Visiting Scholar Series

Career and Consequences of Eve in Religion and Culture
The UCR Visiting Scholar Series presents its second event on October 27th, 1999. The lecture, featuring Dr. Val Webb, is titled, “Career and Consequences of Eve in Religion and Culture. Dr. Webb’s career spans theology, art, business, microbiology, teaching and community activism. She has degrees in both science and religion from the University of Queensland, Australia and a Ph.D in systemic theology from Luther Seminary, St. Paul, MN. She is on the adjunct faculty of the University of Minnesota and will be teaching in Rochester next spring for Augsburg College.

Dr. Webb’s recently published book, Why We’re Equal: Introducing Feminist Theology will be the basis for her lecture. In her book, she challenges the negative naming of feminism as anti-male and anti-motherhood. She contends that feminism stands for everyone and not against men. This holistic vision of feminism includes both women and men. Webb’s invigorating journey begins in Eden’s garden, where events ultimately placed culpability on Eve for original sin, thereby justifying the consequence of male authority and female subordination. In her lecture, Dr. Webb makes a case for women’s creative discipleship throughout Christian traditions, and returns to Eve in the end.

Dr. Webb will speak at the UCR Hill Theater at 9:00 a.m. on October 27 and again later that evening at 7:00 p.m. at Rochester Public Library. These events are free and open to the public.

RCTC employees raise over $7,000 during the 1999 Minnesota State Employees Combined Charities Campaign
The 1999 State of Minnesota Combined Charities Campaign has concluded. A special thanks is extended to the fifty (50) contributors who pledged or gave one-time gift donations totaling $7,353 of which $6,187 has been earmarked for the United Way of Olmsted County. These employees have reached beyond their job assignments and shown their commitment to the communities in which they live and work. As state employees, they have taken pride in not only their jobs, but also in Minnesota by “Investing in Minnesota”.

THANK YOU! For those contributors pledging through payroll deduction, deductions will begin with your first paycheck in January 2000. If you designated on the form that you want an acknowledgment, you should receive the acknowledgment directly from the charitable organization. If you do not receive acknowledgment by the end of January, please contact Judy Kingsbury at x7216.
COMING UP

COME AND GET IT!
Taher, Inc.

REGULAR HOURS
DINING ROOM - UCR Commons
HEINTZ CENTER SNACK BAR - Heintz Center
Mondays - Fridays: 7:30 a.m. to 1:00 p.m.

Menu not available at time of publication.

Weekly funny...

“Those aren’t meteorites, but a swarm of unstable computer concerns!”

Thought for the week...
The future influences the present just as much as the past.

—Nietzsche

GODDARD LIBRARY/TECH. CENTER
HOURS FOR October 21-24, 1999:
Thursday, 9:00 a.m.-10:00 p.m.
Friday, 9:00 a.m.-4:30 p.m.
Saturday, 9:00 a.m.-5:00 p.m.
Sunday, 1:00-5:00 p.m.

Screech Volleyball
Staff, faculty, and students are encouraged to participate in the 3rd Annual Screech Volleyball Tourney to be held on Friday October 29, from 1:00-2:00 p.m. in Rockenbach Gym. Teams must consist of at least 3 men and 3 women, with a maximum of 8 players. All team members must dress up in their favorite Halloween costume. Register by filling out a team roster, which is located in Rockenbach Gym by the Fitness Center. The first seven teams to register will be allowed to participate. Hurry, get that roster in to Rollie Keyeski, fitness center office, as soon as possible. Any questions please call x7563.

Happy Halloween!

RCTC Theatre Department to present A Streetcar Named Desire
Fifty years ago, A Streetcar Named Desire (by Tennesse Williams) scorched the American stage with its violent clash between the faded Blanche DuBois and her brutish brother-in-law, Stanley Kowalski. Against the nightmarish backdrop of the New Orleans French Quarter, Streetcar intoxicates with its sexually charged stage dialogue and unforgettable characters. This is good drama. People may remember the movie with Vivian Leigh and Marlon Brando.

