic year and calls for General Motors to make annual \$50,000 contributions for the next five years. Scholarship recipients will be selected each year with preference given to General Motors employees, their spouses and children.

"We are honored by the opportunity to provide an educational opportunity for individuals who otherwise may not be able to attend college to prepare themselves for a career in business and industry," said RIT President M. Richard Rose.

The scholarships are an innovative program that will provide annual \$3 million grants and endowments for educational institutions and educational assistance programs in each of the five years. The program is the cornerstone of a recent agreement between General Motors and the Federal Equal Employment Opportunity Commission.

"We regard this scholarship program as extremely timely, since many educational institutions, especially those that historically have benefited minority and women students, are in great need of financial assistance," explained William P. MacKinnon, vice president of the Personnel Administration and Development Staff and chairman of the Committee for Educational

PROFILE

In His Free Time, RIT Instructor Teaches Students in Prison

An RIT instructor spends his evenings and weekends behind bars. No, he's not drinking. And he's not a prisoner.

Rich Merriam, senior technical associate and lecturer in electromechanical technology, School of Applied Industrial Studies (SAIS), part of the College of Continuing Education, works part time teaching inmates at Attica and Albion Correctional Facilities.

After begging for two months for permission to volunteer his time, Merriam began teaching blueprint reading to inmates at Attica. About a year ago he was asked to teach a college level business course.

The experience has been an interesting one for Merriam, "you have people with unique, illegal backgrounds studying business. One of my students ran a multi-million dollar drug business before he was convicted.

"They interpret the laws differently. In response to an investment problem, one inmate suggested that a marijuana cash crop would be a good investment."

The vast majority, however, want to go into legitimate businesses when they get out. They talk about going into advertising, real estate, construction contracting or auto repair businesses. Many of the inmates are unrealistic about the amount of money needed to get started in business.

Merriam says, "They don't realize how little they would actually make at first. Gross versus net income is hard for them to understand."

The isolation of prison life results in other distorted ideas about life on the outside. "Take the employment situation," says Merriam.

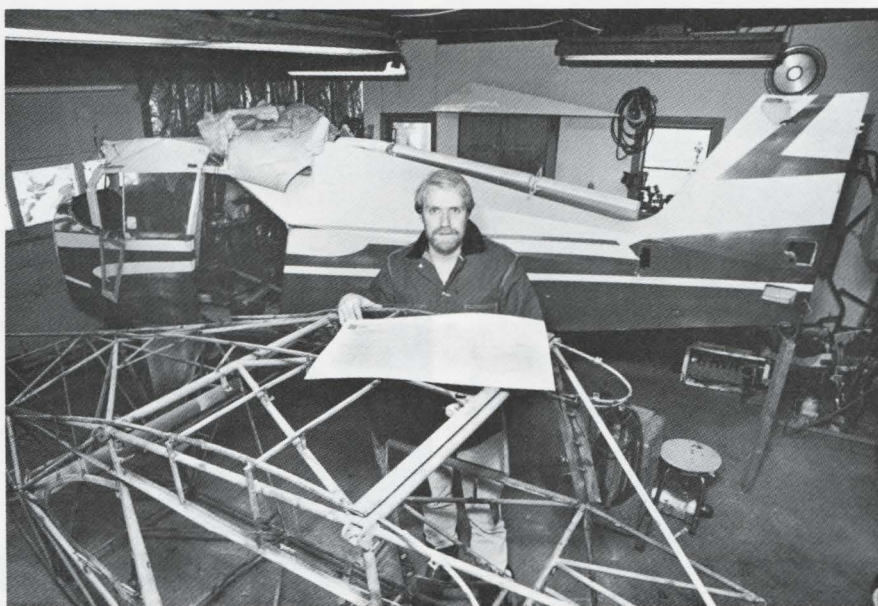
"Many of the inmates are under the impression that they can walk out and get a job.

"Some of them worked in places like Bethlehem Steel. They think they'll be able to get jobs similar to the ones they had in the past. We try to tell them what it's like, but they don't comprehend the extent of change that has taken place."

