



# COLLEGE CROSSINGS

## Visiting Scholar Series

### The Future of Technology - A lecture by Dr. William Pulleyblank

Tuesday, April 25<sup>th</sup>, 2000 - 9:00 a.m. - Hill Theater, UCR Campus

As technology continues its rapid development it affects many aspects of our lives. Some of the biggest advancements in computer technology could come from determining how to shed light on complex problems and uncover patterns in mountains of data. IBM researchers, led by Dr. Pulleyblank, are turning their attention to extraordinarily complicated tasks facing experts in many field, from agricultural researchers, to archeologists, to CFO's in major corporations. IBM is helping with software applications and systems that are uncovering motherloads of insightful information. For more information, see the attached flier.

## All-college staff development day

The tentative agenda for the April 21 All-College Staff Development day is detailed below. RCTC would also like to cordially invite our UCR partners to attend any and all of the day's events.

- 7:15 Continental Breakfast – College Center
- 7:30 Committee Sign-up Table – Theatre Lobby
- 8:00 Welcome and Announcements
- 8:05 NCA/Quality Presentation
- 9:00 “*Making Humor Work*”
- 10:00 Break

### FACULTY

- 10:15 Emerging Curriculum Grant Presentation

### SUPPORT STAFF

- 10:15 “*Perplexing Personalities*”

### ALL STAFF

- 12:00 Lunch
- 1:00 Breakout Sessions (select one)
  - Who Wants to be a Millionaire (Know your Paycheck)
  - Cultural Diversity Presentation
  - Fire Extinguisher Safety Training
  - GroupWise 101
  - Library On-Line Module Development
  - Audit CPR and Recognizing Symptoms of a Heart Attack
- 2:00 Breakout Sessions (*select one*)
  - Fire Extinguisher Safety Training
  - Utilize Your Voice Mail
  - Helping Undecided Students Select RCTC/UCR Programs That Fit Their Interests
  - Library Follow-up Focus Group on Designing On-line Modules



*April showers  
bring May flowers!*

## Evening Administration

The evening administrator for April 8-13 is Gary Swenson (4-12, Gail Sauter) who can be reached at x7262.

## UCR events

Attached to this week's *College Crossings* is the UCR schedule of events for April 10-14.

## Wellness Fair

Don't forget to attend RCTC's 3rd annual Wellness Fair on Wednesday, April 12 from 9:30 to 2:00.

## Commencement

This is a reminder that Rochester Community and Technical College's 1999-2000 commencement ceremony is set for **Thursday, May 11, 2000** at 7:00pm at Mayo Civic Arena.

### WHAT'S INSIDE?

TeachNet offerings — *Page 4*

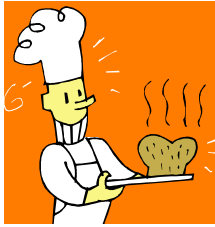
DCR plan news — *Page 7*

### ATTACHED

❖ [UCR event schedule](#)

❖ [Upward Bound vacancies](#)

❖ [Visiting Scholar Series](#)



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.

**SPECIALS THIS WEEK!!**

**Panini** - Smoked ham with honey dijon mustard

**Wrap** - Southwestern chicken

**Grill** - Bacon, lettuce and tomato

**UCR Dining Room/Heintz Snack Bar**

**Monday**

Corn beef/cabbage, boiled potatoes, veggie  
Vegetable beef soup

**Tuesday**

Chicken Caesar salad, bread stick  
Vegetarian vegetable soup

**Wednesday**

Jamaican mango pork/Spanish rice, veggie  
Cream of potato soup

**Thursday**

Spinach fetticcine/roast beef, artichokes  
Chicken gumbo soup

**Friday**

Shrimp basket, fries, 20 oz. drink  
Chef's choice soup

**Congratulations!**

Meg Vogel recently attended the Midwest Nursing Research Conference in Dearborn, MI where she and her co-investigator presented a poster of their research as graduate students at WSU. It was titled, "Postoperative pain in patients with residual malignancy." and was awarded second prize in a competition with 65 other students.

