CONGRATULATIONS

Women’s Basketball NATIONAL CHAMPS!

Congratulations to the RCTC Women’s basketball team who not only played for and WON a national championship but did it on their own home court! The Jackets faced Madison in the NJCAA championship game on Saturday, March 14th at the UCR Regional Sports Center with a final score of 87-63. The team had a perfect 34-0 season. Ann Breland was named MVP of the tournament. Steve Hucke was named coach of the tournament, and Chelsea Wand and Sam Sikkink joined Breland on the all-tournament team.

Thank you to Stan Cram for tournament photos.
It’s a Boy…It’s a Girl!

Congratulations to Shannon Schell on the birth of her son Elliot Terrance. Elliot was born on Friday, March 6th. Elliot was 21 inches long and weighed in at 9 lbs, 8 oz.

Congratulations also to Holly Hart (Duplicating) on the birth of daughter, Alaina Jane Marie. Alaina was born on Sunday, March 8, 2009 at 1:16 p.m. She weighed in at 6 lbs, 5 oz and is 18.5 inches long.

Academic Accolades

Congratulations to the March 2009 RCTC Shining Student winners: Jesus Rodriguez (Main Campus) and Randy Sharp (Heintz Campus). They were nominated by their teachers and went through the Student of the Month Committee review process in order to be selected.

Pam Whitfield's poem, "Putting My Son to Bed" has been selected for the annual Poet-Artist Collaborative at Crossings in Zumbrota. A Minnesota artist will be creating a visual work based on Pam's poem, and both will be displayed at the Crossings gallery. In past years, the poetry of Kim Zabel, Jodeen Wink, and Lori Stoltz have also appeared in the collaborative. Way to go, English Department!

Faculty Lecture Series

Please join us for the next faculty lecture series on Wednesday, March 25th at 11:00 am in the Hill Theatre. Ann Olson, Nursing WSU, will present “Just How Dense Are We?” – The Perimenopausal bone density project.

CROSSINGS CLASSIFIEDS

FOR SALE: 1992 Gulfstream Conquest Ltd. 29ft Motorhome. $10,900 or best offer
Click here for more info: http://www.findcars.com/a.php3?q=336576
Pat Wolfram, (work 280-5525) (home 507-545-2433)

FOR RENT: 3 Bdrm. Home in NW Rochester available April 1st. fireplace in family room; fenced back yard; close to Gage School; 2-car garage. NS/NP. $975 per month. Call Rose 272-8864

COMMUNITY EVENT: Free play “Autistic License” at 7:00pm on Saturday, April 18th or 2:00pm on Sunday, April 19th at John Marshall High School. For more information click HERE.

Condolences

Condolences to Linda Curtis (Bookstore) whose father, Rodney E. Loughmiller, passed away on Tuesday, March 10th. Our thoughts are with Linda and her family.

Condolences are also extended to President Don Supalla whose brother-in-law, Steven Walvoord, passed away on Thursday, March 19th. Our thoughts are with Don and Stephanie.
Call it what you want...Perfect Season, Unbeaten, 34-0, National Champions...but be certain to call it AWESOME! It doesn’t happen very often that a team wins a national championship on its home court. But that’s exactly what the Yellowjacket women’s basketball team did last weekend. After soundly defeating Anne Arundel Community College (Maryland) and Onondaga Community College (New York) on Thursday and Friday, Saturday the undefeated Yellowjackets won the NJCAA Division III championship with a convincing 87-63 win over Madison Area Technical College in front of a standing room only crowd. RCTC’s Anne Breland was named the tournament’s Most Valuable Player, Sam Sikkink and Chelsea Wand were also named to the all-tournament team, and Coach Hucke was recognized as the tournament’s top coach. Thanks to the Rochester Amateur Sports Commission for hosting the tourney, the RCTC employees who provided exceptional person-power, and to the many staff members who came out to the games to cheer the Yellowjackets to victory. I wish you could have heard the kudos heaped on RCTC and Rochester by the NJCAA representatives; players, coaches and fans from the competing teams, officials and spectators...you would be proud!