The inmates have little access to news about the world outside. Radio reception is poor in the prison because of the thick concrete walls. Prisoners can only listen to the prison radio station and television is very restricted. Newspaper subscriptions are permitted, but most can't afford them. Although most inmates have prison jobs, the pay is unbelievably low, according to Merriam.

Prisons do have small libraries. The Attica library, which serves a population of approximately 2,000, is about the size of an RIT classroom. "Resource materials for classes are almost impossible to get," says Merriam. "It can take up to a month to get clearance to bring in a few newspapers.

"And when we can get materials, it's very hard for the inmates to study." The noise of 100 people sharing a dorm and lights out at 11 p.m. make it difficult for the inmates to do the reading assignments. "Many have developed astigmatism from trying to read in the dark," says Merriam.



Rich Merriam, senior technical associate and lecturer, School of Applied Industrial Studies, College of Continuing Education, prepares one of his 1952 Tripacer planes for welding. In the background is another 1952 Tripacer he'll use for parts.

In New York state, correctional facilities offer educational programs leading to the associate's degree. English, math, science — with the exception of physics and chemistry — history, health and business are included in the program.

Inmates must apply and be accepted by Genesee Community College, which runs the prison academic program. They pay tuition and apply for the same financial aid programs, TAP and PAL for example, as other college students.

Merriam admits he faces a degree of risk at Attica. There is no guard in the classroom and he prefers it that way. He says, "There have been times when I've felt intimidated about grading exams. Picture a 230 lb., 6'8" inmate, sentenced to triple life, looking over your shoulder while you grade his exam.

"I've only met one person who, I felt, did not have a conscience. Inmates usually don't want to talk about what they are in for. They are embarrassed in most cases, —the exception is the white collar criminals who seem to have a sort of pride."

When asked if the inmates protest their innocence, Merriam replies, "I make it a point not to get involved in questions of guilt or innocence. When you meet inmates, the typical question is 'How long before you get to the parole board?' — and they can tell you right to the day."

Comparing his students, Merriam says, "SAIS students are interested primarily in learning employable job skills. Inmates, for

"My day starts at 4 a.m., but I can't seem to find time for everything."

the most part, aren't interested in the long term. They take things one day at a time. I feel I've succeeded when I see them do well on exams."

And the rewards differ. "I'm happy when I see SAIS students complete the program and land good jobs. With the inmates, I enjoy seeing them do well on exams."

Not content with full-time and part-time teaching jobs, Merriam is writing two books. One is based on his prison teaching experiences. The other, titled "Of Ideas," is a nearly completed critical look at society's exploitation of man by man.

Merriam and his wife, Lynn, are independent newspaper route contractors and they have a firewood business. They are avid waterskiers and enjoy boating with their daughter, Kristen, 2, and son, Richard, 9 months.

In his "spare" time Merriam builds and restores antique airplanes. He has a 1937 Aeronca and a 1952 Tripacer.

"My day starts at 4 a.m.," says Merriam, "but I can't seem to find time for everything."



RIT Bookstore personnel found decorating the window behind the check-out counter difficult and time consuming until Linda Marsden-Schmidt, retail supervisor, designed and constructed the award-winning shelving unit now in use. Marsden-Schmidt used webbing, shelving, dowels and buckles to create a versatile and inexpensive display unit. Her ingenuity earned her a certificate and \$25 from the Pick/Promote/Profit competition sponsored by the National Association of College Stores. Pictured in front of the new shelving is Marsden-Schmidt, right, showing the award certificate to her supervisor, Sylvia Ball, Supplies Manager.

Mathematics Tutors Installed In New Society

In an effort to recognize formally the service and dedication of student mathematics tutors, nine mathematics majors have been installed as the first members of the Society of Mathematics Tutors established by the Department of Mathematics.

Honored at a special reception were David Aiduk, Joseph Bardwell, Timothy Brown, Joseph Bryant, Mary Flanagan, Shelley Grande, Jeffrey Jenkins, Michelle Nageotte and Michael Meynadasy.