**Faculty member exhibition**

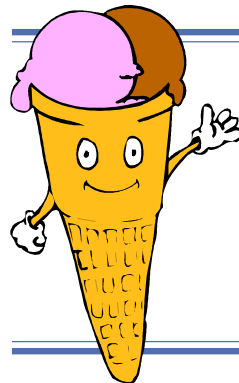
Ceramics Instructor, Kelly Connole, will be exhibiting her ceramic sculptures in a one person show titled "The Clay Menagerie" at the Kellie Ray Theiss Gallery in Minneapolis through May 20. The Gallery is located at 400 First Ave North Suite 318. Phone 612-339-1094, call for hours.

**Weekly funny...**



**TES summer classes**

We have received the schedule of Summer 2000 Teacher Education Series (TES) Classes from the Office of Professional Development Outreach at the U of M. These are the courses required for licensure. Copies of the summer schedule have been posted on the official UTCE bulletin boards at both campus sites, or are available from the HR office



**Ice Cream Social**

The RCTC Upward Bound Program will host an Ice Cream Social on Tuesday, April 11 from 11:30 a.m. - 1:00 p.m. Please stop by SS150 to visit with Upward Bound staff and enjoy treats!

**Thank you**

Thank you to RCTC CAD students Mike Laska and Eli Schroeder and Instructor Pam Benson who worked with the Communication Department to update the Heintz Center building layout map and cut vinyl for the "Featured Program" board for the Apache Mall kiosk display.

**Thought for the week...**

Failure to prepare is preparing to fail.

—Benjamin Franklin

## Supalla's Scribblings

Congratulations to **Jean Musgjerd** who was selected as one of 60 outstanding women athletes in the 30-year history of Bemidji State University. As part of a Gala Celebration program on Saturday evening, March 25, Jean was honored as one of 30 members of the BSU *All 30<sup>th</sup> Anniversary Team*. Quite an honor, Jean, since there have more than 800 women sports participants over the past 30 years. Way to go, Jean!

Many thanks to **Phil Fishbaugher** who has served as RCTC's certified athletic trainer during the past four years. Phil, who has accepted a management position with Perkins Restaurants, has done a terrific job taking care of our Yellowjackets. As trainer, Phil spent countless hours on fields, courts, mats and buses. We thank Phil's family for sharing him so many evenings and weekends. All the best in your new adventure, Phil!

The National Education Association and Blackboard, Inc. unveiled an important research-driven list of quality benchmarks for distance learning in higher education. A study of top distance-education programs led researchers to compile a list of 24 benchmarks that can be used by institutions eager to create high-quality distance offerings. Among the 24 benchmarks are student interaction with instructors and other students, fail-safe computer systems, and appropriate support services for both faculty members and students. A copy of the NEA/Blackboard News Release, including the list of 24 benchmarks, can be obtained at [www.ihep.com/PR17.html](http://www.ihep.com/PR17.html).

The League for Innovation released results about key trends in the community college field. Here are some of the highlights of the findings that show what CEOs strongly believe will occur in the next three to five years:

- ◆ *Options for learning will increase*
- ◆ *Information technology literacy will become a requirement in most academic programs*
- ◆ *E-commerce expectations by students, employees, and community members will increase*
- ◆ *Training faculty in the use of information technology will be an essential part of staff development*
- ◆ *Legislators will call for more accountability from colleges*
- ◆ *Workforce training/development offerings will continue to expand*
- ◆ *Developing and maintaining partnerships with local corporations will become even more essential*
- ◆ *Aligning with K-12 and university institutions will be increasingly important*



Art Levine, President of Columbia University Teachers College offers the following warning for his academic colleagues: *“The biggest danger is that higher education may be the next railroad industry, which built bigger and better railroads decade after decade because that’s the business it thought it was in. The reality was that it was in the transportation industry, and it was nearly put out of business by airplanes. Colleges and universities are not in the campus business, but the education business. The trend is a convergence in knowledge-producing organizations: publishers, television networks, libraries, museums and universities. Those of us in higher education have a small amount of time to stop and think. What is the purpose of higher education? How shall we continue to accomplish it? Not to answer these questions is to make a profound decision, by default, about our own prospects for the future.”*

According to International Data Corp., the number of courses offered on-line doubled from 50,000 to 100,000 between 1998 and 1999. International predicts that the number of Web learners will expand from last year’s 700,000 to 2.2 million in 2002. The on-line education market is growing exponentially, and a number of Web companies are positioning themselves to be the Amazon.com of higher education. Leading the pack is Hungry Minds, a company that partners with colleges and universities to market their on-line courses. The site already offers over 24,000 courses, from graduate classes to how-to freebies. Sites like Hungry Minds operate with an Internet mind-set that’s flexible, fast and responsive to their markets.

