Thought for the week…
Anyone who believes the competitive spirit in America is dead has never been in a supermarket when the cashier opens another checkout line.
   ~Ann Landers

December Best Bee!

Congratulations are in order for Ramona Taylor for being named the Best Bee for the month of December. Ramona’s nominator shared the following comments. Ramona’s dedication and commitment to providing quality service are apparent in her outstanding support to faculty, staff and students. She is an exceptional team player.

Exemplification of RCTC Values:
**Innovation:** She is willing to take on new projects and enjoys new challenges.

**Excellence:** Ramona’s attention to detail demonstrates the quality work that she does on a consistent basis.

**Fun:** It is obvious that Ramona enjoys her position here and is upbeat about the RCTC campus, students and staff!

**Respect:** She is respectful of others and treats everyone fairly.

**Teamwork:** She is an outstanding team member who is always willing to go above and beyond to meet deadlines, complete projects in a timely manner and basically does what is required to see the task to its end!

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Starting this Spring!

**Chat with the President**

A series of informal opportunities for faculty and staff to chat with President Supalla on campus issues and ideas important to you! The two forums are scheduled for . . .

January 22, 2009 from 1:30 – 2:30 p.m.
UCR – 3rd Floor Atrium Lounge

February 25, 2009 from 1:30 – 2:30 p.m.
Heintz Center ~ HA 104

Stop in for treats and refreshments!
**Upcoming Events**

**Regional Sports Center**
- Dec. 10 - RCTC Wrestling, 6pm
- Dec. 12 - RCTC Basketball, 6/8pm
- Dec. 13 & 14 - RCYBA League
- Dec. 18 - RCTC Nursing Pinning
- Dec. 19 & 20 - Christmas Wrestling Tournament
- Dec. 19 & 20 - RCTC Basketball, 5/7pm
- Dec. 21 - RCYBA Big Nine Tournament
- Dec. 29, 30, 31 - Rochester Rotary Basketball Tournament
- Jan. 2 & 3 - “THE CLASH” Wrestling Tournament
- Jan. 4 - Elks Hoop Shoot

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**Throw a Pie in Our Faces!**
Encourage students and each other to come throw pies. This is a fundraiser for the “Circle of Friends” organization on campus.

Wednesday December 10
11:00 to 11:30
Mark Halverson-Wente and Annie Clement

11:30 to 12:00
Simon Huelsbeck and Marilyn Hansmann

12:00 to 12:30
Cris Kellas, Carol Bailey and Janell Holter

~ Janell Holter

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**Horticulture Sale**
- **Poinsettias** (6 colors available)
  - 4.5” pot with 1 stem/pot for $5.00
  - 7” pot with 3 stems/pot for $12.00
- **Boxwood trees** $20.00
- **Kissing balls** $10.00
- **Centerpieces** $20.00

**Holiday Hours**
- Dec. 8 & 15: 11am-4pm
- Dec. 9 & 16: 2-4pm
- Dec. 10 & 17: 11am-4pm
- Dec. 11 & 18: 8 -11:50am
- Dec. 12: 9am – 2pm

~ Growing for you, Robin, Doug, & Students

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**Help us celebrate the holidays**

**PLEASE JOIN US FOR THE UCR HOLIDAY RECEPTION**

Enjoy music, refreshments and community
2:00 p.m. – 4:00 p.m. on Wednesday, December 10, 2008
Heintz Center Commons
1926 Collegeview Drive SE | Rochester, Minnesota
Minnesota faces a current budget deficit of $426 million and is predicted to experience a $4.847 billion shortfall in the 2010-11 biennium according to Thursday’s November Forecast released by Minnesota Management and Budget. On Tuesday, Governor Pawlenty warned that he expected a shortfall in Minnesota’s current state budget – not as big as the shortfall anticipated for the upcoming budget but enough to require cuts in some state agency budgets in the coming weeks. For the first time in many years, the Governor has recently used the “unallotment” word as he discusses Minnesota’s declining financial resources. “Unallotment” is government jargon for the governor’s power to cut spending during a fiscal crisis without the Legislature’s approval. The Governor can reduce or cancel unspent state payments when it appears that the money coming into the state treasury will fall short of the amount due to go out.

