BZZZZZZZZZZZZZZZZZZZZZZZ

Congratulations are extended to Mike Gunderson, student worker in maintenance, for being selected to receive the Yellowjacket Compliment Award! A fellow student wrote that Mike helped him get through a hard time and also helped him with a tough class. In addition to helping his fellow classmates, Mike is also an outstanding maintenance worker. Way to go, Mike! We are proud of you.

If you see Mike in class or working with Larry Tucker, pat him on the back. Mike is a fine representative of an RCTC student.

Joel Swisher Memorial Scholarship
The outpouring of gifts in memory of Joel has been a beautiful thing to behold. His wife, Barbara stopped by the Foundation office earlier this week and told me how touched she is with the response. She showed me a few notes people wrote on sympathy cards and expressed her amazement at the warm thoughts, shared memories, and moving tributes people were conveying. It has been an exhaustive time for Barbara who left to spend a week with her mother in Saskatchewan. When she returns we will spend some time determining how Joel would like to see the scholarship implemented. At that time, the Foundation office will be also assist Barbara in acknowledging all the gifts and contributions that have been received in memory of Joel. In the meantime, she wishes to extend her gratitude for all the support and warm feelings that have been expressed by the staff, faculty, and students on our campus. If anyone would like more information or wish to contribute to the scholarship fund in memory of Joel, please contact the RCTC Foundation office.

Baldrige Banterings
Thanks for your willing participation and great suggestions during our Faculty and Staff Development session last Tuesday, February 29. The next Fifth Tuesday in February is in the year 2028! A special thanks to Guy Hamernik, the cast, and the production crew in creating the Dragnet Sequel.

The first meeting of the ad hoc Futures Task Force committee was Wednesday, March 1 at RCTC. The main purpose of the committee is to initiate dialog among members of RCTC, WSU, the University of Minnesota, and the community. In this first session, Don Supalla, Judy Harris, and Dave Weber guided the members through a six-hour overview of where we are and what are the factors affecting where we are going. The committee will use this information in future meetings to help guide us on our quality journey so that we might better serve the community.

Enjoy Spring Break!

UCR events
Attached to this week's College Crossings is the UCR schedule of events for March 6-10.

RCTC Chiropractic Clinic
The clinic will be closed over Spring Break. If you have an emergency, please leave your name and a detailed message at 529-2736. Messages will be picked up daily.

No campus shuttle this week
There will be no shuttle service between the Heintz Ctr and the UCR site for the week of March 6 through March 10.

WHAT'S INSIDE?

Visiting Scholar — Page 4
Sexual harrassment — Page 6

ATTACHED

- UCR event schedule
- TFTC Vacancy
- UFC Vacancy
- Census Information
COME 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.

LIMITED SERVICE HOURS
OVER SPRING BREAK
MARCH 6-10

Weekly funny...

"Your qualifications are top notch. However, you don't mention any experience in digging or chewing up things."

Recipients for vacation donation program
Listed below are new individuals who have been approved as recipients for the vacation donation to the sick leave account program. These individuals may have already or will be exhausting all paid leave time and will be losing health insurance coverage’s. State employees may donate up to 12 hours (per recipient) per fiscal year to theses individuals or any other recipients on the sick leave account. More details regarding these individuals is available and forms to donate leave are available from the human resources office.

Jerry Hayden - Fergus Falls Community College
Diane Ueland - Public Employees Retirement Assoc.

Champions in the Classroom and the Court
The men’s and women’s basketball team are not only Champions on the Court, but also excel in the classroom. For Fall Semester 1999, the women’s Team GPA average was 3.08 and the men’s team GPA average was 3.04. WAY TO GO YELLOWJACKETS!!!

TRA Annual Financial Report
The college has received one copy of the Comprehensive Annual Financial Report (CAFR) of the Teachers Retirement Association for the fiscal year ended June 30, 1999. This report includes detailed financial, investment, actuarial and statistical information that provides a complete portrayal of the status of the fund. For the third consecutive year, the TRA Fund is considered fully funded from an actuarial standpoint. If you are interested in reviewing the report, it may be checked out from the human resources office.

Census 2000 – State Employee Involvement
Attached is a memo from Wayne Simoneau, Acting Commissioner of the Minnesota Department of Employee Relations (DOER) regarding the Minnesota Census 2000 effort to recruit citizens for census-taker positions across Minnesota. According to Commissioner Simoneau, the Governor’s Office will be stepping up efforts around this issue in the coming months, recognizing the significance of Census 2000 for Minnesota. The Governor has declared Census 2000 to be our first active, engaged citizen’s initiative.