Campus Kudos...

- The Minnesota Association of Career and Technical Educators recently awarded its “Outstanding Partner Award” to RCTC’s Collaboration Among Rochester Educators (CARE) Committee. Dale Amy accepted the award on behalf of RCTC at the MACTA Winter Conference awards banquet at Crowne Plaza in Minneapolis. The award is now proudly displayed in the awards case in the President’s Office lobby.
- Speaking of the awards case, if you haven’t stopped by SS204 to see the beautiful craftsmanship of Larry Tucker, please take a moment to check out this new piece of campus art. Larry crafted a beautiful cabinet that is being used to display college and staff awards, recognitions and accomplishments. If you have something you think deserves to be publicly displayed, please contact Judy Kingsbury. Don’t forget to compliment Larry Tucker on his beautiful work!
- Chancellor McCormick, on behalf of the Board of Trustees, has congratulated Michelle Pyfferoen and her Business and Workforce Education team on receipt of yet another Minnesota Job Skills Partnership grant. RCTC received the $39,796 grant; part of the $88,789 received by MnSCU institutions in the latest round of funding. Way to go!
- Students from RCTC’s Dental Hygiene Program met with Senator Sharon Ropes (D-Winona) at the Capitol. The students visited on behalf of the Minnesota Dental Hygienists’ Association and discussed a program to create a Minnesota certification for Oral Health Practitioner. The visit was highlighted in the Chatfield newspaper.

We certainly live in a time of uncertainty. In a recent edition of the Association of Career and Technical Education Techniques magazine, businessman and psychologist Bob Rosen identified the qualities of mind that enable individuals to effectively navigate uncertainty. Here are some of his key points:

1) Bring your full self to the challenge. Have the courage to reinvent what you do and a capacity to live in the moment.
2) Let your values be your guide. Your honesty, integrity, courage, resilience and commitment to excellence are critical values that can guide you through uncertain times.
3) Live in a “world of not knowing.” Develop the capacity to learn in real time. Be clear about what you know and don’t know and stay open to new experiences and new ways of seeing the world.
4) Clarify what you can and cannot control. Know when to take initiative versus when to let life take its natural course.
5) Live in the past, present and future. Be honest and forthright about your current situation while being painfully truthful about what’s working and what’s not working. Always stay optimistic, imaginative and passionate about a better future.
6) Befriend the chaos of life. Chaos is healthy. It’s about creativity and opportunity, about life reordering itself. Learn to live in a discontinuous world.
7) Our strengths and virtues sit side by side with our shadows and shortcomings. Face up to who you are and what drives you and what scares you.

Quote for the Week...Our community and our college are facing some very significant fiscal and educational challenges. I don’t want to lead a “slash and burn” approach to addressing those challenges. Rather, we must rethink our work, imagining how we would build, from the ground up, a community [and technical] college designed for student success. And then we need to ensure that our priorities reflect our commitment to becoming that college.

Brent Knight, President of Lansing Community College (MI)

What a beautiful week for spring break. For those of you who had some time off, I hope you found plenty of time to enjoy the sunny days, near record temperatures and extended daylight.

~ Don
Martial Arts Club

RCTC Martial Arts Club meets on Mondays from 6-9pm in SC108 and Thursdays from 8-10pm in SC108. Learn kickboxing, jujitsu and more! No experience needed.

Come trial with us for a month and get a FREE club t-shirt!