Streetcar will be presented November 4, 5, 6, 11, 12, 13, 1999 at 8:00 p.m. (seating at 7:30 p.m.) in the Charles E. Hill Theatre. Play only tickets are $5.50 on Thursdays and $7.00 on Fridays and Saturdays.

Streetcar is being directed by Ray Mikesh, Jr., set design by Gary Schattschneider and costume design by Lori Dols.

Students excused
The following students are excused at 3:45 p.m. on Monday, October 18 for a volleyball game: Carolien Van Merksteijn, Brooke Kosok, Jenna Ehler, Nia Raduenz, Leah Jacobson, Kim Framsted, Michelle Esplan, Gretchen Wolff, Melissa Lange, Michelle Schmoll, Ray Paske, Nick Enger.

Congratulations!
Congratulations to Alex Kromminga and Amy Hunnicutt who were married on October 2. Alex is the Tutor Coordinator on campus. We wish you much happiness together!
Bob Bruinicks, University of Minnesota Executive Vice President and Provost, updated the Board of Regents during their Rochester meeting on an agreement finalizing academic prioritizes of the UCR partners. RCTC will take the leadership role for delivering lower division undergraduate offerings, articulated academic programs and customized training. The University of Minnesota and Winona State University will share the delivery of undergraduate upper division and graduate courses. The Board of Regents also approved the appointment of Mary Heltsley as Interim Provost who will be responsible for the University of Minnesota’s academic program and day-to-day operations in Rochester. The UCR Provost position will not be filled and UCR governance will be the responsibility of the administrative leadership team of the three partners.

The University Center got a “spur of the moment” visit from Commissioner of Finance Pam Wheelock and two of her staff members on Wednesday, October 13. Mary Heltsley, Russ Lohmann, Frank Knox, Sheila Kiscaden and I got an opportunity to share the UCR collaboration story with the Commissioner. The Governor’s staff seemed genuinely interested in the many exciting partnership activities shared during our 1-1/2 hour meeting. We had an opportunity to share a UCR history with Pam and staff as well as provide updates on the MnSCU/UoM Statement of Principles, articulated programs, consolidated student services, shared support services, master site plan, community higher education needs and current and proposed construction projects. Commissioner Wheelock, following a brief tour, seemed pleased with what’s happening and noted that what’s happening at UCR is a model for the future.

If you’re reading CROSSINGS on Monday, you’re probably doing so while the campus is being visited by the House of Representatives Higher Education Committee. The Committee will receive a progress report on the three projects funded by the 1998 Legislature as well as an update on the $2 million infrastructure project on MnSCU’s 2000 bonding request list. Committee members will tour UCR’s consolidated student services area, proposed technology center renovation area, and co-developed athletic fields. A PowerPoint presentation will provide Representatives information about enrollments, student demographics, new program offerings, RCTC ITV course to Mayo-Scottsdale, Internet course offerings, and collaborative efforts between the UCR partners. A similar agenda will be followed when the Senate Higher Education Committee visits the UCR campus on October 27.

Did you know that...

