



The Georgia Tech

WHISTLE

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Social Security Taxes Increase

The Social Security (FICA) deduction from all paychecks will be higher in 1979 than they were in 1978.

The FICA tax rate has been raised from 6.05 percent to 6.13 percent. In addition, the "wage base" — the amount of earnings on which the maximum amount of FICA taxes are paid — rises from \$17,700 to \$22,900. Both increases stem from legislation enacted in 1977.

People earning less than \$17,700 a year won't notice as big a change in their FICA deductions as workers in higher in-

come brackets. For example, those earning \$10,000 a year will pay \$8 more into FICA in 1979. Those earning \$17,700 will pay \$15 more. However, on earnings of \$22,900 or more the tax will increase \$333.

Employers will also pay more since they match the taxes paid by employees.

Leave Accrual Changes Made

The University System of Georgia Board of Regents has announced that beginning Dec. 31, 1979, and each

December 31 thereafter, each employee's leave record will be adjusted to show no more than 45 days accrual. Due to this change Georgia Tech will not adjust leave records at the end of the current fiscal year (June 30, 1979) and will allow accrual to continue until Dec. 31, 1979.

Retirement Age Raised by Regents

The mandatory retirement age for University System of Georgia employees has been changed from age 67 to 70, effective Jan 1, 1979.

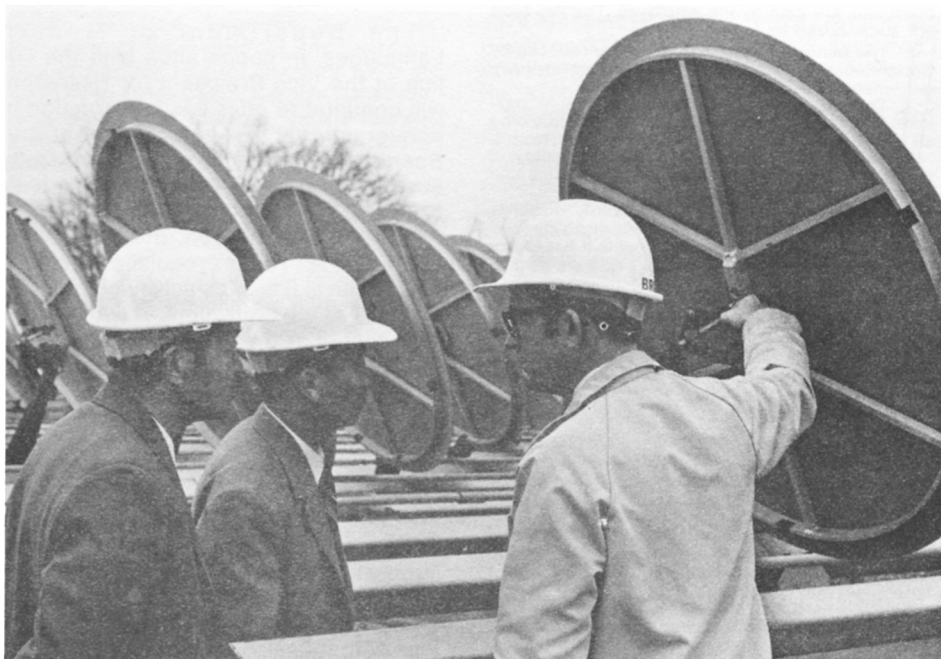
The Board of Regents authorized the change at its Dec. 13 meeting.

Federal legislation permits an earlier mandatory retirement age for tenured faculty members. The action taken by the Board does not provide for this exception. All employees will have the same mandatory retirement age.

News Bureau Seeks Speakers/Experts

The Tech News Bureau continues its search for faculty and staff members who are able and willing to speak to the media or civic groups on any subject. Names and subjects will be compiled into a Speakers/Experts Bureau brochure.

If you feel you are qualified to speak on any subject (your major field, hobby or other interest), please contact Charles Harmon or Brian Hamilton at ext. 2452.



