Baldrige Banterings - Staff Development
Tentative Agenda for Tuesday, Feb. 29, Staff Development Session - MH223
2:00-2:05  Welcome and opening remarks
2:05-2:15  Dragnet –The Sequel
2:15-2:35  Rapid Response Successes
2:35-2:55  All-college Committees - Update
2:55-3:10  NCA (College Accreditation) Report
3:10-3:15  Rapid Response II Overview and Directions
3:20-3:40  Rapid Response Sessions (food provided)
3:45-3:55  Feedback from Rapid Response
3:55-4:00  Next Steps

As before we have targeted specific institutional improvement opportunities and will form faculty rapid response teams to brainstorm for ideas.

Read Across America
“A person’s a person, no matter how small,” Theodore Geisel, a.k.a. Dr. Seuss, would say. “Children want the same things we want. To laugh, to be challenged, to be entertained and delighted.” To mark Dr. Seuss’s 96th birthday, the National Education Association is again celebrating “Read Across America” on March 2nd. As part of RCTC’s pledge, Don Supalla and Gregg Wright will be reading Dr. Seuss books to the children in the Civic League Day Nursery. If you would like to show support for the “Read Across America” Program, stop in the President’s Office, Room: SS202, and pick up a “Read Across America” sticker. You can also find an interactive learning environment, guided by your favorite Seuss characters, by going to: http://www.nea.org/readacross/games.html. The “Read Across America” program sends a message to children that reading is important. Join us and help rekindle a passion for reading among our children.

RCTC Open Forums
Mark your calendars now for the next RCTC (Rumor Control Through Communication) Open Forum scheduled for Thursday, March 2. The forums will be held at 11:30am (UCR-CF202) and 3:30pm (Heintz Center - B117). This forum is an opportunity for all interested employees to discuss concerns and share ideas and information with the RCTC Cabinet in an informal setting.
COMING AND GET IT!

Taher, Inc.

REGULAR HOURS
DINING ROOM - UCR Commons
HEINTZ CENTER SNACK BAR - Heintz Ctr.
Mondays - Fridays: 7:30 a.m. to 1:30 p.m.

SPECIALS THIS WEEK!
Panini - vegetable and cheese
Wrap - southwestern chicken
Grill - chicken cordon blue sandwich

UCR Dining Room
Monday
Beef roll/wild rice, noodles, veggie, roll
Baked chicken, noodles, veggie, roll
Chicken noodle soup

Tuesday
Chicken Caesar salad, French bread
Stuffed cabbage roll, mashed potatoes, roll
Split pea with ham soup

Wednesday
Baked lasagna, garlic toast, mixed salad
Roasted pork, sweet and white potatoes
Vegetarian vegetable soup

Thursday
Chicken pot pie
Shrimp basket, fries, 20 oz. drink
Cream of potato soup

Friday
Soup and salad bar
Vegetable beef soup

Heintz Center Snack Bar
Monday
Nacho supreme, 20 oz. fountain drink
Chicken noodle soup

Tuesday
Meatball sup, chips, 20 oz. fountain drink
Vegetable beef soup

Wednesday
Chicken Caesar salad, french bread
Navy bean and ham soup

Thursday
Salisbury steak, mashed potatoes, veggie
Vegetable soup

Friday
BBQ pork sandwich, fries, drink
Cream of broccoli soup

"Why go fishing, son, when we can just go to fish.com and have some fish delivered to us?"

Congratulations
Congratulations to Bridgett Glende, Daniel Byron and Kathryn Gillen who took and passed the Minnesota Certified Nursery and Landscape Professional Certification test at the MNLA Convention in January.

RCTC Chiropractic Clinic health tips
The American Chiropractic Association lists the following health tips to avoid back pain and injury.

- Don’t carry a heavy purse or briefcase on a shoulder strap, unless the strap goes over the head to the shoulder opposite the bag. Heavy weight on one side of the body can cause shoulder and back pain.

- Don’t let kids carry backpacks that weigh 15% of their body weight. Any heavier and they will start leaning forward to support the weight on their backs.