Trash Sort

The date for the trash sort has changed to coincide with Earth Week and Rochester’s “A Litter Bit Better” campaign. We will be doing the trash sort out front of the Atrium in a large tent (so rain or shine) on Thursday April 23, 2009. We intend to sort representative samples (a couple of bags) from each of the campus buildings. Materials will be sorted into recyclables (plastic (two types), paper (various types), aluminum, ferrous food cans (“tin cans”), glass, true garbage, and food waste (compostable and non-compostable). Gloves and protective clothing will be provided, but if you have a “rain suit” that you could use, that would be great. I am attaching a tentative schedule of times when help will be greatly appreciated—subject to change, of course. If you would like to help, please open the document in Word, type in your information at the time(s) you would be willing to volunteer, save and reattach the document to send it back to me (or just print it, fill it in and mail it to me at box 35!). The AM shifts will be sorting trash from the night before. The PM shifts will be sorting the lunchroom materials and anything picked up earlier in the day. Also, if you would encourage students to volunteer (maybe even some extra credit?), that would be wonderful! This information will be used to determine actual need and better placement of recycling containers, determine the expected UCR cost savings of recycling rather than disposing of these resource materials, and scheduling of pick-up of recyclables by the Waste-to Energy Facility, etc.

~ Terry Brown
Rochester Community and Technical College
AFSCME Labor/Management
Minutes for Tuesday, November 25, 2008 – 3:00 p.m. – AT109

Present: Administration: Bequette, Cram, Engelmeier, Hansmann, Sahs, Supalla
AFSCME: Becker, Clark, Edwardy, Lunning, Martin (Business Agent), O’Dea, Tucker
Recorder: Kingsbury

ITEM 1 (AFSCME) GMW Posting – Martin questioned whether the current GMW posting should reflect a College-Wide work area. Hansmann reported the posting should reflect “Work Area C.”  

Action: Hansmann will have the posting reflect Work Area C.

ITEM 1 (Admin) Search Update – Engelmeier distributed a spreadsheet reflecting the status of all searches. Martin announced several state agencies are filling vacancies with temporary hires or work-out-of-class appointments until the February forecast is available; adding over 100 state employees were recently laid off in St. Peter, which has resulted in claiming opportunities for vacancies. Martin reminded administration that the claiming process may result in the claimant bringing with them state seniority, and should a layoff occur in the future, the newest hire may not necessarily be the one laid off at your institution. Supalla reported, although MnSCU is not doing a hiring pause, the Chancellor has made it clear that all presidents are accountable for the reviewing and approving of every posting on their campus. Supalla added that RCTC has already begun the practice of having every vacancy reviewed and approved through Leadership Council. Supalla thanked Martin for his suggestions and reminders of the claiming rights of AFSCME employees. 

Action: Information Only.

ITEM 2 (Admin) E-Time Update – Engelmeier provided an update on the status of e-timesheets, adding RCTC still plans to move forward in the February pilot with a small group of cohorts (Office of the President, Human Resources Department, Business Office Department). Lunning reported that Riverland has already gone 100% in the e-time reporting and only those with very unusual schedules have had problems.

Action: Information Only.

ITEM 3 (Admin) Holiday Office Hours – Supalla reported the College is not closing during the winter break and employees are encouraged to work with their supervisors to accommodate vacation day requests. In addition, Supalla reported entire offices are allowed to close as long as proper notifications are posted for the public. Hansmann also reported that the 2nd Shift Building Services Supervisor was working with the Maintenance Department Staff to ensure adequate coverage in the Sports Center during the break.

Action: Information Only.

ITEM 4 (Admin) Work Area Study Update – Hansmann distributed a document that outlined the goals of the GMW Work Area Study. Martin reported that the state-wide RFP has been put on hold in order to determine what the RFP would accomplish and what standards should be considered (i.e. standards for a warehouse are not the same standards for a hospital). Martin also indicated that AFSCME would like to have input in determining when new areas are bid out. Hansmann agreed that AFSCME input would be solicited. Supalla questioned how an ongoing process would be addressed so the final document is kept up-to-date as facilities change. Martin suggested the task force remain in place to address remodeling changes. Martin also suggested item #13 reflect a prioritized list, and yearly reviews be added to the list.