Dr. Tom Brown of Georgia Tech's Engineering Experiment Station discusses Tech's developmental work in solar energy with Professor Wei-Chiu Lou (L) of the Shanghai Mechanical Engineering Institute and Professor Tsan-Jen Lu of Tientsin University, both of the People's Republic of China. The professors were on campus Dec. 19, several days after President Carter's announcement of the establishment of full diplomatic relations with the People's Republic.

Cancer Insurance Called Adequate

The Faculty Benefits Committee has determined that present health coverage for cancer (up to \$250,000 lifetime) is adequate and an additional protection policy need not be offered to Georgia Tech faculty as a group plan.

The committee says additional plans are available for purchase on an individual basis.

**Annual Report
Faculty Benefits Committee
1977-78
Social Security**

The Faculty Benefits Committee held several in depth discussions of the advisability and possibility of withdrawing from the Social Security System. Persons at the Board of Regents and Teacher Retirement System were contacted and their inputs discussed. The key considerations seem to be:

1. The retirement benefits provided by Social Security could be easily replaced by commercial insurance.

2. The disability and survivor benefits provided by Social Security would be very difficult to replace by commercial insurance.

3. The whole Board of Regents entered the Social Security System as a unit in 1951; therefore, by law, the whole Board of Regents must leave as a unit and individual parts of the Board of Regents such as Georgia Tech could not leave on their own.

4. The Social Security System has been significantly changed each year of its existence. Thus the future benefits and payments are unknown, resulting in a poor basis for recommended action.

5. Most "experts" believe that the Social Security System must eventually use general tax funds to fund the system. If that were the case and we were not part of the Social Security System, we would pay for benefits we did not receive.

6. Several major groups which have filed an intention to leave the Social Security System, have decided not to leave after in depth analysis of the alternative forms of insurance.

7. Many of the disadvantages and loop holes in the Social Security System are slowly being corrected, resulting, possibly, in a more attractive system.

8. The welfare provisions, i.e., benefits paid for no worker contributions, still must be removed from the Social Security System.

Based on these considerations, the committee recommends that Georgia Tech not request the Board of Regents to withdraw from the Social Security System.

PROFESSIONAL LIABILITY COVERAGE

The committee studied the professional liability coverage insurance, an employer paid benefit. The Board of Regents recently self insured this insurance with some drastic modifications to the previous policy. The Faculty Benefits Committee's major concerns are:

1. The maximum coverage is now only \$100,000, a substantial reduction from the previous value of \$1,000,000. An increase to at least the previous value is urgently needed.

2. The disclaimers and exceptions with regard to nuclear materials make this policy almost worthless in the nuclear area.

RETIREMENT BENEFITS

The committee has over the last five years studied the Teachers Retirement System and has worked with the Board of Regents, the Teachers Retirement System, the University System Benefits Committee, and the Committee of Concerned Educators on

Georgia Teachers Retirement. The scope of the activities are summarized as follows:

1. The trade-off between increased salaries and increased retirement benefits. For a fixed amount of additional money which would be most beneficial?

2. Improvement in retirement benefits. For a fixed amount of additional money for improvement in retirement benefits, which specific parts of the retirement benefits are improvements most needed? Needed improvements are:

A. Increase Retirement Formula Percentile from 1.84 to 2.0.

B. Increase inflation factor from a maximum of 3 percent per year to equal average salary increases of employees covered by TRS.

C. Reduce number of consecutive months from 60 to 24 for computation of maximum average salary.

3. Ascertain whether employee contributions to TRS are earning a good investment return with maximum safety. Investments in real estate should be discontinued in favor of A rated or better securities.

4. Tax shelter employee contributions to TRS. Little or no cost would be incurred by TRS and would result in an immediate employee savings of from 1 percent to 2.5 percent of annual salary, each year.