For the last two years students have been volunteering their time and effort for the Math Club Tutoring Service, a successful service initiated and run entirely by students majoring in mathematics.

"I want to express my deep appreciation and gratefulness for all the students who have helped with this valuable tutoring service," said Dr. John Paliouras, dean of the College of Science, during the reception. "You have all been involved in one of the greatest of human values...that of giving of yourselves without expecting anything in return."

"This kind of service is of great value to RIT students. Both the tutors and those instructed contribute to the kind of instructional setting we hope to foster at RIT," said Dr. Thomas Plough, vice president for Academic Affairs.

Criteria for students to become members of the Society of Mathematics Tutors are to be in good standing academically, to have provided at least two quarters of tutoring for the Math Club Tutoring Service, and to have completed successfully a five-week tutor training course conducted by the Learning Development Center.

During the reception special recognition was given to the founders of the Math Club Tutoring Service: Dr. Patricia Clark, assistant professor of mathematics, Timothy Brown, Jeffrey Jenkins and Joseph Bardwell. Dr. George Georgantas, head of the Department of Mathematics, presented the group with a plaque in their honor.

Security Bank Branch Closes for Renovations

Security Trust Company, RIT Campus branch, will be closed for renovations starting Friday, Dec. 23, and will reopen Tuesday, Jan. 3, 1984.

The present automatic teller machine will be available while the bank installs two additional machines. Regular banking services are available at area Security Trust Company offices including the Southtown Plaza office.

Emergency Closings Put on TDD Service

The Campus Safety Department in conjunction with Management Services has implemented an emergency closing information service for TDD users. By dialing 475-1069, callers will receive a pre-recorded TDD message indicating whether RIT is open or closed during severe winter weather or other similar situations. This service supplements the standard radio and TV announcements normally available during weather emergencies. Usually channels 8, 13, and 31 provide captions of school closing announcements as well.

The 475-1069 number should be used only for this type of pre-recorded announcement. To report emergencies or make general inquiries other than for emergency closings by TDD to Campus Safety, use, 475-6654.



IN THE FIRST of a series of quarterly working breakfast meetings, Dr. Thomas Plough, vice president for Academic Affairs, met with RIT's endowed chair professors. Long-term academic strategies, the Institute role of professors in funded chairs, and the pros and cons of RIT initiatives were discussed. Attending were, standing left to right, Dr. John Hromi, Frederick H. Minnett Professor in Continuing Education; Ellsworth McCune, James E. McGhee Professor in Photographic Management; Dr. Plough; Dr. Franc Gram, Richard S. Hunter Professor in Color Science, Appearance and Technology; James Forman, Russell C. McCarthy Professor in Continuing Education; and seated, left to right, Dr. Robert G. Hacker, Paul and Louise Miller Distinguished Professor in Newspaper Production Management; Alfred Horton, Melbert B. Cary, Jr. Professor in Graphic Arts; Dr. Ray Johnson, James E. Gleason Professor in Mechanical Engineering; and Dr. Stanley Widrick, J. Warren McClure Professor in Marketing.

Women's Council Hears Details of Retailing History

The history of retailing at RIT was the focus of a recent program presented to the RIT Women's Council by Terry Butwid, assistant to the director of the Center for Retail Management.

Thanks to the efforts of archivist Gladys Taylor, members enjoyed a slide presentation of old archive photos illustrating retail courses in the past.

Dr. John Zdanowicz, director of the center, brought members up-to-date on the college's revised retail management curriculum and the many career opportunities open to retailing business graduates.

Butwid also presented slides demonstrating today's retail management program, including co-op experiences and the retailing students' opportunity to study in New York City or go on an optional intensive, week-long stay in the city's garment district. During the 1984 spring trip, retailing students will be visiting designer salons, attending a trade show and store presentations at Macy's and Lord & Taylor, meeting New York City alumni and investigating the fur market, from pelt to finished product. In addition, they will attend a presentation at Deutsche Bank where international trade executives will discuss the financial intricacies of international trade, another presentation by industry analysts at Morgan Guaranty and a presentation on European retailing given by representatives from Scandinavian institutions.