Action: AFSCME supports the pilot with the suggestions discussed.

ITEM 5 (Admin) Alternate Schedule Requests – Hansmann reported that several employees have utilized the piloted Alternate Schedule Request form. A discussion followed that questioned whether the length of time should be limited. Martin responded the approval for a long period of time (i.e. six months) may not provide the flexibility needed by management should others in the same area have a similar request in the future or management needs to alter the schedule to meet the needs of the College. Tucker reported that his original hours of employment were changed due to the scheduling of staff meetings, and questioned whether he would be allowed to return to his former hours of employment (8:00 a.m. – 4:30 p.m.). Martin encouraged management to “think outside the box” and see if there is a better way or time to schedule the staff meetings. Supalla agreed that the meeting schedule deserved further discussion with the employees.

Action: Information Only.

ITEM 2 (AFSCME) Holiday Reception – Clark questioned if schedules would be adjusted to allow employees to attend the Holiday Reception. 

Action: Hansmann will make the option of adjusting schedules to participate in the Holiday Reception available to everyone.

Adjourned at 4:27 p.m.

NEXT MEETING: Friday, March 6, 2009 – 10:00 a.m. – AT109
ITEM 1 (AFSCME) and ITEM 1 (Admin) GMW Work Area Study Report – Supalla reported that he’d heard progress has stalled on the work area study, and requested assistance from Union Leadership to move the project forward. Staloch confirmed that some task force members have left the College and others have discontinued participation. Kellas reported that there appears to be some disagreement within the working group, and a lack of willingness by the task force members to assist each other through the process. Staloch added the task force members appear to believe they are adjusting assignments for employees; hence have lost track of the original charge, which is to determine square footage and work factors. Tucker stated it was his understanding that the members of the task force were only able to work on the project after they completed their other work duties, suggesting dedicated times be established to accomplish their charge. Supalla agreed that time needed to be set aside to accomplish this work; and suggested adding an employee who previously served on the task force the last time the Work Area Study was completed would be beneficial for consistency purposes. Action: AFSCME will visit with the task force members and confirm who will participate on the task force and make new appointments if needed. Martin will participate in the next meeting (scheduled for March 19 at 3:00 p.m.) to re-establish the expectations of the task force.

ITEM 2 (AFSCME) and ITEM 2 (Admin) FY10 Budget – Supalla reported that the American Recovery and Reinvestment Act (Federal Stimulus Bill) has resulted in a less bleak February forecast, hence, there are no indications that a second unallotment will occur for FY09. Although this one-time federal funding will cushion the blow during the interim, Supalla cautioned that the State will still face severe issues in FY12 and FY13. Supalla also reported that the College anticipates no layoffs at this time, but staffing requests (new positions and filling vacancies) are still being closely monitored. Martin reported he was not aware of any requests by AFSCME employees for voluntary reductions in hours, but requested conversations be held in the future if layoffs are considered. Action: Information Only.

ITEM 4 (AFSCME) Grounds Crew Vacation Coverage – Martin reported that a concern was recently shared with AFSCME that the Groundskeepers were told no vacations would be approved for the months of May, June, and the first two weeks in July. Staloch responded the Groundskeepers were told vacations would be carefully evaluated during those months to ensure critical work was completed in preparation for Commencement and the NJCAA National Softball Tournament. In addition, Staloch confirmed that he did deny a two week vacation to ensure the College’s needs would first be evaluated and met, but would re-evaluate the request if the work was completed. Staloch also stated last summer the Groundskeepers were provided extra help from a GMW and student workers in order to get all the projects accomplished, but with the current budget situation, all extra work is also being carefully reviewed. Martin responded that administration cannot block out specific times of the year that employees cannot take vacation; however administration does have the right to establish expectations to ensure the needs of the College are being met, and encouraged Staloch to communicate those priorities to the Groundskeepers Staloch also reported that the employees were encouraged to review their vacation balances and, if they have not yet had their vacation accrual balances below 275 during the current fiscal year, establish a plan now to reduce their hours so they are not penalized. Action: Information Only.