5. Optional retirement systems and portability of both employee and employer retirement fund contributions. An employee should be free to select other bona-fide retirement plans, including the many tax shelter plans. Funds from the TRS system should be transferrable to other plans, especially upon termination of Board of Regents employment. This change in the TRS would cost large sums of money due to the fact that not all employer contributions go in an employee's account but instead some goes to pay current retirees.

LONG TERM DISABILITY

The committee carried out an in depth analysis of our long-term salary continuance insurance policy (disability insurance). This insurance is optional and premiums are paid by the employee. The key facts are summarized as follows:

1. The benefits of this insurance are reduced by Social Security disability payments and by teacher's retirement disability payments.

2. This insurance guarantees a minimum payment of between \$75 and \$100 per month depending on salary level.

3. This insurance pays 60 percent of salary in absence of Social Security disability payments and Teacher's Retirement disability payment.

4. In the presence of Social Security disability payments and Teacher's Retirement disability payments, this insurance will add benefits if necessary to bring the total to a maximum of 70 percent of salary.

5. Most employees with eight years of Social Security service and five years of Teacher's Retirement service with current (1978) salaries less than \$21,000/year will receive only the minimum benefit from this insurance. Higher salaried employees will receive more than the minimum reaching approximately \$400/month for an annual salary of \$30,000/year.

6. Employees with significantly less years of employment will receive more than minimum payments approaching 60 percent of salary for zero years of employment.

7. This insurance is available to all employees at Georgia Tech, both blue collar and white collar workers. A more favorable plan could be obtained for white collar workers but no company will write a blue collar only policy.

The committee recommends continuance of the present policy and recommends this insurance especially to young employees not eligible for full disability benefits under Social Security and Teachers Retirement System.

BENEFITS COMPARISONS

A compilation of the faculty fringe benefits of 96 universities by the Office of Institutional Research, Virginia Polytechnic Institute and State University dated May 1978 was studied. Georgia Tech was one of the 96 universities participating in the survey. This compilation revealed two areas where Georgia Tech benefits were below average as follows:

1. Almost all universities had full vesting of both employee and employer retirement contributions, some immediately, some after a waiting period. Georgia Tech has no true vesting of employer retirement contributions, a very significant benefit if the employee leaves Georgia Tech before retirement age.

2. Most employee life insurance benefits were substantially greater than the Georgia Tech benefit. Most life insurance benefits were multiples of annual salary, the most common was approximately one and one-half times annual salary.

Although most universities, like Georgia Tech, did not have employer paid dental insurance, a substantial number of universities anticipated that they would have employer paid dental insurance within the next five years.

Foreign Languages Offered to Faculty, Staff

The Department of Modern Languages, in cooperation with the Office of the Vice President for Research, will continue to offer basic instruction in conversational French, German and Spanish. It is free of charge to faculty and staff except for the price of the textbook.

Level I was offered during the fall quarter 1978. The prerequisite for enrollment in level II is satisfactory completion of level I or the equivalent — two years in high school or one year in college. Level III will be offered spring quarter and level IV in summer quarter.

Participants must pass a final examination on each level before being permitted to enroll for the subsequent level.

Although level II began last week, those interested may still enroll by calling the departmental office at 894-2425.

Nichole Mills instructs French from 8 to 9:30 a.m. every Monday, Wednesday and Friday. Michael Nuedling teaches German daily from 8 to 9 a.m. and Maria Lewis instructs Spanish every Monday, Wednesday and Friday from 12 to 1:30 p.m.

For more information contact the departmental office.

Tech Praised By SACS

Georgia Tech was "commended for progress it has made in the last five years" by the Southern Association of Colleges and Schools, the organization responsible for Tech's reaccreditation.

The commendation was made by the Committee on Standards and Reports for Institutions at Levels II-V after it reviewed the Fifth-Year Report submitted by Tech in August. The Fifth-Year Report is part of the ongoing process of self-study necessary for reaccreditation.