***To achieve your dreams, remember your ABC’s...***

*Avoid negative sources, people, places, things and habits.*

*Believe in yourself.*

*Consider things from every angle.*

***Don’t give up and don’t give in.***

***Don***

**TeachNet Training Calendar****April 10th — Word, 2-4 PM in SH206**

Learn the basics of Word.

**April 12th — PowerPoint, 2-4 PM in SH206**

This class will cover: AutoContent wizards and blank presentation options, background designs, importing text, graphics, and other files, adding deleting and recording slides, using the slideshow, adding animation and transitions, and display and save options.

**April 19th — Intro to Dreamweaver, 3-5 PM in SH206**

Dreamweaver 2-Level One: Using Dreamweaver 2 to develop your web site. Macromedia's Dreamweaver is a full-featured web-publishing tool used by professional web developers at some of the worlds most successful companies. If you've ever wondered how to give your web site a more professional look and feel without becoming encumbered by complicated process this is the class for you. By the end of your first session you should have a basic understanding of how to use Dreamweaver to assemble and publish a web site.

**April 24th — Web Development 2, 2-4 PM in SH206**

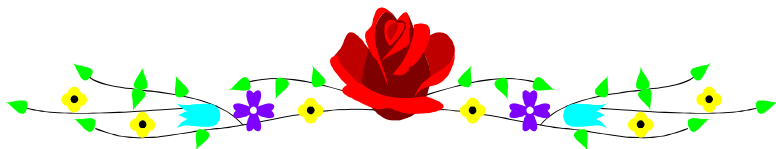
So you've completed Web Development 1 and your ready to move ahead with your web page? This class is for you. In Web Development 2, we'll edit and expand your web page, create links, and more...

Class limit is 10 attendees. If interested in any of these classes contact [sarah.prigge@roch.edu](mailto:sarah.prigge@roch.edu) or at x2924.

**Don't forget the flowers!!**

The floral design class will be designing Easter arrangements with springtime flowers, containers and accessories for \$15.00. Send orders and payment (checks payable to RCTC Horticulture) to Robin Fruth-Dugstad, box 49 by Wednesday, April 12. Arrangements can be picked up Thursday, April 20 from the Hort. Lab (HA120) by 4:00 pm.

Also, orders will be taken for Administrative Professionals' Week (formerly Secretaries' Week) April 23-29. Vase arrangements are \$6.00; basket arrangements are \$10.00 and a dish garden is \$15.00. FREE DELIVERY on campus on Tuesday, April 25! Send orders (checks made payable to Horticulture Club) to Robin Fruth-Dugstad, box 49 by Monday, April 17.

**It's a BOY!**

Congratulations to Jonathan and Renea Mohler who have a baby boy! Bryce Duane Mohler arrived at 9:56 on March 31st.

He weighed 9 lbs., 1 oz. and was 19 ½ inches long.

**Food for Thought Series**

2000 - 2001 Common Book

Presenters: Sharon Nichols/Judy Harris

Thursday April 20, 2000

12:00 to 12:50 p.m.

Alumni Room College Center  
Pizza, Salad and Soda provided

[http://www.acd.roch.edu/ctl/Meetings/Agenda\\_2000\\_04\\_20.html](http://www.acd.roch.edu/ctl/Meetings/Agenda_2000_04_20.html)

**Reports folder on "J" drive**

Periodically individuals are interested in budget, marketing, and student inquiries/application updates at RCTC. To ensure this information is readily available to all employees, a special folder has been placed in the Project "J" Drive. The reports are filed in the "Reports" folder and will be updated on the last working day of each month. Currently the following reports are available for viewing.