- Kathy Jacobson and Jane Kruger have finalized an agreement with Riverland Community College that allows Surgical Technology students to take their first year of study at RCC and then transfer to RCTC to complete the program. These collaborative agreements accommodate student needs while providing a win-win opportunity for the partners. Way to go!
- The Rochester Area Family Y awarded seven RCTC Upward Bound students and their younger siblings each a one-year teen membership. These memberships are valued at more than $1500. Thanks Family Y…a great community partner!
- Congratulations to the women’s soccer team who earned a regional play-off berth! And to the football team who continue to be ranked 6th or 7th nationally and who have secured a Southern Conference play-off spot. Why not stop at the Century High School field on Saturday, October 23, and cheer on the team. Nice going, Yellowjackets!
- Charlie Hill scheduled an “RCTC Update” at the Charter House on October 7. A lively group of senior citizens listened attentively to Judy Bird, Kathy Richie, a student and me share the many exciting things happening on campus. Bonnie Hintz, CH Activity Coordinator, would like to know whenever you have activities or events that residents might be interested in (theatre, concerts, Visiting Scholars, Elderhostels, etc.) If you’d like Bonnie to promote your function, please call her at 266-7533 with the details.
- The Minnesota Department of Economic Security projects that, between 1996 and 2006, Minnesota is expected to add around 416,000 jobs, a 16 percent increase from 1996. The overwhelming majority of job growth, just below 90 percent, is expected to occur in the service-producing sector. Despite all the hype about how quickly occupations are changing, the projected shift among occupational groups between 1996-2006 will simply continue shifts that occurred between 1986 and 1996. Want to guess at the fast growing occupations? Next week I’ll share information on those occupations expected to add the most jobs during the next ten years.

Thought for the Week…*Being right half the time beats being half-right all the time.* —Malcolm Forbes

Have a great week — Don
**It's FLU SHOT time again!**

Flu Shots will be available for all staff and students. Three locations and times are offered this year.

- **Tuesday, October 26, 10:30 - 11:30 (Health Services)**
- **Tuesday, October 26, 12:00 - 1:00 (UCR cafeteria)**
- **Thursday, October 28, 10:30 - 11:30 (Heintz Center HC109)**

The cost for the shot is $8.00 and must be paid at the time the shot is received. Receipts and insurance reimbursement forms will be available.

**Scholarships awarded**

The Rochester Area Family Y awarded 7 RCTC Upward Bound students each with a one-year teen membership. The Y also awarded the same UB student’s younger siblings additional elementary Y memberships. The total scholarship award is valued at $1500. The students will be able to enjoy the fitness center, Safe Start Center, workout classes, swimming pool, racquetball courts, 3 gyms and the track. By partnering with the Family Y, RCTC Upward Bound program goals of building self esteem and developing leadership skills are integrated with the Y’s goals of creating strong kids, strong families, and a strong community.

**RCTC faculty...**

You will soon be receiving requests to report mid-semester grades. To reduce your work, a number of programs have combined their requests into one list. These programs are Disability Services, Perkins Special Needs, Minority Services, International Services, Youth for Understanding and Student Support Services. These programs have various reasons to monitor student progress; thus, students who are highlighted on the list are NOT necessarily receiving tutoring. Thank you in advance for assisting us in helping students to succeed in their classes and to be retained at RCTC.
Workers’ compensation update

This is to remind staff that if you are injured at work, you must notify your supervisor or the human resources office as soon as you can. They can assist you in seeking the appropriate medical attention if needed, and can ensure the proper submission of your workers’ compensation claim. The College is required to submit a First Report of Injury form to the Employee Insurance Division/Workers’ Compensation within seven (7) days of a work-related injury or be subject to a fine for late submissions. Serious injuries must be reported to the Workers’ Compensation Program immediately by telephone. General information and the First Report of Injury forms are available from the human resources office.

Notice of Enrollment in a Certified Managed Care (CMC) Plan for Workers’ Compensation Injuries and Illness

Under Minnesota Rule 5218.0250, the Minnesota Department of Employee Relations/Employee Insurance Division provides this notice to inform you that:

Effective January 1, 1998, your employer (the State of Minnesota) enrolled with Comprehensive Managed Care (CMC), a certified workers’ compensation managed care plan which provides state employees and covered volunteers with all necessary medical treatment for work-related injuries and illnesses.

If injured, in the course of your work, you may receive treatment from a medical doctor, chiropractor, podiatrist, osteopath, or dentist; if the treatment is available within the community and is appropriate for the injury or illness. As a state employee or covered volunteer, you must receive such treatment from a health care provider who is a member of CMC’s plan, except in the following circumstances. You have already established a treating relationship with a non-participating provider (who maintains your medical records)* prior to the work-related injury; or if you require emergency treatment; or if your place of employment and residence are beyond the mileage parameters set forth in part 6218.0100, subp. 1.F.(7). Furthermore, if you sustained your work-related injury prior to the State’s enrollment with CMC, you may continue to receive treatment from a non-participating provider until you change doctors.

