Best Bee of the Month – Gerry Casper!

Congratulations to Gerry Casper for being selected as the Best Bee of the Month for February.

Here is some of what Gerry’s nominator had to say: Gerry worked very hard on the organization of the RCTC Family Fund benefit to raise money to assist employees who were facing difficult circumstances. In addition to coming up with the idea to have a benefit, Gerry secured the support of the committee, recruited employees to participate, assisted these employees in many ways if needed for their performance, handled other production tasks, served as emcee, etc. etc.

Gerry will receive an “up front” parking spot at UCR for the month of February. Thanks, Gerry, for helping make RCTC great!

Reminder

Donations, as part of Bonnie Mercer's sabbatical assignment to a global mission site in Mexico, will be collected in CF205 (Marketing Department) through Thursday, February 3. Items needed include: school supplies (tablets, pencils, crayons, markers, colored construction paper, etc.) and light medical supplies (band-aids, first aid cream, gauze, etc.). All of the materials will go directly for the children's use.

Additional Blood Drives on Campus

Due to current low blood supplies, Mayo Clinic is holding an additional Blood Drive on campus.

Monday, January 31 and Tuesday, February 1
8:30 am - 12:30 pm
Rockenbach Gym - note location change

If you have not donated blood within the last 56 days, please consider donating. To schedule a specific time, call the Blood Bank at 284-4475. Walk-ins are welcome.
Marketing Fact

At RCTC, roughly 56% of new Fall 2003 students did not re-enroll in Fall 2004. Nationally, 48% of public two-year college freshmen, according to a 2002 institutional survey, did not return to the college for their sophomore year. This is compared to a 32% dropout rate for public baccalaureate colleges, 31% for public master’s/first professional-degree granting institutions, and 24% for public doctoral degree-granting universities. (ACT, Inc., 2002)

Upward Bound Summer Positions
June 6 - July 7, 2005

Half-day, 8:00 - 12:10, Monday - Thursday, $1500

English Composition, 4-morning classes, same material (one advanced)

Math Instructor, 4-morning classes, all levels up to calculus

1 hour per day, 1:50 - 2:40 PM, Monday - Thursday, $400

Science/Marine Biology, 4-morning classes (one advanced)

Please call Molly Rohe, 280-2931, if you have any questions. Please submit a letter of interest, addressing your qualifications for the position, along with a current resume by March 4, 2005 to: Upward Bound, Box 53.

Condolences

Condolences are extended to Audrey Lidke whose father-in-law, Everett Lidke, passed away on January 24th. Our thoughts are with Audrey and her family.

It is with sorrow that we announce the passing away of Richard T. 'Dick' Vessey (Culinary Arts Instructor at Rochester Area Vocational Technical Institute in the 70s and 80s) on January 19th. Our thoughts are with his family.
Supalla’s Scribblings

Higher education, hit hard in the last biennial budget, was treated more generously in the Governor’s recent budget recommendation. University of Minnesota President Robert Bruinicks called the recommendation strong support in difficult times. The University of Minnesota system would receive about $105.5 million of the $126 million in new funding it sought, plus $15 million for the biotech and genomics partnership with Mayo. Pawlenty’s recommendations do away with automatic funding increases tied to rising enrollments at the both the University of Minnesota and Minnesota State Colleges and Universities. That recommendation would cost the University $74 million and MnSCU almost $131 million. The Governor gives MnSCU $107.5 million in new funding, or about $80 million less than it has requested. Chancellor McCormick said he was pleased that the recommendation recognizes priorities. But officials said the loss of funding that helps with increasing enrollments will pressure the system. Specifically for MnSCU, the Governor has recommended:

- $50 million to implement MnSCU’s allocation model
- $20 million to create and support “Centers of Excellence” in fields such as manufacturing technology, science and engineering, health care, information technology, business and teacher education.
- $5 million in compensation funds to be used specifically to support the faculty and staff at Centers of Excellence.
- $5.5 million to fully support MnSCU’s proposal for an “Innovations Fund,” that would provide seed money to support and develop emerging programs and curriculum, matching community and private sector funds
- $14 million to continue to strengthen MnSCU’s efforts in distance and on-line learning
- $10 million to support MnSCU’s initiative to meet critical state needs in nursing by increasing enrollment in nursing programs, recruiting more nursing faculty and expanding distance learning in nursing and healthcare
- $3 million to support full time farmers and small business owners in management education programs
- $3.2 million to establish an independent, publicly incorporated postsecondary education institution in Rochester