- \* 3-00 Student Flow Report  
(please read the Student Flow Read Me document also)
- \* Gen Budget Update 3 28 00
- \* Marketing Report for March 2000

If you are in need of additional information, or additional reports, please contact the appropriate administrator of the area.

## Faculty forum

TeachNet and MnSCU will offer a Faculty Forum on Distance Education on:

April 13<sup>th</sup> from 1:00-3:30 p.m.  
**University Center Rochester ST110**  
**Winona State University Phelps 101**  
Riverland—Austin B103B  
Riverland—Albert Lea B201

### *How Do We Measure Quality In Distance Education?*

Members of the Office of Instructional Technology staff at MnSCU will join the TeachNet staff in a forum with faculty to discuss how to bring quality to distance learning. The sites listed above will be linked by ITV so there will be interaction between campuses. Some topics to generate the initial discussion are listed below:

- A. Technical support for faculty and students
- B. Instructional design-interactive learning (student centered)
- C. Feedback to students
- D. Testing on-line
- E. Technology limits on distance learning
- F. What or who determines what courses go distance

### **FOOD & DRINK.....FOOD & DRINK.....FOOD & DRINK**

Contact your TeachNet Support Manager to sign up for the forum.

**Scott Sahs**  
**scott.sahs@roch.edu**  
**507-529-2785**

---

## Student life news

Please encourage students to apply for Sophomore Senate and Sophomore Leader positions. Sophomore Senator Applications are due on Wednesday, April 19, 3:00 pm. Sophomore Leader Applications are NOW being accepted. Students can pick up applications in the Student Life Office, CC401 or at the Heintz Center Information Desk.

Classic Cars on Campus, 10:00 am - 12:00 pm, Heintz Center on Wednesday, May 3. Free picnic will be served. If you have a car or truck you would like to show, please call 285-7204.

---

## Lost and Found

The Lost and Found Department is now located at the Welcome Desk in the Atrium. Contact Darci Jasperson, 529-2728, Box 39, for any lost or found items.

## Go Global

Congratulations to Ivonne Tjoe Fat and Karin Wilking who have been selected by the Education for Global Learning Consortium (EGL) to teach abroad for a semester next year. Ivonne will help us inaugurate a new program to Oxford, England during fall semester and Karin will teach in the popular Costa Rica program from February through April 2001. We would like to make classroom visits to promote these programs. Please contact any of us to arrange a brief visit before the semester ends.

A van has been reserved for the EGL workshop on April 21 and six staff have confirmed their attendance. The workshop will feature a keynote address from Gary Gardner of World Watch institute entitled "Global Megatrends and Vital Signs: Emerging Contradictions and Challenges that are Shaping our Future." RCTC is an EGL member institution so there is no registration fee and lunch will be provided. Call me if interested in attending.

While completing a recent MnSCU survey on International Enrollment, I found that the international students attending RCTC come from 43 different countries !! And this doesn't even include the vast representation included within our new immigrant and refugee population.

—Tom Gjersvig

## Recognition Night scheduled

RCTC's fourth Recognition Night will be held on Tuesday, May 2nd. This ceremony is to honor students for outstanding achievements and contributions in academics, athletics, activities, service and a host of other commendable efforts. This is for achievements other than scholarships or graduation itself. For more information, contact the Academic Affairs Office.

## 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).

### Unlimited Full-Time Faculty

- **English** - Developmental Writing. Posted/advertised.
- **English** – Composition. Posted/advertised.
- **PE/Coach** – Posted/advertised.
- **Librarian** – Posted/advertised.
- **Sociology/Anthropology** – Posted/advertised.
- **Auto Mechanics Instructor** – Position posted/advertised this week.
- **Nursing** – Position 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.

### Temporary Part-Time Faculty

- **Dental Assistant Instructor** – (.77 FTE). Position posted/ advertised.