People and Presentations

The Georgia Tech library staff have been attending a number of conferences. The Southeastern Library Association-/Southwestern Library Association Joint Conference was attended by several staff members. Pre-conference and conference sessions on Professional Effectiveness were attended by **Mary Mac Thigpen** and **Helen Walzer**. **Mildred Emmons** served as chairperson of the Resources and Technical Services Section. Regular sessions were attended by **Beatrice Caine**, **Carolyn Dallavalle**, **Judith Dyer**, **Jean Kirkland**, **Jackie Marvin**, **Nancy Ray** and **Kathryn Sharp**. **Janifer Meldrum** attended The Library and Information Technology Association Institute on Closing the Card Catalog held in New Orleans. The Association of Information and Dissemination Centers Meeting and Workshop on Interchange Specifications for Bibliographic Data Bases was attended by **Ruth Hale** and **Kirkland**. They also visited the Center for Research Libraries in Chicago. Hale also attended the American Library Association/Library Information Technology Association Michigan Library Consortium Institute held in Arlington, Va. **R. Jean Price** was invited to address the Special Library Section on Georgia Tech COM CATALOG at the Mississippi Library Association meeting held in Jackson, Miss. Her topic was "The Future of the Catalog: Georgia Tech's Solution."

There are a number of announcements concerning AE staff members. **R.F. Browner** recently participated in the ASTM Committee E-19 meeting held in Atlanta. **B.T. Zinn** attended the Annual Conference of the National Fire Prevention Administration and attended a meeting of the Board of Visitors for the National Fire Academy in Seattle. **L.W. Rehfield** was in Chicago to present a paper coauthored with **R.P. Briley** entitled "Dynamic Environmental Effects on Aerospace

Materials" at the ASCE meeting. Rehfield was also in Dayton to attend Air Force Composites Review and to make a presentation. **D.P. Giddons** and **R.F. Mabon** attended the 31st Annual Conference on Engineering in Medicine and Biology held in Atlanta. **R.G. Roper** presented a paper entitled "The Effect of Polar Stratwarms On The Winds At Mesopause Level in Midlatitudes" at the American Meteorological Society Conference on the Upper Atmosphere, Boston. The following is a listing of recently published papers. "Computation of Two-Dimensional Potential Flow Using Elementary Vortex Distributions," **P. Raj** and **R.B. Gray**, *Journal of Aircraft*, Vol. 15, No. 10, October 1978, pp. 698-700. "Influence of Moisture Absorption/Elevated Temperature on the Dynamic Behavior of Resin Matrix Composites," Advanced Composite Materials-Environmental Effects, ASTM STP 658, 1978, pp. 221-233, **G. Maymon**, **Briley**, and **Rehfield**. "Driving of Combustor Oscillations by Gaseous Propellant Injectors," paper presented at the 17th International Symposium on Combustion in Leeds, England, August 1978, **B.A. Janardan**, **B.R. Daniel** and **Zinn**. "Boundary Integral Solutions of Three-Dimensional Acoustic Radiation Problems," co-authored with **W.L. Meyer**, **W.A. Bell** and **M.P. Stallybrass**, published in *Journal of Sound and Vibration*, 1978, pp. 245-262, **Zinn**. "Radio Meteor Winds Measured Over Atlanta (34N, 84W) August, 1974-December 1977," Final Technical Report on GT Project No. E-16-668, funded by Atmospheric Research Section, NSF Grant No. ATM 75-14414, **Roper**.

William L. Fash, Arch., participated in the Alabama State A.I.A. Awards Jury at Auburn University and attended the Alabama American Institute of Architects State Convention. He also served as a member of the visiting team of the National Architectural Accrediting Board, North Carolina State University School of Design.

Alfred Schneider, NE, was elected chairman of the Nuclear Engineering Division of the American Institute of Chemical Engineers. **Monte Davis**, **R.A. Karam**, **W.M. Stacey, Jr.**, **J.H. Rust**, **J.D. Clement**, **L.E. Weaver**, **A. Schneider**, **M.A. Abdou**, and **El-Derini**, all of NE, attended the Annual Meeting of the American Nuclear Society held in Washington.