- To avoid muscle and nerve damage, don’t lift heavy objects over your head. Don’t turn the torso while lifting heavy objects. Don’t cross the same knee over the other while sitting, as this may cause a misalignment of the spine.

We are located at the Heintz Center in C211 if you have any questions that you would like to talk with the doctor and staff about, or you may reach us at 529-2736.

Thought for the week...
There is nothing so easy but that it becomes difficult when you do it reluctantly.

—Publius Terentius Afer
Supalla’s Scribblings

With the copy deadline for this issue of CROSSINGS due while soaking up the Florida sun, I’m writing a “generic” page this week. I think it’s safe to say last week was one of my favorites this winter…sun, sand, surf and shorts. It’s easy to understand why birds head south for the winter (why the term “bird-brain”?)

CAMPAIGN 2000: The Federal Agenda for Community Colleges was reviewed by the American Association of Community Colleges and the Association of Community College Trustees and approved by both association board of directors. Goals of the CAMPAIGN 2000 Federal Agenda...

- Make community colleges truly accessible to all Americans through enhancement of the federal government’s investment in student financial assistance.
- Recognize that community colleges are the nation’s leaders in workforce and economic development.
- Acknowledge that the job of reforming welfare is far from complete and the community colleges must be given the tools to help address the needs of the hardest-to-serve welfare population as well as those trying to make a permanent transition off of welfare.
- Reduce and eliminate legislative and regulatory burdens that impede community colleges’ ability to be flexible, competitive, and innovative.
- Support legislation and regulatory policies that enhance community colleges’ use of emerging communications and educational technologies.

By now you know that the Office of the Legislative Auditor recently released their report on state employee compensation. A list of the major findings is noted below. To view an executive summary or the full report go to… www.auditor.leg.state.mn.us/ped/2000/pe0005.htm. Major findings…

- State government’s workforce includes a higher proportion of white collar jobs than the private sector and, as a result, the state’s average wage rate is higher than the private sector’s.
- Lower-skill jobs in state government pay relatively more than comparable private sector jobs and higher-skill jobs pay relatively less.
- Minnesota pays its state employees higher than most other states.
- State government salaries do not vary across Minnesota as much as wages in general.
- Faculty at MnSCU four-year institutions are paid at about the national average for similar institutions. Faculty at two-year technical and community colleges are paid above the national average.
- Minnesota employee benefits equal about 31 percent of total compensation. This percentage is comparable to public employees and large private employers nationally, but distinctly higher than small private employers.
- State agencies are experiencing a variety of problems recruiting and retaining employees. Compensation is just one of several factors mentioned as part of the problem. The three job categories that human resource directors report as having the most serious recruiting and retention problems are information technology, accounting, and office clerical positions.

The U.S. Education Department recently announced that a consortium of universities led by the University of Minnesota will serve as the National Research Center for Career and Technical Education (new name). Charles Hopkins, retired long-time business educator, administrator, and friend of Rochester, will serve as director of the national center. The Minnesota-led consortium will take over the reins of the center next month from the University of California at Berkeley, which has served as the National Center for Research in Vocational Education since 1993. Way to go U of M!

Congratulations and a big THANK YOU to…

- Chuck Sievert, RCTC staff, and friends of the College who worked hard making the NJCAA National Wrestling Tournament at Mayo Civic Center a terrific success.
- Tim Gilsrud who made such an impression on MnSCU’s Office of Instructional Technology that they wrote me a full-page letter expressing their thanks for Tim’s contributions to RCTC and the System Office.
- Judy Kingsbury who was awarded a certificate of appreciation and received a letter of thanks from Chancellor Anderson for the outstanding contribution she made coordinating another successful RCTC Combined Charities Campaign.

J. Marriott, Jr. said “Focus on the people who focus on the customers…Motivate them, train them, care about them, and make winners out of them…we know that if we treat our employees correctly, they’ll treat the customers right. And if customers are treated right, they’ll come back.” Thanks for treating our students and campus visitors right. I appreciate your efforts!