Council Series Presents Blount



W. Frank Blount, AT&T vice president for marketing, with RIT Women's Council president, Mrs. Clinton Braine.

The two-year process of breaking up AT&T, the Bell system, was explained by W. Frank Blount, AT&T vice president for marketing, during a noon talk Dec. 8 in City Center's atrium. Blount is also a member of RIT's Board of Trustees and the NTID National Advisory Group.

Blount's description of the divestiture, to take effect Jan. 1, 1984, and the Federal Communications Commission decisions since 1959 that led up to it, was the first of a series of noon lectures sponsored by the RIT Women's Council in City Center.

Dr. John Hromi, director of the Center for Quality and Applied Statistics, College of Continuing Education, will speak today (Dec. 15) on "The Art of Making Quality Certain." On Jan. 5, Richard D. Richmond, president, High Technology of Rochester, will explore, "Rochester as a Technology Center: Dream or Reality?"

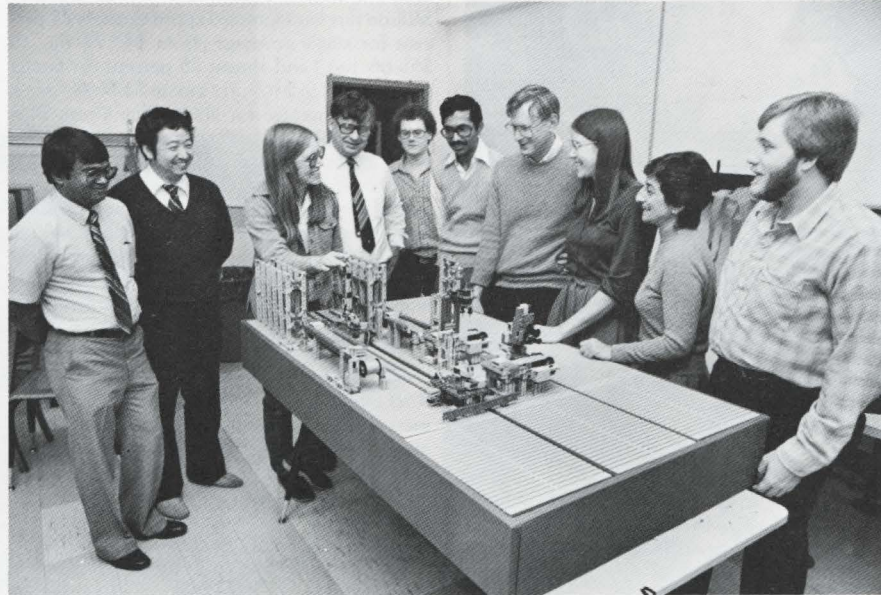
Although AT&T would rather have avoided divestiture, Blount said the breakup provided "an exciting time, a new marketplace for new services and product lines."

The RIT Women's Council is sponsoring two other lecture series as well as the noon series. "Arts in the A.M.," Wednesday morning talks on the campus, will begin Jan. 11 with Dr. Robert Johnston, dean of the College of Fine and Applied Arts, and his talk, "Faculty on Review" in Bevier Gallery. Others are Jan. 25 in NTID Theatre and Feb. 8 in the Cary Library.

Two more lectures remain in the evening series in the homes of council members. Jorge Rivas, member of the RIT Board of Trustees, will speak Jan. 17 on "Inside Mexico and Central America," and Dr. Francena and Paul Miller, College of Liberal Arts, Feb. 15 on "Changing American Family."

FOCUS

Industrial Engineering's 'at the Edge'



Factory of the future...Lisa Schlachter, third from left, explains how robots function in a miniature factory designed and built in the industrial engineering laboratory of RIT's College of Engineering. Other faculty members, from left, are Dr. Sudhakar Paidy, Dr. Kai Sung, Schlachter, Dr. Richard Reeve, Sam Schwall, Dr. Rajenora Nalavade, Dr. Jasper Shealy, Barbara Brenner, Esmá Hartmann, and Don Smith.

Computers have provided new technologies to reach almost every aspect of our lives, including the manufacturing environment.

