Logo Contest – Win a Gift Certificate!
RCTC is looking for a logo design to display on our “Homecoming” buttons and other publications. All current students, staff and alumni of RCTC are encouraged to participate. All entries must be submitted by April 29, 2005. See the attachments to this week’s Crossings for more details!

You’re Invited…
RCTC Student Health Services and Olmsted County Public Health Services along with U of M Nursing Students, invite you to our health fair,

Taking Care of You
Thursday, March 31 from 10:00 - 2:00 in the Atrium

Information on stress management, nutrition & BMI, mental health, safe driving, STIs, fitness and more will be on display and we'll have lots of handouts and giveaways. Please join us and encourage students to attend this event. (We will have "attendance" cards available for students to use as they visit the various tables.)

NOTICE: There is no more open gym until further notice.

Marketing Fact
Of all Minnesota high school graduates enrolling at RCTC within two years of graduation, 42.1% of them enrolled in at least one developmental course in 2000. 53.0% enrolled in at least one developmental course in 2003. Averages for all MnSCU Community and Technical Colleges for the same years were 42.1% and 46.8%, respectively. (Office of the Chancellor Research and Reporting.)
Crossings Classifieds

Wanted: Storage needed, preferably with a cement floor, for 15’ house trailer and small car needed. Please call Sue Edwardy @251-9396 or 285-7441

For Sale: New polished silver candelabra chandelier $300; custom made corner maple TV shelf with glass doors for stereo equipment and two large storage drawers $650; insulated dog house (very good condition) $25.00; walnut twin head/foot board, $10.00 (maple); twin head board $20.00 (oak); carpet 5/5” x 12’ (Blue tweed) $15.00; white blinds 10-1/2” wide & 11-1/2” wide ($2 each); oak decorative shelf (3 shelves) $8; TV/stereo stand (like new) $1.00. Please call Sue Edwardy 285-7441 or 251-9396.

Peace Corps Project
Upward Bound students are collecting money to send supplies to the Ebukuya School for the Deaf in Luanda, Kenya. The students will have a table in the Atrium March 28th - 31st from 10:00 - 1:00 each day. Please stop by the table to learn more about the Ebukuya School and to make a donation toward this global community service project.

Condolences
Condolences are extended to Kevin Dobbe whose mother, Susan, passed away on Thursday, March 24th. Our thoughts are with Kevin, Teresa and their family.

Condolences are also extended to Karen Machlica, former RCTC Counselor, whose mother (Beverly Machlica) passed away.

Thank You
Thank you very much for your flowers, caring cards and words that you have been thoughtful enough to extend to my family. I am also, thankful to the state system that has a FMLA policy that allowed me to take care of my parents when they needed it this past year. That time was extremely valuable to me, now that I knew my time with my Dad was limited. Thanks Again.

Sue Bunton and Family

Congratulations!
For those of you that may have missed the news, Warren and Ginny Wong observed their 50th wedding anniversary on March 4, 2005. Warren was a Business and Economics Instructor at RCTC from 1988 to 2002.
Hopes for quick passage of a bonding bill soared this week around speculation that the House, Senate and Governor’s Office all wanted the Capital Investment Conference Committee to reach a compromise and send a bonding bill to Pawlenty for signature prior to the Easter weekend recess. After a 5-1/2 hour session Monday night, it looked like gridlock was close to being broken and the differences would be worked out during a Tuesday afternoon conference committee session. Following the Monday night meeting, there was unanimous agreement that all higher education projects would be funded at the Senate level ($12.7 million for the UCR Health Sciences project). On Tuesday afternoon and evening, the House and Senate conferees got closer to a compromise but went home still a few million dollars apart. After meeting most of Wednesday afternoon without resolution, the committee recessed for the long weekend. Stay tuned for more bonding information next week. The four-year university in Rochester proposal will get its second and third hearings in the next couple of weeks. The bill will be heard next Tuesday from Noon – 2 p.m. by the Senate Higher Education Budget Committee. And, it’ll be heard for the first time in the House at 5 p.m., April 1 by the Higher Education Finance Committee.