—Don
Instructors needed

Please consider teaching in the exciting and valuable Voyageurs Summer Camp 2000 offered this summer for three weeks, Monday through Thursday, June 12-29, 2000. Voyageurs Summer Camp provides an opportunity to explore a variety of class offerings plus enrichment opportunities for middle school students, grades 6, 7 and 8 who have been recommended by their counselors, social workers, and/or teachers. Eligibility requirements for the students may include but are not limited to: family size and income, English as a second language, first in their family to potentially attend college, and a past participant in Voyageurs. In 1999, nearly 100 middle school students enjoyed classes taught by college faculty and community teachers during the Voyageurs Summer Camp held here at RCTC. Your participation as an instructor in this program would be greatly appreciated in an effort to serve the needs of these students. If this is something you would like to participate in, please fill out the attached course proposal and return it by March 22, 2000. This date is a must in terms of compiling a schedule as well as printing and distributing the catalog to prospective attendees. Voyageurs Summer Camp will meet Monday through Thursday from 10:00 AM to 3:00 PM for three weeks. Students will attend one class in the morning, have a lunch period, participate in on-campus enrichment activities and attend one other class in the afternoon with enrichment field trips scheduled throughout the three weeks. Your same class will be offered both morning and afternoon to a different group of students. Our goal is to have a class size range of 10 to 15 students. Any class offered through Voyageurs Summer Camp should encourage middle school students to succeed academically in school while focusing on aspirations for the future. We would like to highlight the many areas of learning available through RCTC and tap into the existing resources here on campus. For instance, the following classes were offered last summer: desktop publishing, advertising, digital music, photography, exploring electricity, web page design, news reporting, law and the legal system, and drama. Other offerings could include: sign language, auto mechanics, carpentry, nutrition, physical education, and creative arts. Off campus enrichment field trips may include: Extreme Bowling, a Honkers game, Mayo Clinic Virtual Reality Lab, martial arts, Prairie Walls Climbing Gym, Quarry Hill, Olmsted County Historical Center, Rochester Civic Theater and Art Center, plus visits to businesses for a hands on experience. Salary for all classes will be $1,100.00 for the three-week commitment plus a scheduled orientation. The cost of supplies needed for your class will be reimbursed (less sales tax) by RCTC with a receipt made early in May. It is the mission of Voyageurs Summer Camp 2000 to excite and engage middle school students to explore various enrichment opportunities that will encourage them to improve their academics throughout the school year. Your involvement will ensure the success of our mission. YOU have the opportunity to touch the lives of young people in need and to truly make a difference.

Student life activities

COFFEEHOUSE CONCERT
At the next coffeehouse concert, the Descending Peasants take to the stage. The Descending Peasants are RCTC students and they are ready to entertain and delight you with their sound. The concert will be in the Quiet Lounge, Wednesday, February 23, 11:00 am - 12:30 pm. Free coffee and light refreshments will be served.

THE PARTY’S OVER
On Tuesday, February 29, in the South Room from 11:30 am - 12:30 pm, there will be a presentation on Drunk Driving. The speakers have a very personal tragic connection to drunk driving as their family lost a loved one due to a drunk driver. With spring break coming up, this is an excellent reminder to all not to drink and drive.

OPEN MIC
The Open Mic on Thursdays, 11:30 am - 12:30 pm, South Room, is giving students a great way to share experiences, stories, and talent. Have your lunch in the South Room and enjoy the presentations. Staff and faculty are also welcome to take the podium. Please encourage your students to participate.

Outstanding Student Award
The Office of the Vice President of Student Affairs is initiating Outstanding RCTC Student Awards to be presented on Recognition Night, May 2, 2000. Students will be selected based on the following criteria:

- Student involvement and participation at RCTC
- Academic performance
- Service to community
- Positive role model

The selection committee will be made up of two faculty, two staff, and two students who will read nominations and meet to select the students who are most worthy of recognition. If you are interested in serving on this task force give Bonnie Mercer a call at #3133.