On Wednesday, the National Center for Public Policy in Higher Education released its latest higher education scorecard. The report, Measuring Up 2008: The State Report Card on Higher Education, is the fifth that has been issued by the National Center which releases an update every two years. The report paints a bleak picture on a number of fronts and declares that the United State’s performance in many of the higher education areas the center assesses – preparation, participation, affordability, degree completion, benefits to states, and learning – is inadequate. Other countries are surpassing the United States, whose educational strength lies in its older residents, on measures of participation and degree completion. On the subject of college affordability, the report gave failing grades to all but one state, California, which got a C-. The report, which grades states on their performance in six categories, is the fifth that has been issued by the National Center which releases an update every two years. The report paints a bleak picture on a number of fronts and declares that the United State’s performance in many of the higher education areas the center assesses – preparation, participation, affordability, degree completion, benefits to states, and learning – is inadequate. Other countries are surpassing the United States, whose educational strength lies in its older residents, on measures of participation and degree completion, the report says. High school graduation rates have fallen over the past two decades, truncating the pool of college aspirants, and enrolment of working-age adults in college-level training has been declining since the early 1990s. The report gives no overall grade to individual states. But an analysis by “The Chronicle” found that Massachusetts had the best “grade-point average,” with each graded category equally weighed, followed by Iowa and then Minnesota. Nevada scored the lowest, Louisiana came in second to last, and Alaska ranked third from the bottom. Overall, Minnesota scored quite well. The report rated Minnesota in each of the categories as: Preparation – B (down over time), Participation – B (up), Affordability – F (down), Completion – A (up), Benefits – B (up) and Learning – I (all states received an incomplete because there is not sufficient meaningful state-by-state comparisons).

I encourage you to check out the report and state-by-state comparisons at http://www.highereducation.org.

Did you know?

- Taresa Tweeten’s RCTC’s service learning project that helped create a library at the Adam Abdulle Academy in Rochester was featured in the latest report from the Minnesota Campus Compact.
- Maryan McCormick, wife of MnSCU Chancellor Jim McCormick, received a “Spousal Tribute” from the American Association of State Colleges and Universities during its annual convention in Williamsburg, VA.
- The American Theatre Arts for Youth, Inc., based out of Philadelphia will be performing the children’s play, Pippi Longstocking, in Hill Theatre at 10 a.m. and 12:15 p.m. on Friday, May 8. They are renting our facility and are contacting area elementary schools for their target audience. They anticipate full-house crowds of 300 students for each performance.
- Ninety-plus baskets, of every variety and price range, were created by RCTC employees and departments to help raise funds for the Iris Fried endowed scholarship account. Thanks to all who contributed and bought baskets for this best-ever annual event. Proceeds are used to provide scholarships to RCTC students. If you’d be willing to create a basket for the RCTC Foundation Beat the Odds Banquet silent auction in late January, contact Jean Jech at 281-7770.
- The IBM Lego Education Outreach program held its annual competition on Wednesday afternoon in the UCR Sports Center field house. More than 80 teams and 300 students from Rochester area middle schools competed in the Lego robotics competition. It was a great fun learning experience and these young students displayed some amazing talents.
- The United States Department of Education has launched an exciting, innovative new resource – http://www.college.gov. College.gov was designed by students for students and features first-person accounts of students who overcame challenges to going to college such as peer pressure, lack of family support and financial barriers. It provides relevant, comprehensive information about why to go, how to go, and how to pay for college or other postsecondary education programs.
- Dave Weber was recently appointed by Senior Vice Chancellor Linda Baer to serve on a system planning advisory group. The group’s charge is to improve the integration and effectiveness of system and institutional planning by better alignment of planning cycles, improvements to the presidential work plan process and identifying resources and strategies to support institutional planning.

Thought for the week…What we think or what we know or what we believe is, in the end, of little consequence. The only consequence is what we do. – John Ruskin, English Author

~ Don
Martial Arts Club
RCTC Martial Arts Club meets
Tuesdays 7:00 to 9:00 PM and Thursdays
for open training from 8:00-10:00 PM in
SC108 (the Wrestling Room). Learn
kickboxing, jiu-jitsu, and more. No
experience needed. Come train with us
for a month and get a FREE t-shirt!