As we move into the second half of the legislative session, committee activity in St. Paul has picked up. Now’s the time to contact legislators and urge them to support the $130 million MnSCU enrollment adjustment, fund the $66.5 million in new System initiatives and pass the bonding bill. Research indicates that Minnesota legislators prefer a handwritten letter or post card to e-mail. Whether you communicate in writing, via e-mail, by telephone or in person, remember to be brief, be timely and be polite. When writing, keep these dos and don’ts in mind…

- Keep your letter to a single page and a single subject
- Identify yourself and make sure that your contact information is included on the letter or in the e-mail
- Enter your name and legislative district on the subject line
- Use bill numbers if you know them
- Refrain from sending form letters
- Ask for a response, but don’t expect an immediate reply
- Communicate prior to any hearings or votes on the legislation
- You don’t have to be an expert on the topic to share your concerns

The Office of the Chancellor has released disability data from fiscal year 2004 that shows RCTC serves the greatest number of students of any two- or four-year MnSCU institution. Last year, RCTC’s Office of Disability Services served 378 students, 5% of the total RCTC population. This is the third highest percentage of enrolled disabled students in any MnSCU institution. Many thanks to Travis Kromminga, Disability Director, for coordinating an outstanding program of service to this very important constituency.

On Tuesday evening, RCTC’s international honor society, Phi Theta Kappa, inducted 62 new members. Many thanks to Barb Mollberg, Chapter Advisor, who worked with student co-presidents, Sarah Hayenga and Brooke Winchester, to coordinate a very special celebration. Dr. Mike Bequette congratulated the inductees and English Department Chairperson Mike Mutschelknaus delivered an enlightening keynote address. RCTC’s Omicron Chapter is Minnesota’s oldest and most prestigious PTK chapter. Congratulations to a very impressive group of students!

In a very unusual occurrence, RCTC PSEOP student Hannah Kuipers, was a triple first place award recipient in the 41st Annual Music Scholarship Competition held at UCR. Hannah took home blue ribbons in piano, voice and harp. She received both the Sally Duffy Memorial Award and the Georgia Daniel Memorial Award scholarships. Congratulations, Hannah!

Thought for the Week…

"Anyone who lives within their means suffers from a lack of imagination.” -- Oscar Wilde

Let your imagination run wild!

Don
Rochester Community and Technical College
AFSCME Labor/Management
Minutes for Monday, February 14, 2005 – 10:30 a.m. – AT109

Present: Administration: Arntson, Hansmann, Gilsrud, Supalla
AFSCME: Conway, Edwardy, Kiehne, Lunning, Martin (Business Agent), O’Dea, Staloch, Tucker
Recorder: Judy Kingsbury

ITEM 1 (AFSCME) Implications from Governor’s Rochester Four Year University Recommendation – Martin questioned what implications may occur from the Governor’s proposal for a Four Year University in Rochester. Supalla responded “the devils in the details” and at this time there are no details. All comments have lead the College to believe that RCTC will remain in tact, but until more details are announced, everything is status quo, and the goal is to continue delivering high quality lower division coursework and let others work out the upper divisional areas, with an assumption we’ll be a player no matter who that may be. Martin questioned if there was any state owned land available in Rochester for a new four year university. Supalla responded Senator Kiscaden had inquired last year about transferring the 109 acres on the east side of County Road 22 (currently under MnSCU’s control) to the University of Minnesota, but no further discussions have occurred. Supalla added, however, that if there is an interest for a University of Minnesota building on the UCR campus, the UCR Master Site Plan does reflect footprints for future academic expansion and discussions could occur with the legislature for a 25-100 year lease agreement. Action: Information Only.

ITEM 2 (AFSCME) Computer Access for Maintenance Department – AFSCME indicated concerns have been raised about Third Shift Maintenance employees obtaining access to their computer accounts (computers slow, network down during their shifts, etc.) Gilsrud confirmed the network is down every night from midnight to 6:00am for back-up work; however employees may access their accounts by going through a web browser on the computers in the Cyber Café. Action: Gilsrud will visit with the Third Shift Maintenance Supervisor to obtain more information.

ITEM 3 (AFSCME) AFSCME Day on the Hill – Martin announced AFSCME Day on the Hill is scheduled for March 16, 2005 and requested support for the members to have an opportunity to participate. Supalla agreed all constituency groups must work together to lobby for the $130 million enrollment adjustment and other higher educational needs in the legislative session, requesting employee absence requests be submitted early enough to work out any conflicts. Action: O’Dea will encourage the AFSCME employees participating on AFSCME Day on the Hill to submit their leave requests promptly.