You may access care for a work-related injury or illness by going to a clinic or health care provider from CMC’s network, or by asking your agency’s Workers Compensation Coordinator to share CMC’s provider directory with you; or by calling CMC’s 24-hour Nurse Phone Line at 651-662-1950 or 800-486-2913. You may also contact CMC’s Nurse Phone Line if you have questions about managed care for workers’ compensation; or direct such inquiries to the State Worker’s Compensation program at 651-296-6521. You may also see your agency’s Worker’s Compensation Coordinator for information or assistance.

Additional information may be obtained by calling the Minnesota Department of Labor and Industry (DOLI) in St. Paul at 651-296-6107 or 800-342-5354. In Duluth, call DOLI at 218-723-4670 or 800-365-4584.

*In accordance with part 5218, subparts 1 and 2, except that if you later change doctors you must then choose a doctor who participates in CMC’s plan.

If you have questions regarding Workers Compensation, contact the human resources office. Also, information is available on DOER’s website www.doer.state.mn.us, click on State Workers’ Compensation Program Home Page.
Social Security benefits
Some changes to Social Security benefits, that were part of legislation in 1983, go into effect next calendar year. Currently, individuals become eligible for full Social Security benefits at age 65 and reduced benefits at age 62. Beginning in the year 2000, a person may still receive reduced benefits at age 62, but the reduction will be greater. Also, the age for full benefits will begin increasing until the year 2022, when age 67 becomes the age for full Social Security benefits.

The following table shows what age an individual must be before he or she can receive the full benefit amount, as well as how much benefits will be reduced if a person decides to apply for Social Security at age 62.

<table>
<thead>
<tr>
<th>Year of Birth</th>
<th>Full SS Retirement Age</th>
<th>SS Reduction at Age 62</th>
</tr>
</thead>
<tbody>
<tr>
<td>Before 1938</td>
<td>65</td>
<td>20.0%</td>
</tr>
<tr>
<td>1938</td>
<td>65 + 2 months</td>
<td>20.8%</td>
</tr>
<tr>
<td>1939</td>
<td>65 + 4 months</td>
<td>21.7%</td>
</tr>
<tr>
<td>1940</td>
<td>65 + 6 months</td>
<td>22.5%</td>
</tr>
<tr>
<td>1941</td>
<td>65 + 8 months</td>
<td>23.3%</td>
</tr>
<tr>
<td>1942</td>
<td>65 + 10 months</td>
<td>24.2%</td>
</tr>
<tr>
<td>1943-54</td>
<td>66</td>
<td>25.0%</td>
</tr>
<tr>
<td>1955</td>
<td>66 + 2 months</td>
<td>25.8%</td>
</tr>
<tr>
<td>1956</td>
<td>66 + 4 months</td>
<td>26.7%</td>
</tr>
<tr>
<td>1957</td>
<td>66 + 6 months</td>
<td>27.5%</td>
</tr>
<tr>
<td>1958</td>
<td>66 + 8 months</td>
<td>28.3%</td>
</tr>
<tr>
<td>1959</td>
<td>66 + 10 months</td>
<td>29.2%</td>
</tr>
<tr>
<td>1960 or later</td>
<td>67</td>
<td>30.0%</td>
</tr>
</tbody>
</table>

The Social Security Administration has additional information on its website [www.ssa.gov](http://www.ssa.gov) and can be reached at 800-772-1213.

Open enrollment
The facts about Open Enrollment are available to you on video, cable and internet!

Now Available On Home Video!
A comprehensive, 30-minute videocassette program that explains your 1999 Open Enrollment procedures and your coverage options for 2000 is available for check-out from the human resources office.