On Friday, January 21, the GRAUC Board of Directors endorsed accelerating the growth of the University of Minnesota Rochester. In the plan, RCTC retains its historic role for workforce development, and UMR assumes management of all baccalaureate, graduate and professional programs in Rochester. The action follows a six-month effort of GRAUC’s UMR Growth Committee which was charged with developing a plan to accelerate the growth of the UMR. The UMR Growth Committee envisions a unique and distinctive “south bank” branch that is designed to leverage existing resources, with signature programs in health sciences and technology. Degrees will be conferred by the University of Minnesota. GRAUC Board Chair Jim Clausen hailed the Governor’s leadership in proposing that the Rochester area take greater control over its own higher education destiny, and creating a university in Rochester that could better serve the needs of students, the community and Minnesota’s high tech industries. Clausen has appointed a special committee to meet with representatives of the Governor to implement the Board’s action. Members of the committee include:

Al Berning, PEMSTAR Chair of the Board
Sandy Keith, MN Supreme Court Former Chief Justice
Kathy Meyerle, Mayo Clinic Legal Counsel
Kevin Pitzer, Olmsted Medical Center CEO
Jim Clausen, GRAUC Chair of the Board

Al DeBoer, Chair of GRAUC UMR Growth Committee
Sandra Means, Rochester City Council Member
Valerie Pace, IBM External Relations Manager
John Wade, Rochester Chamber of Commerce President

Thanks to all who helped make Senator Coleman’s COMPETE Summit, held at UCR on January 24, a great success. The COMPETE Act of 2005 is geared to making Minnesota and the United States more competitive in the global marketplace to create and keep jobs here in the United States. The COMPETE Act (also known as the Collaborative Opportunities to Mobilize and Promote Education, Technology, and Enterprise Act) is focused on examining ways to keep America ahead of the curve in global competition. The Senator and his staff had very positive things to say about the staff, facility, technology support and collaborative efforts already underway at UCR.
Since September 11, 2001, Edina native Mike Hurley has spent much of his time in Afghanistan, wearing a bulletproof vest and carrying an M-4 assault rifle and automatic pistol. After working with the CIA and helping search for Osama Bin Laden, Hurley is back in Washington, DC, working as a senior staff member on the commission investigating the terrorist attacks that sent him overseas. Michael has developed a reputation as a national expert on counter terrorism. You're invited to a free lecture by Michael Hurley on February 1, at 11 a.m., in Hill Theatre.

Thought for the Week…

"The best thing about the future is that it only comes one day at a time."
- Abe Lincoln

Make certain that you plan to participate in “It’s a Jungle Out There”…RCTC’s February 15 Student Success Day!

Don

"You Are Invited"
The Rochester Orchestra and Chorale will be presenting a concert on Saturday, February 5th, 7:30PM at the Mayo Civic Center Presentation Hall. The concert will feature "Interconnections", a music composition by RCTC faculty member Kevin Dobbe. The work was written during Kevin's sabbatical and is a work for full orchestra and choir in honor of Rochester's sesquicentennial celebration.

Congratulations!
The American Library Association's Booklist has chosen Fan Shen's book Gang of One: Memoirs of a Red Guard (along with other books) as its "Editors Choice for 2004." Congratulations, Fan!

Scholarship Available
The Minnesota Indian Scholarship Program applications are available in the RCTC Foundation Office HC 109 or on the web: http://www.education.state.mn.us (click MDE Program-then School Choice-then Indian Education-then Higher education scholarship. CRITERIA: Documentation of Indian Ancestry must accompany the application if you are from a tribe other than MN Chippewa Tribe or Red Lake Band of Chippewa Indians. DEADLINE: July 1, 2005
Rochester Community and Technical College  
Administration and MAPE Meet and Confer  

Minutes for Tuesday, November 30, 2004 – 2:00 p.m. – AT109

Present: Administration Arntson, Cram, Gilsrud, Hansmann, Supalla
        MAPE Charon, Dougherty, T. Kromminga, Krusmark (Chair), Rogne
Recorder: Kingsbury