Lt. Col. Wayne B. Davis, PMS, gave an address on the Georgia Tech Army ROTC program at the luncheon meeting of the Atlanta Lions Club. Col. Davis was introduced by **Donovan Young**, ISyE, a recently elected board member of the Atlanta Lions Club. Highlights from Col. Davis' talk constituted the feature article of the November 24 issue of *Lionews*.

There are several announcements from IM. **Larry Davidson** (a Tech graduate and Assistant Professor, Indiana University) and **Bill Schaffer** presented a paper on "Methods of Assessing the Economic Impact of Festivals"

at the Annual Meeting of the Association for University Business and Economic Research. **Myron Slovin** presented a paper, "Thrifty Institutions, Regulation, and the Effectiveness of Monetary Policy," at a session of the meetings of the Southern Economic Association held in Washington. He also presented a paper, "Risk and the Demand for Money," at the meetings of the Econometric Society in Chicago.

There are several announcements from Soc. Sci. **Daryl E. Chubin** has been named to the Editorial Advisory Board of *Scientometrics: An International Journal for all Quantitative Aspects of the Science of Science and Science Policy*, edited in Hungary, published by Elsevier. **Stanley R. Carpenter** presented the paper "Weakening the Work/Leisure Distinction" to the Georgia State Philosophy Club. **R.C. McMath** co-chaired a conference on southern communities in the 19th century, which was held in Chicago. He also signed a contract to co-author an American history text with **Arthur Link** of Princeton and **Stanley Coben** of UCLA. **Melvin Kranzberg** was interviewed on the "Perspectives" program of the Voice of America. The interview was on the topic "Technology and the Arts."

There are a number of announcements concerning EE faculty members. **T.K. Gaylord** and **Robert Magnusson** were in San Francisco to attend the Optical Society Meeting and to present papers entitled "Multiwave Coupled Wave Theory: Modal Equivalence and the Analysis of General Gratings" and "Diffraction Efficiencies of Thin Phase, Amplitude, and Mixed Transmission Gratings." **E.W. Kamen** was in Charleston, S.C. to present an invited paper entitled "Control of Large Discrete-time Systems Defined Over a Ring of Shift Operators" at the 761st meeting of the American Math Society, which met at the College of Charleston. **W. Marshall Leach, Jr.** attended the Audio Engineering Society Convention in New York at which he presented two papers. **G.K. Huddleston** was in Melbourne, Fla., to attend a meeting of the Technical Papers Committee for 1979 FAA Workshop on Lightning and Grounding. **R.W. Schafer** was in Tampa, Fla., to present a lecture at the University of South Florida and attend the formal opening of the Chapter of IEEE ASSP Society. Leach was also in Gainesville, Fla., to present an invited seminar on audio amplifier design at the University of Florida Graduate EE Seminar. **G.P. Rodrigue** was in New York to attend the IEEE Publications Board Meeting as Division IV Representative. **Aubrey M. Bush** was in Birmingham, Ala., to attend the IEEE National Telecommunications Conference.

Cliff Bragdon, City Planning, presented a paper at the Acoustical Society of America and Acoustical Society of Japan, Honolulu, on "Sleep Interference: A Need For Reevaluation."

CALENDAR

MONDAY, JANUARY 15

Student Center Art Gallery presents George Evelyn through Jan. 19.

Last day to apply for Co-op Division

OCS Seminar: "NOS Control Language," 3:30 p.m., 242 Rich Bldg.

Women's Basketball vs. Tennessee Temple, 7 p.m., home

TUESDAY, JANUARY 16

General Faculty Meeting

Men's Basketball vs. Memphis State University, away

WEDNESDAY, JANUARY 17

OCS Seminars: "Debugging Techniques," 3:30 p.m.; "NOS Control Language," 7 p.m. Both to be held in 242 Rich Bldg.