"Computer aided manufacturing and robotics are only two of the areas the Industrial Engineering Department at RIT is implementing this new technology," said Dr. Richard Reeve, head of the Industrial Engineering Department in RIT's College of Engineering.

Although a lot of educational institutions are starting to get into robotics and computer aided manufacturing, very few if any, according to Reeve, are doing it on the undergraduate level to the extent that RIT's Industrial Engineering Department is.

Some of the ways computers and robots are used in RIT classrooms and labs is to provide hands on experience in a real world type of environment, an area of study in which Associate Professor Dr. Sudhakar Paidy has been heavily involved, along with fellow industrial engineering faculty member Barbara Brenner, and others in the department.

Last summer, Paidy and Brenner presented a paper titled "Physical Simulators for Work Sampling Studies" at the 1983 American Society of Electrical Engineers (ASEE) annual conference.

Their paper described a miniaturized automated scale model factory developed in RIT's industrial engineering laboratory by faculty and students.

"The miniature factory model is like a scale model factory of the future," said Paidy.

It was built using toy model kits from Fisher Technik, a West German company. The kits, which are somewhat similar to the popular "lego" toys distributed widely in the U.S. contain building blocks, wheels, gears, motors, switches and photocells.

In the RIT miniature factory, robots have been programmed to pick up parts from conveyor belts and deliver the parts to milling stations where the parts are machined. Parts from the drilling and milling stations are then routed to the delivery end of a long conveyor belt that simulates the exit from the manufacturing area.

Robotic type fork lifts then enter the picture to help in another phase of the operation, which is a computer controlled automatic storage and retrieval system.

"A hierarchy of computers (micro-processors and a mini-computer) are used in the complex process control system of the miniature model factory," Paidy said. "Low cost micro-processor based systems are used for data acquisition and direct process control, while a mini-computer acts as a supervisor."

Numerous other computer programmed equipment and peripherals are utilized throughout the operation of the miniature factory.

If the miniature factory model were blown up to full scale size, it would cover an area close to the size of a football field. By using robots, instead of humans, only a few people would be needed to support and maintain the system. The actual number of assembly line or factory personnel replaced in a situation such as the one simulated in RIT's Industrial Engineering laboratory, could range anywhere from five to 50, according to Brenner.

"This entire project offers industrial engineering students an early exposure to computer applications and computer-aided manufacturing," said Brenner.

Another interesting and seemingly unique area of study in RIT's Industrial Engineering Department comes into play while studying the various ways to program robots, the use of the human voice.

To illustrate the voice method, Brenner and other department faculty and students point with pride to "Rhino," a computerized robot used in the lab.

Rhino the Robot looks like a collection of erector set parts and bicycle chains tied together by an RS 232 computer interface to a computer control center. A Fluke 1780A InfoTouch device and an Interstate Electronics Corporation System 300 voice recognition unit is used to program Rhino.

Getting back to the miniature model factory developed by RIT's Industrial Engineering Department, its existence provides a number of unique benefits. According to the faculty, the benefits are: the actual "hands-on" experience for students instead of completely relying on text books—the model factory duplicates actual work situations that graduates will encounter later in their future job situations; prepares students to be the innovators of the future; a great economic savings, since time motion studies can now be done in RIT's own lab; and students are taught the practical applications of computers.

"I think one of the most important benefits of projects like this, is that our students get a chance to design and build working prototypes of the factories of the future," said Reeve.

Although computers are used in all industrial engineering classes, robots are not, he added. There are numerous other interesting areas of study that our industrial engineering department is involved in, such as quality control, operations research, and human factors engineering, to name only a few."

Library Needs News Of Faculty Achievements

Wallace Memorial Library is now compiling the fifth volume of *Faculty Writings and Achievements*. Included will be faculty and staff writings completed during 1983, writings by new members, and writings not previously reported. Faculty and staff are asked to forward information about awards, conference papers, exhibits, shows, patents, and other achievements for inclusion in this annual bibliography.

Please send lists and copies of publications, if available, to Gladys Taylor, archivist, by Dec. 20.

