Baldrige Banterings
Many of you graciously took the time last week to meet with the Baldrige Express evaluators from the Minnesota Council for Quality. The evaluation team closed their visit with a brief feedback report where they focused on three of the eleven core values as identified in the Baldrige Quality program. A more extensive feedback analysis will be provided in December. The three core values were leadership, partnership development, and learner-centered education. They were impressed by our assortment of partners including GRAUC, our leadership that walks the talk, and our ability as an institution to recognize the needs of our students. They felt that RCTC needs to identify measures of effective leadership, measures of successful partnering, and to develop formative assessment plans. We will present more details in the all-staff self-study development day scheduled:

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All faculty and staff meeting
Tuesday, November 30
2:00-4:00 p.m. - Hill Theatre

AGENDA
2:10-2:30 p.m.
Overview of MN Council for Quality On-site visit

2:35-3:00 p.m.
Rapid Response Teams Meet

3:10-3:25 p.m.
Rapid Response Team Reports

3:30-4:00 p.m.
Sample on All College Committee

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You’re invited!
You are cordially invited to attend a Retirement Reception for
Dr. Julie Goodman, Dean of Nursing and Allied Health

Wednesday, December 1, 1999
2:00-4:00 p.m. in CF206/208
(UCR Coffman Center Bldg. - 2nd floor)
**Holiday drawing**
The RCTC Upward Bound Program is selling tickets for the 1999 Holiday Drawing to be held on December 9 in the College Center.

**The winner will receive:**
- A Sweetheart Weekend at the Kahler Hotel
- Dinner for Two at the Broadstreet Cafe
- Steak and Lobster for Two from Ye Olde Butcher Shoppe
- $20.00 in gift certificates from Domino’s Pizza

Stop by SS150 to purchase your ticket(s) for a chance to win this wonderful prize. Tickets are available at $1.00 each or 10 for $5.00. Proceeds go toward the RCTC Upward Bound scholarship.

**Horticulture sale**
The Horticulture Department will be selling the following plant material:

- Poinsettias: $5 to $15; Wreaths & Swags: $10 to $15;
- Planters with evergreens for outdoor use: $8 to $12; Boxwood Trees: $20 (retail value of $60 or more)

**Sale dates & times are as follows:**
- Tuesday, November 30 from 9:00 a.m. to 11:00 a.m.
- Wednesday, December 1 from 10:00 a.m. to 1:00 p.m.

**LOCATION:** RCTC GREENHOUSE located behind the Heintz Center

Growing for you,
Robin, Vern, & Horticulture Students

**Workplace mentoring**
RCTC is exploring the creation and development of a mentoring program for new employees, and one of the goals of the college’s Employee Relations Committee will be to design and implement this program. **The Winning Workplace: Keeping Pace through Mentoring and Diversity**, a workshop sponsored by the SE MN Private Industry Council, will be held at the Best Western-Apache on November 30 and again on December 14. This full-day workshop is designed for employees who are interested in becoming workplace mentors and supervisors and trainers who are interested in developing their employees. Participants will learn the basic skills of mentoring and how their attitudes towards difference influence their interactions with others. If you are interested in exploring this topic further or in becoming a workplace mentor, this workshop is for you! **Please contact Jennifer in the Human Resources Office if you are interested in attending this workshop and let her know your date choice.** We hope RCTC will be well represented!
Supalla’s Scribblings

RCTC was very well represented at the MnSCU International/Global Education Conference in St. Paul on November 18 and 19. Many thanks to Ivonne Tjoe Fat, Lillyam Arrrayove, Karin Wilking, and Tom Gjersvig who allowed me to join them for a very enlightening program, “21st Century Visions and Best Practices.” Presentations included sessions on “The Philosophical Foundations of Global Education,” “Connections between Workforce Development, Economic Development, and Global Education,” “Dialog on Mission,” and “Considerations for Proposal Development: What Makes a Difference to the Reviewers?” The RCTC representatives prepared an exhibit sharing some of our international/global education initiatives and the workshop provided an excellent opportunity for networking with other MnSCU institutions that have instituted a wide variety of global education opportunities.

Barb Mollberg and the PTK Officers did a stellar job planning a very impressive fall semester Phi Theta Kappa New Member Induction Ceremony. Last Sunday, 33 new members were inducted into RCTC’s Omicron Chapter. The purpose of Phi Theta Kappa is to recognize and encourage scholarship among two-year college students. PTK provides opportunities for the development of leadership and service, for an intellectual climate for the exchange of ideas and ideals, for lively fellowship, and for stimulation of interest in continuing academic excellence. Thanks, Barb, for your many years of advising our PTK Honor Society.

