Employee Recognition

Congratulations to Rashmi Roy for being named RCTC’s Best Bee of the Month for December 2003!! Rashmi is an instructor in the English department at RCTC. Rashmi’s nominator recognized Rashmi for being one of the most generous people she has ever worked with in her career. Not only does Rashmi go above and beyond in her classes, but she also rises to every occasion in the department. If a colleague needs a substitute, she is there. If anyone needs a lending hand, she is there. If anyone needs support or a kind word, she is there. Rashmi also spends time with a colleague whose husband is seriously ill visiting the hospital almost every day. Additionally, she keeps herself educated to continue to be the best educator she can. Rashmi’s nominator states that she cannot say there is just one project that makes Rashmi the Employee of the Month, but everything she is about and it is an honor to work with her. Thank you, Rashmi and congratulations on being named the “Best Bee of the Month”!! Rashmi will receive an “up front” parking space for the month of December at the UCR campus.

Holiday Reception

Mark your calendars for the annual University Center Rochester Holiday Reception!

Thursday, December 18, 2002
1:00pm to 3:00pm
Heintz Center Commons Area
- Sponsored by the Administration -

The Teddy Bear Tree will be available during the reception for anyone wishing to donate a new teddy bear to local law enforcement agencies for children in need of a “friend.”
Weekly Stakeholder and Market Fact
The 2003 Knowledge and Awareness Survey included 200 adults, aged 18-49 residing within UCR's service area. Participants were asked to rate the importance of various attributes when pursuing higher education, respondents rated their impressions of RCTC on these same factors. The attribute that RCTC rated most highly on was 'location.'

Other attributes that RCTC rated highly on include 'quality of academic programs,' 'courses offered at a variety of times and days of the week' and 'reputation of academic programs'.

For a copy of the complete report contact Dave Weber.

Weekly Funny
"Is it me, or did this furniture look a lot smaller at the store?"

Christmas Anonymous
Coats for Christmas Anonymous will be collected this week. Please bring to the basket by the front desk in the Atrium. Last year we collected about 150 coats. This week we need to set our goal over that amount. A student will be working with me for her service learning project to collect the coats, sort them, and deliver them to Assisi Heights. Please bring clean and gently used coats of all sizes. Clean those closets.

- Carol Bailey

Thank you
Please accept my heartfelt gratitude for the kind thoughts, prayers and memorials for the passing of my father, Jim Mildenberger. It is never easy to loose a loved one, but the kindness of those around you make is so much easier. On behalf of my family we would also like to express our thanks to RCTC for the lovely azalea plant.

With deepest appreciation, Judy Bird.

Retirement Reception for Audrey Clausen
Thursday, December 4, 2003
10:00 a.m. – noon
UCR - Third Floor Atrium Lounge
34 + years of dedicated services in various offices of RCC and RCTC

You're Invited!
Please join me in celebrating my retirement from RCTC by accepting my gift to the RCTC staff and faculty, an evening of entertainment and delight in the form of a theatrical performance by: The Reduced Shakespeare Company's. A complete Works of William Shakespeare Abridged. Presented by Jerry Casper, Nick Mezacapa and Greg Miller. The entertainment begins at Hill Theatre on Thursday, December 18 from 3:30 to 6:00pm. Spouses and significant others are encouraged to join you. Come, fill the theatre! Rather than a card or gift, please consider a dollar or two contribution for RCTC scholarships. Dave and I will match every dollar collected on the 18th...as long as it isn't more than my severance!

Judy Harris
Supalla’s Scribblings

It’s seems hard to believe but by the time you read this we’ll have celebrated Thanksgiving and be into our last few weeks of fall semester. The last few weeks of fall semester always seem to be the most tense and students are the most anxious. The holiday season is always hectic, and for students becomes especially so, as they cram for finals, submit papers and projects, and attempt to organize for spring semester. Just in the past week or so, I sense a “buzz” in the air that will likely persist until semester break. If you’re out and about doing some holiday shopping, don’t forget to pick up a teddy bear or two and bring it to the December 18 holiday reception. This annual RCTC charity event has grown over the years so that we are now able to deliver close to 100 bears to law enforcement agencies. The officers love to have a bear or two available in their squad cars or offices to calm an upset or frightened youngster.

Today, December 1, is your last opportunity to stop at the Sports Center Performance Court and wander through the AIDS Memorial Quilt Display. “Open Hearts, Open Minds” is a poignant memorial and powerful tool for prevention education and the largest community arts project in the world. Each of the more than 44,000 colorful panels in the Quilt memorializes the life of a person lost to AIDS. Approximately 500 panels (some made in Rochester) will be on display until 9 p.m. Monday evening. A closing ceremony is scheduled for 7:30 p.m. UCR is proud to have been selected as the only Minnesota stop for displaying this visual artistic message of remembrance, awareness, and hope. The display is open to the public and free of charge.