Unwind Fridays In Clark Dining Room

If you like joining co-workers and friends for an unwinding session after work Fridays, why not meet them in Clark Dining Room?

Beginning Jan. 6, the RIT College-Alumni Union Advisory Group has arranged for informal get-togethers, "Attitude Adjustment Gatherings," for faculty, staff and students from 4 to 6:30 p.m., Fridays.

Anything You Can Do They Can Do, Too



Student smiles as she completes course that disabled persons in wheelchairs encounter daily. Special Services planned Physical Challenges Day with a grant from Easter Seals Inc. of Monroe County.

While you flex your muscles in front of your morning mirror and congratulate yourself on your nimble brain, consider this: The light over your mirror was perfected by a deaf man. While your morning radio plays, remember the hunchback who helped invent it. If you listen to contemporary music, you may hear an artist who is blind. If you prefer classical, you may enjoy a symphony written by a composer who couldn't hear.

The President who set an unbeatable American political record could hardly walk. A woman born unable to see, speak or hear stands as a great achiever in American history. The handicapped can enrich our lives. Let's enrich theirs.

United Technologies message as published in the Wall Street Journal



HI, NEIGHBOR!...RIT President M. Richard Rose greets Mrs. Olive Ferguson of Valley View Drive in Henrietta during reception held for RIT's Henrietta neighbors in November. At the left is Deborah Stendar, director of Government and Community Affairs, and at center, Mr. and Mrs. Michael Tette. The reception in the new NTID Hugh L. Carey building was held to inform Henrietta residents about the new facilities planned at RIT and to answer any questions they might have.

Munsell Foundation Gives \$250,000 in Assets to RIT



S. Leonard Davidson, center, treasurer of the former Munsell Foundation, presents stocks, bonds and other negotiable paper comprising the former foundation's assets to Dr. C. J. Young, left, vice president for Development, and Dr. M. Richard Rose, right, RIT president.

The Munsell Foundation formerly of Fairhaven, N.J., formally turned its assets over to RIT to establish and maintain a Munsell Color Science Laboratory.

The presentation was made at a dinner last week at the Genesee Valley Club by S. Leonard Davidson, treasurer of the Munsell Foundation.

Early in the year the foundation's board of directors voted to dissolve the foundation and turn its assets of approximately \$250,000 over to the Institute for the Munsell Color Science Laboratory. The transfer of assets from the foundation to RIT is believed to be the first time a founda-

tion has voted to dissolve itself to donate its assets to an institution of higher education.

Davidson presented the Munsell assets to Dr. M. Richard Rose, RIT president; Dr. Cy Young, vice president for development; Alfred L. Davis, vice president; Dr. Mark Guldin, dean, College of Graphic Arts and Photography; Dr. Russell C. Kraus, director, School of Photographic Arts and Sciences, and Dr. Franc Grum, RIT's Richard S. Hunter Professor in Color Science, Appearance and Technology.

As the Richard S. Hunter Professor, Grum directs research activities of the Munsell Color Science Laboratory.

Gifts to RIT

Given By	Amount
Xerox Corporation	\$ 3,160.50
Schlegel Corporation	1,500.00
Sykes Datatronics	1,200.00
Cornacchia Press	1,000.00
Gwendolyn Monahos Est.	586,725.59
Mr. and Mrs. Jack Smith	\$ 1,000.00
Cleopak Trust	22,500.00
City Investing/ World Color Press	250,000.00
Mr. E.J. Triebe	1,000.00

Nominations Sought For Teaching Award

The search process for candidates for the Eisenhart Awards for Outstanding Teaching has begun in all colleges and departments. Four nominating committees are seeking and accepting nominations through Dec. 21.

Everyone within the Institute community is encouraged to recommend candidates for the committees' evaluation and to encourage others to make recommendations.

Because of the holiday break, *News and Events* will not be published again until Thursday, Jan. 12. Deadline for copy for that issue is Thursday, Jan. 5.

GM Scholarships

Continued from page 1

Grants and Scholarships, General Motors Corporation.