At this time, employees will only be allowed to work for the Census outside of their hours of work with their State jobs. Additional information is posted on employee bulletin boards at both campus sites.

Thought for the week...
Dream as if you’ll live forever. Live as if you’ll die today.
—James Dean
Supalla’s Scribblings

Monday morning I received a rude “back to the real world” wake-up call. A couple of hundred e-mails, a dozen voice mails and a TALL stack of mail. The price you pay for a week in Florida. But, it was worth it!

RCTC was very well represented at the March 1 Community Learning and Business Partnership dinner and workshop…”Making Learning Relevant.” I was very impressed by the student presenters (our future students), the business mentors, and the applied learning testimonials. These students, who could be entering RCTC next year, are simply not going to be satisfied with a traditional textbook/lecture college education. They want and deserve more. What an eye-opener! They convinced me our future’s in good hands. Thanks to all who gave up an evening at home with family to learn more about this exciting community educational partnership.

I appreciate the commitment of both participants and presenters who helped make our Fifth Tuesday all-staff meeting, Futures Task Force, Sports Center Planning Committee, TelePRO Planning Committee, and Tim Penny sessions a success. If you took part in one or more of these activities, in addition to your “regular” responsibilities, you deserve a pat on the back and a relaxing weekend. And, for those of you lucky enough to be on spring break…ENJOY!

As Dr. Seuss might have said…

You’re never too old, too wacky, too wild, to pick up a book and read with a child.

So, that’s just what Gregg Wright and I did. We helped celebrate Dr. Seuss’s 96th birthday and the Read Across America celebration by reading to our Civic League Nursery children. A fun time was had by all. Thanks, Gregg.

As you know, in January RCTC’s Wellness Committee received a Champions of Health Award from Blue Cross and Blue Shield. The award honors people and organizations that have gone the extra mile to make Minnesota a healthier place to live. In addition to a beautiful plaque, Blue Cross has made a $250 contribution to Integrative Therapies in RCTC’s name. Congratulations, Wellness Committee!

Thanks to the Rochester Tai Chi Club and Charles Liu, RCTC’s Tai Chi instructor, UCR will be a host site for a worldwide Tai Chi event…the Second Annual World Tai Chi & Qigong Day. The purpose of the event is to educate our community and the world to the wonders of Tai Chi and Qigong. Members of the Rochester Chapter will stage a Tai Chi & Qigong demonstration starting at 10 a.m. in the Atrium, Saturday, April 8. Why not stop out and learn more about this growing wellness technique! Thanks for choosing UCR, Charles.

The recent loss of our colleague and friend, Joel Swisher, was a shock for many of us. Certainly, it was a stark reminder of how fragile life really is. Whether we realized it or not, Coach Swisher touched as all…football player, student, staff member, Rochester resident. He made RCTC a better place to learn and work! We’ll miss him…but never forget him. Joel’s loss impacts each of us differently. It certainly leaves us sad, maybe angry, probably wondering why and possibly causing us to reflect on how precious life is. Just as spring showers renew the landscape, this would be a good time to renew our friendship with RCTC colleagues who support our work. These are friends who make difficulties more bearable, remind us that good times are worth cherishing, and that in times of need we appreciate their support and understanding. Why not take a minute to make a call, send an e-mail, or just drop in and say “THANK YOU!” Each of us needs to find our own way to relax and renew. It might be a Florida trip, romantic movie, “can’t put it down” book, Radisson weekend, antique buying trip, or country CD. Whatever it is, find it and enjoy it! Every RCTC family member is important. Each of you makes a significant contribution to the college. Jim Benson, Bemidji State President, on the loss of a faculty member, said it eloquently…Working together, yet one at a time, each person is woven into the fabric of this academic community. The filaments are multi-colored and of differing fiber; some are on the seams and others in broadcloth. Individually, there can be no mistaking the value of each thread to the warmth and protection provided by the collective garment. At times, the garment shows signs of wear, holes appear, and patches are needed. There are formal mechanisms, such as the employee assistance program, as well as informal means within circles of friends or colleagues to ensure that our specific strand doesn’t break or unravel. As we reflect on incidents illustrating the frailty of the human existence, we can find strength in others, our surroundings, and ourselves. It is a comforting and welcomed feeling.

Jacquelinemae Rudd said…If you see someone without a smile, give them one of yours. Keep smiling!  

— Don
DO THE MINNESOTA TWINS SUCK?

You may or may not have an opinion about the quality of the Minnesota Twins, but, let me pose a few other questions to ponder.

SHOULD THE PUBLIC SUBSIDIZE THE BUILDING OF SPORTS STADIUMS?