### Unclassified Professional/Supervisory

- **MnSCU Program Director 2 –Cont. Educ. Option (Project Coordinator/Health Consortium).** (FT grant-funded). Interviews conducted; employment offer pending.
- **MnSCU Program Director 1 – College Recruiter Option** (FT unclassified MAPE). Extending search to solicit more applicants.
- **Custom Training Rep. (Client Relations Manager)** (FT unclassified MAPE). Posted/advertised. Review of applications has begun.
- **Customer Training Representative (Computer Training Specialist)** (FT unclassified MAPE). Employment offer pending.
- **MnSCU Program Director 1 – Admissions Officer/Information Specialist** (part-time unlimited; 32 hrs./wk [four, eight-hour days]). This is posted for internal application only. Interested support staff are invited to apply. **Note:** Deadline for interest application is Wednesday, April 12.

### Classified MAPE

- **ITS1 (Helpdesk)** (unlimited full-time). Posted/advertised. Semi-finalists selected; interviews being conducted.

### Classified AFSCME

- **General Maint.Workers** (Intermittents). Applications accepted ongoing.
- **Office and Administrative Specialist – Student Affairs (Health Service) Work Area** (seasonal part-time). Search on hold.
- **Office and Administrative Specialist – Academic Affairs Work Area (Faculty Secretary @ Heintz Center)** (unlimited PT, 2 positions). Posted for internal bid only.

For information on any of the above openings, contact the human resources office at x7125.

## Questions and answers about sexual harassment

This is the last in the series of the question/answer column about sexual harassment. 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.

### *How long will it take the Department to investigate my sexual harassment claim?*

Under the Human Rights Act, the department has up to one year to complete its investigation and make a determination on a charge. Time during which a case is referred to mediation does not count toward that year. Collecting the response to the charge, the rebuttal to the response and the IIR (initial information request) documentation often consumes the first months a case is open with the Department. The Department strives to reach a determination in each case as quickly as possible.

### *How long do I have to file a charge with the Department following an incident of sexual harassment?*

The Human Rights Act provides that a person either must file a charge with the Department or bring a lawsuit under the Act within one year after the occurrence of a discriminatory practice.

### *If I file a charge with the department of Human Rights, may I still bring a lawsuit?*

The Human Rights Act says that a person may not initiate a lawsuit in state court and have an open case with the Department at the same time. But individuals may bring a private civil action after having filed a Charge with the Department: 1) within 90 days after removing their case from the Department, which must occur at least 45 days after a charge has been filed; 2) within 45 days after they are served with notice that their case has received a no probable cause finding or a request to reconsider the no probable cause finding has been affirmed; or 3) within 45 days after the Department has dismissed a charge or has affirmed the dismissal after a request to reconsider that decision. Additionally, a person may commence a civil action under the statute without first filing a charge with the department.

## DCR plan news

The second edition of the *Plan News* newsletter that covers **Defined Contribution Retirement (DCR) Plan changes and new investment fund choices** to be effective July 1, 2000, was mailed to employee home addresses in late March. Unclassified employees who participate in either the Individual Retirement Account Plan (**IRAP**) or the Supplemental Retirement Account (**SRP**) plan should have received a copy of the newsletter. If you are a participant in either of these plans and did not receive a copy of the newsletter, please contact the Human Resources office and we will see that you receive a copy.

The next newsletter will be mailed sometime in April and will cover **enrollment** materials. The newsletter will also continue to include a Q & A section to answer questions. Participants are encouraged to post their questions on the MnSCU web site: [www.hr.mnscu.edu/retirement/dcr/feedback.html](http://www.hr.mnscu.edu/retirement/dcr/feedback.html)

**There are significant changes taking place for participants in these plans so it is important that you read the *Plan News* so you can make an informed decision about future investments of YOUR money!**

### CALENDAR of DCR Change Implementation

#### **April:**

1) Campus meetings held to help participants learn more about the changes and have their questions answered.

2) *Plan News* newsletter will include detailed enrollment materials, more answers to common questions.

#### **MAY/JUNE:**

Enrollment in new investment funds begin.

#### **July:**

All Plan and investment changes effective July 1, 2000.

#### **October:**

New statements for period ending September 30 mailed early October.

If you have any questions regarding the DCR Plan, contact Mary Kay (280-3131) in the Human Resources Office.