Statewide, 35 percent of job vacancies require post-secondary education—that is, a vocational degree or certificate, two-year degree, bachelor’s degree or advanced degree. Occupations that require a high school diploma or less tend to have higher turnover than those requiring post-secondary education.

Did you know…

- Fifty-five percent of total job vacancies in Southeast Minnesota require education beyond a high school diploma.
- One-quarter of all job vacancies require experience related to the position.
- The median wage for all job vacancies in the Southeast Region is $9.50 per hour.
- As education and experience requirements increase, so do the wage rates offered on average.

**Median hourly wage offers in Southeast Minnesota…**

<table>
<thead>
<tr>
<th>Wage Offer</th>
<th>Education Requirement</th>
</tr>
</thead>
<tbody>
<tr>
<td>$6.25</td>
<td>No Education Requirement</td>
</tr>
<tr>
<td>$10.30</td>
<td>High School Diploma/GED</td>
</tr>
<tr>
<td>$9.00</td>
<td>Vocational Training Certificate</td>
</tr>
<tr>
<td>$18.60</td>
<td>Two-Year Degree</td>
</tr>
<tr>
<td>$20.72</td>
<td>Bachelor’s Degree</td>
</tr>
<tr>
<td>$17.79</td>
<td>Advanced Degree</td>
</tr>
</tbody>
</table>

The Southeast Region has a job vacancy level of 3,461 – or 1.5 job vacancies for every 100 filled jobs. That is lower than the area unemployment rate during the same quarter. In fact, there were approximately three job vacancies for every 10 unemployed workers in the region.

August 2003 “positively Minnesota” brochure from the
Minnesota Department of Employment and Economic Development

Accreditation is a process of external quality review used by higher education to scrutinize colleges, universities and educational programs for quality assurance and quality improvement. In the United States, accreditation is carried out by private, non-profit organizations designed for this specific purpose. RCTC is enrolled in the AQIP (Academic Quality Improvement Project), a continuous improvement based accreditation process available to institutions in the 19 states served by The Higher Learning Commission (formerly NCA). The agency’s accreditation standards effectively address the quality of the institution or program in the following areas: student achievement, curricula,
faculty, facilities, fiscal capacity, administration, student support services, admissions practices, credentials offered, record of student complaints, and compliance with Title IV. In addition to college accreditation, several RCTC programs are also nationally accredited.

Congratulations…

- **Marilyn Treder**, at the American Mathematical Association of Two Year Colleges Conference in Salt Lake City, accepted a plaque honoring RCTC’s Student Math League Team as the top scoring team for 2002-03 for the Central Region. In addition, Marilyn accepted the award won by Pavel Batrachko, RCTC student who placed second in the nation. We are proud of our award winning math students, quality faculty, and Marilyn’s commitment to the team.

- **Janell Holter**, Student Support Services Program Director, has become the new president of the Minnesota Association of Education Opportunity Program Personnel. Janell now becomes the leader for TRIO personnel throughout the state.

- **Rashmi Roy**, English faculty member, was recognized as RCTC’s Best Bee (Employee) of the Month for December. Rashmi’s nominator recognized her for her generosity, willingness to lend a helping hand, and caring attitude.

- **Jerry Casper** and students in the Theatre Department/Drama Club presented some wonderful thought-provoking readings this week. If you missed this opportunity to see our talented students and faculty in action, make up for it by taking in an upcoming concert, athletic match, or community event held on campus.

- Eighty units of blood were collected over the three-day UCR donation collection drive. More than half of the donors were first time givers. The next UCR blood drive is scheduled for February 3-5. Schedule your donation now!

**Email Etiquette…Rule #10 (the last one) – Be forgiving of other people’s mistakes.** Everyone was a network newbie once. So when someone makes a mistake – whether it’s a spelling error, a stupid question, or an unnecessarily long answer – be kind about it. Even if you feel strongly about it, think twice before reacting. Having good manners yourself doesn’t give you license to correct everyone else.

**Thought for the Week…**

> "Home Depot knows ‘the more they help, the more they sell’
> - oh by the way, for the ‘bottom liners’ who disagree – it’s also vice-versa.”
> Jeffrey Gitomer

Don’t forget to pick up an extra teddy bear or two…you’ll put a smile on a face that only an officer will see.  

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**Sonic Circuits Concert**

The RCTC Music Department and Digital Arts Department is proud to present: Sonic Circuits. This concert of original music and video compositions will be fun-filled and spectacular! Join us in the Hill Theatre at 7:00pm on Monday, December 15th.

RCTC music students have created original music that is played back via the Surround-Sound Audio system and original video via a 25-foot video screen. Also featured in the concert will be the DigE-Jazz Group featuring Kevin Dobbe (electronic drums), Denny McGuire (Electric Bass and Digital processing); John Paulson (Saxophone and electronic woodwinds); and Eric Heukeshoven on synthesizers. Four new electronic jazz premiers will be presented.

Free Admission and Snacks!