ITEM 5 (Admin) Summer Work Schedule – Staloch reported that the altering of work schedules during the summer (moving third shift employees to either first or second shift) was very beneficial last year and is being considered for 2009. Such adjustments to work schedules provides for more opportunities for employees to take vacation while ensuring the College’s needs are being met. Tucker questioned if the third shift would ever permanently be moved to either a second or third shift. Supalla responded his philosophy is a third shift is essential at a College to complete the work without interrupting the educational environment. Supalla added the most productivity is accomplished after the facilities are closed; hence it is not his intent to eliminate the third shift. Action: Martin will visit with the third shift employees on March 19th to determine their interest in moving to a different shift during the summer months.

ITEM 3 (AFSCME) Lobbying/Day-On-The-Hill – Martin reported no concerns were expressed by employees, but requested Administration continue to work with AFSCME should any conflicts arise with regard to employees participating at the Day-On-The-Hill activities. Supalla responded he continues to encourage the employees and supervisors to work together in determining adequate coverage. Action: Information Only.
ITEM 5 (AFSCME) E-Timesheets – Engelmeyer reported that the Office of the Chancellor Staff have postponed the February E-Timesheet pilot to April; adding concerns have been expressed regarding the merit of the conversion since the data doesn’t communicate with the system. Lunning responded that it was her understanding that Riverland Community College had converted all staff to e-timesheets; adding it is being well received by the employees. Action: Information Only.

ITEM 6 (AFSCME) Holiday Hours – Martin questioned if there were any issues with the Holiday Hours for winter break. Supalla responded he had not heard of any concerns. Tucker added he believed the employees appreciated having the option of either working or closing the departments. Action: Information Only.


ITEM 4 (Admin) Tobacco Free Recommendation Update – Supalla reported a task force collected data from two surveys, with the second survey specifically questioning the support for a 100% Tobacco Free policy on the grounds of UCR. Supalla announced over 1,100 students and staff responded with a 60.8% support of such a policy. The task force is currently drafting policy language to be shared through the proper meet and confer avenues of the College, and open forums will be held to discuss the potential of such a policy. Martin stated he understands the position of smoke-free because of the second hand smoke issues and how it affects others; but questioned what the purpose was of making the policy tobacco-free and how the smokeless tobacco products were affecting the health concerns of others. Cram responded the issue has to do with encouraging healthy living. Martin responded if health is the issue, then will donuts and sodas be banned from the campus? In addition, Martin encourages employees to stop smoking, but the reality is there will be employees that smoke, and with acres of parking lots on campus (where smoking could be done without interfering with others); the banning of smoking throughout the entire campus may not be realistic. Martin concluded by announcing if an AFSCME employee doesn’t grieve the policy, then AFSCME will not grieve; however if the policy is unreasonable, it may be challenged. Supalla responded he believed the task force was drafting policy language similar to WSU’s policy, and individuals would be allowed to smoke in their closed personal vehicles. Supalla also noted administration realizes there will be issues raised from such policy; however being located in the same community as the Mayo Clinic, it seems like the right thing to do. Action: Information Only.

ITEM 7 (AFSCME) Front Line Conference – Tucker questioned if employees would be allowed to participate in the upcoming Front Line Conference in May. Supalla responded Administration would make accommodations for those employees interested as long as adequate notice was received to ensure the College needs were being met. Engelmeyer reported the notice was shared earlier via e-mail, but she would send out another reminder to the employees and encourage the employees submit their requests by the middle of April to ensure adequate work coverage. Action: Engelmeyer will distribute Front-Line Conference information.

Adjourned at 11:03 a.m.

NEXT MEETING: Friday, May 8, 2009 – 10:00 a.m. – AT109