Visit DOER/Employee Insurance Division’s website
Electronic versions of the 1999 Open Enrollment materials which were delivered to your home are available for viewing on the DOER Home Page. You will also find links to many of the insurance carriers that participate in the State Employees Group Insurance Program. And, most important, the DOER Home Page features the Internet Enrollment Form, which enables you to make most of your 2000 insurance choices “on-line!” The internet address is: [http://www.doer.state.mn.us](http://www.doer.state.mn.us), click on Employee Benefits.

Cable TV
A 30-minute program that explains your 1999 Open Enrollment procedures and your coverage options for 2000 are also being broadcast on local “government access” cable television stations as follows:

**Rochester – Cable channel 10**
Tuesday, October 19 at 5:30 pm  
Wednesday, October 20 at 5:30 pm  
Thursday, October 21 at 5:30 pm

**Winona – Cable channel 6**
Tuesday, October 19 at 8:00 pm  
Wednesday, October 20 at 5:00 pm

**Austin – Cable channel 6**
Friday, October 22 at 7:30 pm

Things that make you go "Hmmmmmmmmmm"
During my second month of nursing school, our professor gave us a pop quiz. I was a conscientious student and had breezed through the questions, until I read the last one: "What is the first name of the woman who cleans the school?" Surely this was some kind of joke. I had seen the cleaning woman several times. She was tall, dark-haired and in her 50s, but how would I know her name? I handed in my paper, leaving the last question blank. Before class ended, one student asked if the last question would count toward our quiz grade. "Absolutely," said the professor. "In your careers you will meet many people. All are significant. They deserve your attention and care, even if all you do is smile and say 'hello'." I've never forgotten that lesson. I also learned her name was Dorothy.
Baldrige Banterings
The Quality Journey Past and Present
To understand RCTC’s present quality journey, a look back at its origins is necessary. In 1996, RCTC received the Silver Advancement level of recognition in the Minnesota Quality Awards. This level of recognition signified RCTC’s commitment to quality and the advances being made to develop systems and processes. The impetus for participation originated with Minnesota Riverland Technical College – Rochester campus. MRTC’s Continuous Improvement Team made the decision to apply. Team members included Kathy Peak, Dave Weber, Paula Theisen, Don Supalla, Lori Wright, Abby Pinsky, Delores Kiehne, Jan Wilson, and Kathy Olson. The Continuous Improvement Team from Riverland Rochester were all active participants in gathering the data and writing specific parts of the self-assessment.

Member of the Continuous Improvement Team attended in-service training from the Minnesota Council for Quality prior to writing the documentation. There were a total of 5 sessions with most of the team being able to attend at least one training meeting. Prior to the decision to apply, MRTC first steps were to focus on quality training. A significant percentage of staff participated in a minimum of 39 hours of training during the months leading up to the decision to participate. Staff development and a commitment to continuous training is central to quality and performance excellence.

The process of writing the self-assessment was a continuous improvement activity and brought many challenges. Gathering the data was a challenge because we hadn’t had the best processes and systems in place to keep accurate.

The self-assessment was submitted just prior to the creation of RCTC. Prior to the site visit, an update was provided to the Minnesota Council for Quality and Evaluation Team to structure the site visit to include all parts of the new College, so that the experience would have greater value. The experience of having the on-site visit after our submission of the self-assessment was so worthwhile, it validated the great things we were doing and provided to us a 20-20 view of areas where the College could improve. The follow-up findings, which we received after earning the award, were invaluable. Many of the recommendations were carried forward into the merger process.

The Present
This past week RCTC, submitted a business overview, results of the Baldrige Express Survey and performance results for key indicators to the Minnesota Council for Quality. In November, a team of evaluators will visit the campus to assess strengths and identify how we can improve by building strength on strength. The visit will include many focus interviews of which many staff will be involved. Future issues of Crossings will address the site visit and findings from the Baldrige Express Survey.