Stephanie and I spent most of last week in Chicago, celebrating Thanksgiving with family, sightseeing, and shopping. As you’re out shopping, keep your eyes open for a cuddly teddy bear (or more than one) that you’d like to donate to our campaign to collect bears for local law enforcement personnel. Last year, in thanks for the work of local law enforcement agencies in Myatt Helmers search and rescue, RCTC staff donated more than 100 bears to the Rochester Police Department and Olmsted County Sheriffs Department. So, pick up a bear or two and bring it along to the Holiday Reception, 2-4 p.m., Wednesday, December 16 in CF206/208. And, if you haven’t already dropped off some non-perishable food items for the Student Senate Channel One Food Drive, do it tomorrow. Or, if you’re like me and can’t seem to remember to bring some food items, just write a check to “Channel One” and drop it off with Carol Nurmi. Thanks much for thinking of those in need at this special time of year.

The November 1 issue of U.S. NEWS & WORLD REPORT contained a special “Career Guide 2000” section worth checking out. Included in the section was light-hearted article on how to recognize when it’s time to get out! So how do you know when it’s time to update the resume or hit up the college pal for job leads? Holly Morris’s ten signs that it’s time to go…

1. You spend your entire raise on the celebratory six-pack.
2. Your new project leader is so young s/he thinks Credence Clearwater Revival is a Pentecostal church in West Virginia.
3. You get more calls from headhunters than from your boss.
4. When you ask about stock options, you’re given the choice of blue or black ballpoint pens.
5. The company spends more on the executive retreat than on research and development.
6. You see your office PC at the Smithsonian.
7. Your only friend at work is the UPS delivery person.
8. Your long-awaited promotion means taking on the workload of the employee who just quit.
9. The continuing education program is the Learning Channel on the break-room TV.
10. You are reading this, aren’t you?

Did you know that Minnesota’s seasonally adjusted unemployment rate has been under three percent for more than two years? That the unemployment rate for September was 2.5 percent, down from August’s and last year’s 2.7 percent? That tied for lowest (at 2.1 percent) was the area including Rochester and the region surrounding St. Cloud? That Rochester building permits for September were the highest on record? And that expansion plans at the Mayo Clinic are the engine driving hiring in health service up 8.1 percent annually? All good news for RCTC!

I hope your Thanksgiving was very relaxing! Have you ever noticed that most of us believe that anyone traveling slower than us is an idiot, and anyone going faster than us is a maniac! What does that make us?

Don
TeachNet Update

TeachNet has filled all four faculty support managers positions. The University Center Rochester has chosen Scott Sahs, Riverland has chosen Bill Dowden, Winona State University has chosen John Binsfeld, and Southeast Technical has chosen John Harris. Although we didn’t have a large group of candidates, I was very pleased with the quality of the candidates selected.

Many of you may know Scott Sahs from his work with the Continuing Education program at the Heintz Center. We feel very fortunate to have Scott on board and feel he will work well with the UCR faculty and staff. His first day with TeachNet will be November 29th. He will be moving into a new office in CF 106 next to Human Resources. His e-mail address (Scott.Sahs@roch.edu) will stay the same, but his phone number will change. As soon as he knows his new number I will have him send out an e-mail.

Scott will provide direct instructional and technical support services to the staff and direct the services of other TeachNet personnel to help meet the needs of the staff. He will also manage the new computer equipment suite being put into place for the faculty and staff to use in developing their projects.

MnSCU has approved three Media Developer positions, and we have started to advertise for them. The Media Developers will provide support to faculty and staff in the areas of Web page development, video production, and instructional design.

Kevin Dobbe and Darin Hoffman have had well-attended Web page in-services and will continue to offer them. Scott will be able assist Kevin and Darin in the one-on-one help sessions. If you need one-on-one help with your Web page, give them a call.

—Jim Deacon, TeachNet Director

Thought for the week...

Great minds discuss ideas; average minds discuss events; small minds discuss people.
Holiday Buffet
11:00 a.m. – 12:30 p.m.
Wednesday, December 8
Heintz Center Commons
And
11:00 a.m. – 12:30 p.m.
Thursday, December 9
South Room

*Turkey and all the fixin’s*
$2.00 or
$1.00 with one non-perishable food item
for the Student Senate Food Drive
(all food/money to be donated to Channel One)

— Sponsored by Student Life —

Holiday Concerts
The RCTC Music Department will present their Holiday Concerts on December 8, 9, 10 and 11. Tickets go on sale this week. $6/adults; $4/senior citizens; children; non-RCTC/WSU students; staff. For additional information, call the Theatre Box Office at 285-7200.