Are there economic benefits to communities who build sports arenas? Do sports teams enhance the quality of life for a community? How can the financial profit or loss of a sport’s team be determined? Why did the Twin’s team fail to get support for a stadium in St. Paul, while towns, like Cleveland, Milwaukee, Chicago and others all received public support for building sports stadiums?

You can get the answer to these questions and many more by attending the next VISITING SCHOLAR APPEARANCE AT NOON ON MARCH 22, 2000.

DR. EDWARD SCHIAPPA, Professor and Director of Graduate Studies in the Department of Speech Communication at the University of Minnesota will discuss his research paper, SQUEEZE PLAY, THE CAMPAIGN FOR A NEW TWINS STADIUM. A project for graduate students, directed and edited by Dr. Schiappa, the report reveals important and significant details on how and why public subsidy of stadiums works and why, in Minnesota it generates such strong feelings, whether pro or con. This analysis provides logical rationales on why one should or should not support the use of public funds to support the private business of that relies on broad public appeal. What roles do Carl Pohlad, Bud Selig, local politicians, and the governor play in determining the fate of keeping the Minnesota Twins in Minnesota? Please, come and hear the lively discussion over this volatile topic.

Wednesday, March 22, 2000
Hill Theater
Noon
Dr. Edward Schiappa discusses
Squeeze Play, The Campaign for a New Twins Stadium

Staff development opportunities

2000 Middle Management Association Conference – May 21-23, 2000
The 2000 Middle Management Association Conference is scheduled for May 21-23, 2000 at Cragun’s Conference Center in Brainerd. For MMA bargaining unit members, DOER has approved attendance at the conference as covered under Paid Educational Leave (Article 10, Section 3C) of the 1999-2001 MMA contract. There is not conference registration fee and all meals are covered by the Association for MMA members.

Out of the Closet, Into the Workplace – March 17, 2000 - Professional Issues Institute about creating a more positive, productive and inclusive workplace is being held at the Kahler Grand Hotel & Conference Center in Rochester from 9 am – 5 pm on March 17, 2000. The keynote address, More than a Nice Place to Work – The Essence of Inclusiveness, will be delivered by Cyndi Lesher, President, NSP Gas. Cost is $75.00.

Women, Work and Fatigue (How to Reduce Fatigue and Increase Productivity) and Office Communicate Update (Office Email, Etiquette and Effectiveness) are two seminars scheduled for March 15 at the Holiday Inn City Center in Rochester. Women, Work and Fatigue is scheduled from 9 am to noon. Office Communications Update is scheduled form 1-4 pm. Cost is $59 per session or $98 if attending both session.

Facilitation Skills, Effective Leadership, and Performance Measurement are three courses being offered at various dates throughout 2000 for managers/supervisors being sponsored by MN Department of Administration, Management Analysis Division. Cost for the courses are as follows:

- 2-day Facilitation Skills course $300.
- 4-day Effective Leadership course $600.
- 1-day Performance Measure course $125.

Contact the human resources office for additional information on the above development opportunities.

Congratulations...it’s a Leap Year Baby!!

Name: Abigail Jae Zmolek
Born: Tuesday, February 29, 2000
Weight: 5lbs 14oz; Length: 19in
Proud Parents: Brian and Julie Zmolek
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/nationally advertised (1/21/00 Chronicle of Higher Education).

Unlimited Full-Time Faculty
- English – Composition. Posted/advertised.
- PE/Coach – Posted/advertised.
- Librarian – Posted/advertised.
- Sociology/Anthropology – Posted/advertised.

Temporary Full-Time Faculty
- Art – Posted/advertised.
- English – Composition. Posted/advertised.
- Librarian – Posted/advertised.
- Mathematics – Posted/advertised.
- Psychology – Posted/advertised.
- Reading/Study Skills – Posted/advertised.

Unclassified Professional/Supervisory
- MnSCU Program Director 1 – Student Services Option (YFU Coordinator). Lori Forbes has been appointed.
- MnSCU Program Director 1 – College Recruiter Option (full-time unclassified MAPE). Position posted/advertised. Interview team selected.
- Customer Training Representative (Client Relations Manager) (full-time unclassified MAPE). Posted/advertised. Application deadline is 3/3/00.
- Customer Training Representative (Computer Training Specialist) (full-time unclassified MAPE). Posted/advertised. App. deadline is 3/3/00.

Classified MAPE
- ITS1 (Helpdesk) (unlimited full-time). Posted/advertised. Interview team selected; will meet week of March 13 to begin selection process.