ITEM 1 (M) Winter Break Campus Closing – Dougherty announced discussions with other MAPE Business Agents indicate no other encounters have occurred regarding campus closings during the winter break, noting it may be occurring, but nobody is aware of it. Supalla distributed copies of the Holiday and Summer Institutional Closing Practices Survey conducted by MnSCU in 2004, which reflects other campuses did close during the 2003-2004 winter break. Arntson announced discussions with MnSCU resulted in confirmation that no contract violations are occurring with the proposal by RCTC to close and reassign employees where essential work is needed. In addition, MnSCU has confirmed no bargaining unit owns the work and a four-day assignment doesn’t change classifications. Supalla also distributed copies of the UCR Campus Closing During Winter Break Staff Survey, conducted in February of 2004, which clearly states 70% of the employees supported a similar closing for 2004/2005. Based on the information received from MnSCU and the results of the UCR survey, Supalla announced RCTC will close December 24, 2004 through January 2, 2005, and employees will be reassigned to essential duties during the closing. Krusmark announced he shared alternative suggestions for work assignments with Arntson, noting the suggestion included working in the Sports Center as directed by administration, working in the Sports Center on special projects, working from home on special projects authorized by supervisor/administration, working extra hours prior to the closure to use during the closing, and working in their work areas (if accessible). Supalla responded the suggestions will be reviewed at an upcoming RCTC Leadership Cabinet meeting, and taken under consideration on a case-by-case basis. Kromminga also requested special consideration be given to the hours of work at the Sports Center for those with extenuating circumstances (i.e. daycare issues.) Hansmann and Supalla responded those issues would be taken under consideration, but administration must also meet the College’s needs, and working evening hours to handle clean-up from day events will be considered essential responsibilities. Arntson requested all extenuating requests be channeled through the employees’ supervisors and forwarded to administration for consideration by December 8, 2004. Action: Hansmann and Gilsrud will meet with MAPE representatives on December 8 at 11:00am to review extenuating requests.

ITEM 2 (A) State Vehicle Availability and Reimbursement Rate for Out-of-State Travel Update – Hansmann announced recent changes to the liability coverage for state vehicles has been made, resulting in the allowance of state vehicles to be used for out-of-state travel. Action: Information Only.

ITEM 3 (M) Ongoing Rodent Problem in Offices Update – Hansmann announced an e-mail would not be going out regarding the rodent problems on campus because it may result in more concerns than necessary. Rogne agreed, adding the rodent and restroom concerns would be forwarded to the Facilities, Safety, Grounds and Security Committee for resolution. Action: Information Only.

Adjourned at 2:35 p.m.

Next Meeting: To Be Announced
Rochester Community and Technical College  
AFSCME Labor/Management  
Minutes for Thursday, December 16, 2004 – 9:30 a.m. – CF206

Present:  Administration: Bequette, Cram, Gilsrud, Supalla, Weber  
AFSCME: Clark, Conway, Edwardy, Kiehne, Lunning, Martin (Business Agent), O’Dea, Staloch, Tucker  
Guest: Berg  
Recorder: Judy Kingsbury

ITEM 1 (AFSCME) Possible Outsourcing and ITEM 2 (Admin) UCR Closing – Martin indicated rumors were going around that administration would outsource custodial work during the campus closing if inadequate staffing resulted because of requests for vacation. Although Council 5 appreciates the gesture of administration to not force employees to work during the break, a conversation with AFSCME representatives before considering outsourcing would have been appreciated. Supalla apologized for not discussing the outsourcing possibility with AFSCME, and agreed to hold appropriate conversations with AFSCME representatives next year if inadequate staffing is the result of the campus closing in 2005-06. Tucker added he believed the issue was lack of communication regarding the hours of work needed during the break, rather than the rumor of outsourcing. Berg responded the work schedules created during the closing this year will be used as a resource in the future so the number of employees and the hours needed will be known earlier next year. Action: Administration will discuss any possible outsourcing with appropriate union representatives if considered during upcoming campus closings.

ITEM 2 (AFSCME) Confidentiality – Clark stated members of the maintenance department have shared concerns that confidential information about the maintenance department was being discussed by another department. Supalla wasn’t aware of the specifics, but will inform members of the other department that confidential matters must not be discussed. If the practice continues, more specifics will be shared with administration. Action: Supalla will share the concerns about discussing confidential matters with appropriate personnel.

ITEM 1 (Admin) Budget - Supalla announced preliminary budget figures have been calculated for FY06-07. Although enrollment increased during Fall Semester 2004, it appears RCTC will not make the Spring Semester 2005 projections and midterm starts are being considered to increase the enrollments. If enrollments do not increase, expenditure reductions in R&R and capital purchases may be necessary. No staffing changes are anticipated for FY05. Martin shared his appreciation for the update and encouraged AFSCME members to lobby wherever possible for an increase in state appropriations for public higher education. Action: Information Only.