Movie: "The Gold Rush," 7 p.m., EE Auditorium, 25 cents admission.

Wrestling vs. Georgia, 7:30 p.m., home

THURSDAY, JANUARY 18

Career Day/Society of Black Engineers

OCS Seminar: "NOS Beginning Timesharing," 3:30 p.m., 242 Rich Bldg.

Women's Basketball vs. Erskine, 5:45 p.m., home

FRIDAY, JANUARY 19

Swimming vs. Tennessee State & Tulane, 4:30 p.m., home

Movie: "Saturday Night Fever," 7 & 9:30 p.m., EE Auditorium, 75 cents admission.

Gymnastics vs. University of Georgia, 7:30 p.m., away

SATURDAY, JANUARY 20

ACU-1 Campus Tournaments through Jan 21. Wrestling, The Citadel Tournament, Charleston, S.C.

Swimming vs. Wake Forest, 2 p.m., home
Women's Basketball vs. North Carolina at Asheville, 5:45 p.m., home

Movie: "Saturday Night Fever," 7 & 9:30 p.m., EE Auditorium, 75 cents admission

Men's Basketball vs. Morris Harvey, 8 p.m., home

MONDAY, JANUARY 22

Student Center Art Gallery presents Gene Allcott through Feb. 9

Speaker: Col. Ben Purcell, topic "Five Years as a Prisoner of War," 11 a.m., room 2, SST Bldg.

OCS Seminar: "NOS Beginning Timesharing," 7 p.m., 242 Rich Bldg.

Women's Basketball vs. Tift, 7 p.m., away.

Job Vacancies

The following positions are available to eligible staff members. Detailed information for specific job openings may be obtained through a personal interview in the Personnel Office, room 201, Knowles Building. Appointments only. **(Georgia Tech is an Equal Opportunity/Affirmative Action Educational Institution.)**

General Clerical

Clerk I (three positions)
Clerk II (two positions)
Clerk Typist II
Clerk Typist I (part-time)
Secretary (four positions)
Senior Secretary (seven positions)
Secretary (part-time)
Administrative Secretary (two positions)
Technical Typist (two positions)
Library Assistant I (two positions)

Financial Accounting

Accounting Clerk (two positions)
Accounting Assistant (two positions)

Purchasing — Stores — Property

Stores Clerk I

Mail — Printing — Editorial

Duplicating Equipment Operator I
Compositor

Data Processing

Computer Production Coordinator
Computer Operator I
Programmer III
Systems Designer I

Administrative — Managerial

Staff Assistant

Laboratory & Technical

Radioisotopes Lab Specialist
Mechanical Technician I
Mechanical Technician III (two positions)
Assistant Machine Shop Manager
Machine Shop Manager
Electronics Technician III
Chemical Technician I

Public Safety

Public Safety Officer

Medical — Medical Support

Registered Nurse I (part-time)

Building Operations & Maintenance

Machinist (two positions)
Carpenter I
Boiler Operator I
Groundskeeper I

Drafting — Estimating and Designing

Engineering Drafter I

Administrative & Student Affairs

Department Manager — Administrative
Research Engineer (two positions)
Director — Administrative (two positions)
Assistant Director
Research Technician III
Postdoctoral Fellow
Electronics Specialist
Property Control Officer
Assistant to Director (STI)

Essay Writing Contest Underway

Faculty members are encouraged to invite their engineering students to enter an essay writing contest for Metro Atlanta engineering students which is sponsored by the 1979 National Engineers' Week Committee of the Georgia Society of Professional Engineers.

Essays are to be based on this year's E-Week theme... "Engineers-People Bringing Purpose to Progress."

A cash award of \$100 will be made to the student whose paper is judged to be the best submitted.

For more information contact Ginny McCann at ext. 3354.

WHISTLE

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