Classified AFSCME
- General Maint. Workers (Intermittents). Applications accepted ongoing.
- Customer Service Specialist – Academic Affairs (Dental Clinic) Work Area (unlimited part-time). Lisa Low reinstated to position.
- Office and Administrative Specialist – Student Affairs (Health Service) Work Area (seasonal part-time). Posted/advertised.

Civil Rights On-Site Review – March 30 and 31, 2000

RCTC has been selected by MnSCU for a Civil Rights On-Site Review. The Civil Rights On-Site Review is mandated by the U.S. Department of Education, Office of Civil Rights, for colleges that receive federal vocational education equity funds. The on-site review is conducted by a specialized team of MnSCU employees.

The on-site review will consist of a review of college information relating to the participation of women and other protected groups in vocational education programs as well as direct interviews with students, faculty and administrators at the college. MnSCU has contracted with Dr. Bill Warner to be the team leader for the on-site review process.

The review consists of:
- Entrance interview with key administrative personnel.
- Review of materials, documents and records.
- Interviews with administrators, faculty, staff and students.
- Visits and observation of classrooms, resource centers, counseling offices, and special facilities/equipment.
- Informal interviews
- Exit interview with administrative team and on-site review team.

Within 30 days after conclusion of the on-site visit, the team leader will provide the President with written notification of findings based on the visit. The notification of findings will include specific findings and recommendations for correction or remediation. If needed, the college will write a voluntary compliance plan to address how the specific non-compliance item will be corrected or remediated. The plan will define the action to be taken, timelines, personnel responsible, technical assistance needs, and monitoring and evaluation of results/outcomes.

RCTC has designated the following staff as our on-site preparation team. During the next few weeks, these individuals will be contacting faculty, staff and students for information and/or participation as they are preparing for the on-site visit. Please extend to them your cooperation and assistance.

Jennifer Haug, Human Resources
Rosemary Hicks, Financial Aid
Deb Rogne, Perkins Grant
Susanne Sheehan, Human Resources
Sue Sundlee, Facilities and Safety
Troy Tynsky, Admissions and Records
Gregg Wright, Counselor

For information on any of the above openings, contact the human resources office at x3131.
Questions and Answers About Sexual Harassment

During the next few weeks, we will be including a question/answer column about sexual harassment in the *Crossings*. This information has been provided by the Minnesota Department of Human Rights in their February-March 2000 edition of their quarterly publication, *The Rights Stuff*. Note that the answers to the questions are not intended as legal advice. They are provided as a general explanation of the subject area discussed.

*What is sexual harassment?*

Under the Minnesota Human Rights Act, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct or other verbal or physical conduct or communication of a sexual nature when submission to that conduct is made a term or condition of employment, the submission to or rejection of the conduct is used as a factor in an employment decision, or the conduct has the purpose or effect of substantially interfering with an individual’s employment.

*What must an employer do when it becomes aware of sexual harassment on the job?*

When an employer knows, or circumstances are such that it should know, of the existence of the harassing behavior, it must take timely and appropriate action reasonably calculated to ensure such conduct stops.

*Must an employee explicitly tell the sexual harasser to stop before the behavior violates the Act?*

No. If the conduct is unwelcome and sufficiently severe to be legally actionable, and the employer is aware, or should have been aware, of the conduct, and fails to take timely and appropriate action reasonably calculated to stop the harassment, the employer will be in violation of the Human Rights Act, whether or not the employee has warned the harasser.

*If an act of sexual harassment is extremely offensive, but happens only once or a few times, might it still violate the Act?*

Generally, a single incident or a few isolated instances of offensive sexual behavior or remarks will not be sufficient to find an employer has violated the Human Rights act by maintaining a hostile environment. Generally, the conduct must be pervasive. However, the Minnesota Court of Appeals ruled that a single incident of sexual harassment can create a hostile environment if it is sufficiently severe, especially if the employer knew of the harasser’s propensities and did not act to stop them.

DCR Plan News

Copies of the first edition of the *Plan News* newsletter, produced for MnSCU by Wells Fargo, Institutional Investments Group, Retirement Plan Services (formerly Norwest Administrative Services) was distributed in campus mailboxes to DCR Plan participants in mid-February. DCR is the acronym for the Defined Contribution Retirement (DCR) plan. The DCR Plan has two components – Individual Retirement Account Plan (IRAP) and Supplemental Retirement Account Plan (SRP).

The *Plan News* provides important information about important DCR plan changes coming on July 1, 2000. If you participate in either of these plans, you should have received a copy of this newsletter. If you did not receive a copy, contact the human resources office. Future editions of *Plan News* will be sent to participant’s home addresses.