"The funds we provide will help prepare talented minorities and women, especially those who are employees of General Motors, as well as their spouses and children, for good jobs in GM and elsewhere. We view these grants and endowments as investments that will reap benefits in the future for GM and GM people," MacKinnon added.

PERSONNEL UPDATE

Effective January 1, 1984, all of RIT's health insurance carriers will be increasing their premiums. The Institute's Blue Cross/Blue Shield/Blue Million rate has increased approximately 27 percent for single coverage (from \$43.75/mo. to \$55.66/mo.) and almost 25 percent for family coverage (from \$109.31/mo. to \$136.46/mo.). The entire increase for single Blue Cross/Blue Shield/Blue Million will continue to be borne by the Institute. Thus this coverage will continue to be paid in full by RIT. Both the Institute and its employees will share in paying for the increase in family Blue Cross/Blue Shield/Blue Million coverage. Of the \$27.15 increase in family coverage, the Institute will fund an additional \$19.01 while the employee's contribution increases only \$8.14.

The Health Maintenance Organizations, (HMOs) Group Health Preferred Care, and Rochester Health Network (RHN) have also increased their premiums. These increases are not as large as the increases adopted for Blue Cross/Blue Shield/Blue Million. As a result of RIT's substantially increased contribution, the actual amount paid by employees toward the HMO premium will be **REDUCED**.

The national trend in health insurance is to pass along most, if not all, of the premium increases to employees. RIT remains among a concerned and elite group of employers who continue to bear a significant amount of health insurance premium increases.

Listed below is a summary of the new health insurance premium rates effective January 1, 1984. A more detailed premium list is available from the Personnel Office.

In addition to the premium rate increases there also have been changes in the coverage provide by the various carriers as outlined below.

Blue Cross/Blue Shield/Blue Million — No Changes

Group Health — Coverage for full-time student dependents to age 23.

Preferred Care — Coverage for routine eye examinations at the rate of 80 percent after the annual deductible.

RHN — Coverage for full-time student dependents to age 23,

—\$25 copayment required for emergency room treatment

—mental health out-patient services covered at 50 percent for the 6th-20th visits.

As a result of the premium changes, all employees are provided with an opportunity to change among health insurance providers (e.g., change from Blue Cross/Blue Shield/Blue Million to Group Health, —etc.) To effect a carrier change, follow the procedure outlined below:

1) Fill out an application for the health insurance company to which you wish to change.

2) Attach a note to the application indicating the company you are leaving.

3) Deliver it to the Personnel Office by 4:30 Jan. 4, 1984.

Employees electing a change in carriers will be covered by the new health insurance effective January 1, 1984. Any adjustments to pay (payment of additional premiums or refund due) will be automatically transacted by the Payroll Department.

As you are considering a health insurance change, please review the total coverage provided through the new company (information is available in the Personnel Office) and evaluate the new company's reputation and ability to meet your individual and family needs.

To assist employees in reviewing the health insurance options the Personnel Office will host question and answer sessions at the following times: 2:15 p.m., Dec. 20, SAIS Conference Room, City Center; 9 a.m., Dec. 21, 1829 Room, College-Alumni Union; 12 Noon, Jan. 4, 1829 Room, College-Alumni Union.

Insurance Co.	Monthly Total Old Rates Coverage	Monthly Total New Rates	Monthly Old RIT Contri.	Monthly New RIT Contri.	Monthly Old Employee	Monthly New Employee Contri.
Blue Cross/Shield/Million						
Single	43.75	55.66	43.75	55.66	-0-	-0-
Family	109.31	136.46	76.51	95.52	32.80	40.94
Group Health Single	54.38	57.88	43.75	55.66	10.63	2.22
Family	135.70	144.20	76.51	95.52	59.19	48.68
Preferred Care Single	49.97	54.80	43.75	55.66	6.22	-0-
Family	126.19	138.36	76.51	95.52	49.68	42.84
Sponsor	114.79	125.81	76.51	95.52	38.28	30.29
RHN Single	54.37	58.20	43.75	55.66	10.62	2.54
Family	139.02	147.19	76.15	95.52	62.51	51.67

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