To receive a course proposal form or for more information, contact: Colleen Landherr, Community Youth Program Coordinator, at 280-3113. DEADLINE IS MARCH 22, 2000.
You’re Invited!
Please join us March 2nd for our TeachNet Open house and Technology Showcase.

Our Open House will be held in the TeachNet Media Suite, CF102 from 11:30-12:30. Come and join us for refreshments and an opportunity to meet the TeachNet Staff.

The Technology Showcase will be in room ST104 from 1:00-2:30. The TeachNet Staff will showcase different ways to utilize technology in the classroom. Feel free to

### Technology Showcase Topics:

- **Introduction to TeachNet**: An overview of the staff structure and services TeachNet provides.
- **PowerPoint Features**: Just what can you incorporate into a PowerPoint presentation?
- **Smartboard**: Ways to use Smartboards in the classroom.
- **Where is that darn file anyway?**: Demonstrating software to manage and organize large amounts of graphic files, and use them in slide shows.
- **Distance Learning class CD-Burning**: Example of a CD distance course.
- **Electronic Multimedia Portfolio**: Insight into creating interactive electronic portfolios.
- **CD ROM Demo**: Ideas for using CD ROMS lesson plans.
- **Distance Learning**: Experiences from the instructor and student perspective.
- **Streaming audio and interactive CD-ROM**: Demonstrate streaming audio over the Internet and creating CD-ROM for out-of-class student lab help.
- **Video possibilities**: Enhance and increase curriculum with video.
- **Insights on developing content for the Web**: A brief glimpse at developing a streamlined, content rich web site for your coursework.

### RCTC staffing update

#### Administrative

- **Dean of Health Sciences** (MnSCU Administrator). Position posted/nationally advertised (1/21/00 Chronicle of Higher Education).
- **Director of Nursing** (MnSCU Administrator). Position posted/national advertised (1/21/00 Chronicle of Higher Education).

#### Unclassified Professional/Supervisory

- **MnSCU Program Director 1 – Student Services Option (YFU Coordinator)** (unclassified part-time MAPE). Position being posted internally.
- **MnSCU Program Director 2 – Cont. Educ. Option (Project Coordinator/Health Consortium)**, (full-time grant-funded). Position has been posted/advertised.
- **MnSCU Program Director 1 – College Recruiter Option** (full-time unclassified MAPE). Position being posted/advertised.
- **Customer Training Representative (Client Relations Manager)** (full-time unclassified MAPE). Position being posted.
- **Customer Training Representative (Computer Training Specialist)** (full-time unclassified MAPE). Position being posted.
- **MnSCU Program Director 2 – Cont. Educ. Option (Nursing and allied Health Coordinator)** (part-time .75 FTE unclassified MAPE). Position being posted.

#### Classified MAPE

- **ITS1 (Helpdesk)** (unlimited full-time). Position being posted/advertised.

#### Classified AFSCME

- **General Maintenance Workers** (Intermittents). Applications accepted ongoing.
- **Customer Service Specialist – Academic Affairs (Dental Clinic) Work Area** (unlimited part-time). Lisa Low has been reinstated to position.
- **Office and Administrative Specialist – Student Affairs (Health Service) Work Area** (seasonal part-time). Position being posted.

For information on any of the above openings, contact the human resources office at x3131.
Food for Thought Series

**Cultivating Learning**  
A Garden of Theories — First Planting  
Presented by Karen Machlica  
Wednesday March 1, 2000 at 2:00 p.m., CF-202  
Afternoon refreshments provided

**Agenda**

**Let’s eat**  
1. Snack time  
   2:00 to 2:10

**Who’s serving?**  
2. Welcome and introductions  
   2:10 to 2:13

**Eating styles**  
3. Learning styles  
   2:13 to 2:20

**Cooking styles**  
4. Teaching styles  
   2:20 to 2:45

**Digestion**  
5. Discussion  
   2:45 to 2:48

**Clear the table**  
6. That's all for today  
   2:48 to 2:50