ITEM 3 (Admin) Search Committees – Supalla announced search committees have been formed for numerous faculty postings, OAS, OAS-Intermediate, and two General Maintenance Workers (GMWs) positions. Berg stated one GMW posting is a Tuesday through Saturday schedule (which will include seven months on the grounds crew on the first shift and five months as a floater). The other GMW position is a Sunday through Thursday schedule. Berg also announced a temporary electrician will be hired to replace Yankowiak, who has been granted a leave of absence. Martin questioned if the two GMW positions could be posted as four-10 hour days to be more attractive for candidates. Berg responded the needs of the positions are to float where coverage is needed, hence the necessity for five day shifts, but agreed to take the suggestion under advisement. Martin also questioned why the position working seven months on the grounds wasn’t being posted as a Groundskeeper. Berg agreed to reconsider the classification. Supalla added that administrative conversations have occurred to consider reclassifying the current GMWs working on the grounds. Martin noted AFSCME’s interest in being involved in the classification for newly established positions, and current classifications may be audited upon the request of the employee. Martin suggested the classification for the position that includes groundskeeper work for seven months should be reconsidered before posted. Supalla questioned if the position could be posted with a notation that it is pending a classification audit. Martin responded it wouldn’t be possible because it would affect contractual bidding rights. Further discussions occurred on an internal posting process. Martin agreed to meet with Berg and the Human Resources Department to clarify the agreement and contractual posting/bidding requirements. Staloch added, if the positions aren’t posted at the same time, eligible employees may hesitate to apply for one position until they know what the classification is for the other. Martin responded if an employee successfully bids on a position, they are eligible to bid on the other position if it is a different classification, but not if it is the same classification. Action: Martin will meet with Berg and the Human Resources
Department staff to clarify any questions on the posting process. Berg and Supalla will revisit the classifications of the two new positions and current GMW positions assigned to the grounds. Berg will visit with the Second Shift Supervisor on the efficiency of posting the positions as four-10 hour day shifts.

ITEM 4 (Admin) Switchboard – Supalla announced discussions have been held regarding the capabilities of the current switchboard technology and the dissatisfaction of the public, switchboard operator and employees about the cumbersome voicemail maze. Recent investigations have determined, for a nominal $100 fee, the staff directory for voicemail boxes can be automated. This new feature will allow the Switchboard Operator to focus her attention on those individuals calling the 800 number. Supalla reiterated this new technology is not being installed to eliminate a position, but rather the Switchboard Operator supports the new technology to make it more user friendly. The new technology should be installed in a few months. Kiehne questioned if there has been any consideration to assist the Switchboard Operator with the noise in her area. Cram responded the computers, currently located behind the Switchboard workstation, will be moved to the student services area, and a new headset has been purchased to assist the Operator in answering incoming calls. Supalla stated the reality is the area is a “gathering spot” for students and comments have been made by the community about the diversity and activity the area displays, re-enforcing that the campus has a “university environment.” Kiehne suggested some type of noise abatement be installed (perhaps a glass surrounding similar to the Cashier’s Office) to reduce the noise level. A suggestion was made that chairs be added to the area to discourage students from lying on the floors, and that student government should look into the concerns and offer their recommendations. **Action:** Information Only.

ITEM 5 (Admin) Online Performance Evaluation – Supalla announced the pilot online performance evaluation process appears to be successful according to the verbal feedback received, and questioned if AFSCME would support full implementation. Martin requested a more formal survey be conducted by both the employees and the supervisors before supporting full implementation. Kiehne shared concerns that the questions are not specific as it relates to an individual’s job responsibilities. It was also noted that the evaluators are mutually agreed upon by the employee and their supervisor, and even though the pilot has reflected only employee-selected recipients of the evaluation, the opportunity is there for the supervisor to also assist in the selection of the evaluators. O’Dea reminded everyone that the survey is a tool and only one part of the process for a performance review. **Action:** Arntson will be requested to conduct a formal survey of both the employees and the supervisors and share the survey results at the next meeting.

Adjourned at 10:30 a.m.

**NEXT MEETING:** Monday, February 14, 2005 – 10:30 a.m. – AT109