ITEM 1 (Admin) Staffing Update/Snow Plowing – Arntson announced over 30 searches are underway which include numerous faculty positions, an Associate Dean of Teaching and Learning, eight AFSCME positions, and three MAPE positions. The AFSCME postings include a Groundskeepers classification that will work seven months outside and five months inside. The current outdoor General Maintenance Worker position descriptions are being reviewed for possible reclassification to Groundskeepers. Staloch questioned why the Third Shift Supervisor can’t make the calls for plowing lots earlier to avoid parking lot problems after late evening/early morning snowfalls. Hansmann agreed the current contract language that requires the contractor make the decision on their own on whether to plow or not hasn’t been working recently, and a conversation will be held with the contractor to resolve the problems. Staloch questioned if it would be possible to work out an arrangement with the Department of Transportation to purchase equipment to allow the College employees to plow the parking lots. Martin added other agencies have similar arrangements that allow the employees to plow the snow and hold it in another location until it can be removed. Hansmann responded the issue may be lack of manpower, but will investigate all options. Action: Information Only.

ITEM 2 (Admin) Vacancy Filling Process – Arntson shared concerns regarding the bidding process for vacant positions, noting the process in place may cause excessive delays in filling a position. Martin questioned what extra steps are occurring that aren’t in the contract, adding the first step just states when there is a vacancy that you allow a reassignment within the area first before opening it up to others, which was something not being done in the past. Hansmann questioned if an employee voluntarily requests to be reassigned, does management have the right to reassign someone else, or is it based on seniority. Martin responded the process agreed upon several years ago is not a Memorandum of Understanding, and does not change contract language, i.e. an Appointing Authority may reassign within a work area. However, if the most senior
employee meets the employment conditions, but is not qualified, then AFSCME and Management should have a conversation. Arntson requested further clarification/discussions be held between management and Martin to determine the most efficient and effective process to follow in the future. A discussion occurred regarding classifications amongst the clerical support. Arntson clarified the situation that occurred last spring was a classification issue and not a reassignment issue. Arntson also reminded everyone that a person’s classification is not based on who they support, but rather the level of work they perform. If an employee feels they are not appropriately classified for their position, the employee has the right to request a job audit, and an employee who feels their position description is not accurate may follow the appeal process. 

Action: Hansmann will obtain a list from Arntson of those General Maintenance Workers eligible for reassignment before announcing the options to the employees. Arntson and Hansmann will review the Vacancy Filling Process agreement established by their predecessors.

ITEM 3 (Admin) UCR Winter Break Closing Survey – Supalla highlighted the results of the recent UCR Winter Break Closing Survey, noting significant support by the employees to conduct similar closing in the future. Hansmann acknowledged a misunderstanding occurred regarding the possibility of outsourcing custodial work if inadequate staffing resulted because of vacation requests, and agreed to discuss any possible outsourcing with AFSCME representatives before pursuing in the future. Kiehne questioned if the closing resulted in delays for new faculty to have access to their computers and accounts. Gilsrud responded computer access requests are processed the day they are received, and the week prior to the beginning of Spring Semester would have provided adequate time to complete the process. Although there have been delays in the submission of requests to Information Technology in the past, it was announced that deans will complete the appropriate paperwork and submit to Information Technology in the future to speed up the process. Action: UCR Winter Break Closing will remain on the agenda to ensure open communication in the process for the 2005-06 UCR Winter Break Closing.

ITEM 4 (Admin) Online Performance Evaluation Procedures/Pilots – Arntson requested AFSCME’s consideration of moving the Online Performance Evaluation Pilot Process to a permanent process based on the survey results of those that have participated in the pilot program. A question was raised as to whether the performance review questions could be more specific to a person’s job responsibilities. Arntson responded the intent is to reflect overall performance and not task specific. Conway questioned the process of selecting evaluators, noting she has received surveys for individuals she doesn’t even know. Arntson responded the selection is a mutual agreement between supervisor and employee, and if individuals are receiving surveys for individuals they do not work with, then the supervisor needs to be aware of the issue and correct the list of evaluators. Martin questioned if the actual survey results are filed in the employee’s permanent file. Arntson responded the results are only a tool for the supervisor to assist in their overall performance review, and are not filed in the employee’s personnel file. Gilsrud added the online evaluation surveys for the MAPE employees in the Information Technology department have been very beneficial for not only him as the supervisor, but also for the employees to know how they are doing or being perceived by the rest of the college. Supalla indicated if AFSCME is not comfortable to move the process out of the pilot stage, then maybe more supervisory orientation can be done over the next six months. Arntson added supervisors are notified when an employee’s performance review is coming up to ensure reviews are done annually. Action: The Online Performance Evaluation Process will continue as a pilot for six months and the issue will be brought back for discussion before permanent implementation.

Adjourned at 12:13 p.m.

NEXT MEETING: Thursday, April 28, 2005 – 2:30 p.m. – AT109