Weather Emergency Notifications
It’s time to refresh our memories on the Weather Emergency
Policies/Procedures and Definitions. Notifications to employees not
on duty and students not at the College will be made through the
media. At a minimum, the following radio and television media will
be notified: KROC AM/FM, Y105, KWWK, KLCX, KTTC-TV,
FOX47-TV, and KAAL TV. For those employees and students who
live outside the area, you may also access the KTTC and KROC
website for closing notifications by going to the RCTC website:
http://www.rctc.edu/services/html/weather.html

DEFINITIONS:

a. CLOSING THE UNIVERSITY CENTER: Closing the
   University Center means to cease all operations for both
   institutions (RCTC and WSU-R), other than those operations
   deemed essential to the protection of life and property.
   Closing the University Center results in the cancellation of
   classes, student and staff activities and meetings. All
general offices are closed. Only weather essential
   employees (as defined below) must report to work during
   their regularly scheduled shifts.

b. DELAYED OPENING: Delayed opening refers to
   opening of all operations for both institutions at a later time,
   other than those operations essential to the protection of life
   and property. Only weather essential employees (as defined
   below) must report to work during their regularly scheduled
   shifts.

c. CANCELLATION OF CLASSES: Cancellation of classes
   (off-campus or on-campus) means to cancel one, several, or
   all classes, of either a single institution or both institutions,
in the absence of officially closing the entire University
   Center.

d. CANCELLATION OF NON-ACADEMIC ACTIVITIES:
   Cancellation of non-academic activities refers to the
   cancellation of an event such as athletic events, theatrical
   productions, concerts, or workshops.

Guatemala Trip
The Guatemala Trip is open for registration! If you are
interested in coming to Guatemala, please let me know
– and if you could pass this note along to your
contacts, students, friends, etc. I would appreciate it.
Also – as noted below – we once again have
Guatemalan Organic Coffee and Crafts for sale –
socially conscious gifts make great presents for the
holiday season! Your gift will help others in
Guatemala. Click HERE for more info.

~ Lillyam Arroyave

Teddy Bear Drive
The annual UCR Teddy Bear Drive continues to bring comfort and smiles to many children in our community.
This year marks the 11th anniversary of our drive. Please consider making a teddy bear contribution by either
dropping them off at the Office of the President or bringing one to the Holiday Reception (Heintz Center Commons
Area) on December 10th. The bears will be collected through Friday, December 19th and donated to local law
enforcement agencies.
End of Semester Horse Show
You are invited to the Equine Science End of Semester Horse Show!

When: December 12th 1pm-3:30pm
Where: The Stables Equestrian Center
Who: The Equine Science Students will be exhibiting their riding skills. There will be jumping, equitation, and western horsemanship classes.
Directions: Head east on Viola Road from Century High School for about 5 miles. Turn north (left) onto County Road 11. Take your first right turn onto 51st Street N.E. The Stables is the 4th driveway on the left – look for the red barn.

There will also be a bake sale. You are welcome to bring your family and friends (no dogs please). Please let me know if you have any questions!

~ Julie Christie
Equine Science Program Leader and Instructor

Equine Science News
The RCTC Intercollegiate Horse Show Association Western team has been competing at shows throughout the Midwest this semester. On November 22nd, the team won the High Point Team Award at the NDSU Competition! They had the highest combined scores compared to SDSU, NDSU, UM Twin Cities, UM Crookston, UW Madison, UW Eau Claire, UW LaCrosse, and UW River Falls. RCTC was the only two year school competing. Congrats to the team and coach Jonathon Holland!

Winter Break Office Hours
Cashier/Business Office/Mailroom
Friday, December 26, 2008 and Friday, January 2, 2009 the Cashier, Business Office, and Mailroom will be closed so staff may enjoy a four day weekend during the semester break. However, on line services will be available for students wishing to make payments or check their account status, as well as staff wishing to complete requests in PCS. There will be no mail sent or delivered or freight sent or delivered on either day.

~ Ruth Siefert

Duplicating
Click HERE for winter break hours for RCTC’s Duplicating Office.

Caring Bridge Website for Bill Brunner
A caring bridge website has been set-up for Bill Brunner so people can check on his progress. He is not doing well and it is a just a matter of a very short time that he will be with us. Please keep Bill and his family in your thoughts.
http://www.caringbridge.org/visit/billbrunner

Circuits and Skins
This concert will feature students from the RCTC World Drum Ensemble, Electronic Music Composition classes, and members from the Modern Dance Class. Please join us on Tuesday, December 9 in the Hill Theatre at 7:00pm. This concert is FREE and open to the public!

~ Kevin Dobbe

New Staff
Three new staff have joined Admissions and Records this fall. Please join us in welcoming:

Jamie Schroeder, Customer service specialist located in the Admissions and Records office

Jamie Johnson, High school transitions coordinator/advisor

Susan Ballanger, summer bridge outreach coordinator and retention specialist

~ Holly Bigelow

Employee News
Congratulations to former RCC President, Karen (Nagle) Rafinski, who was named the nation’s top community college chief executive officer by the Association of Community College Trustees (ACCT). This award was presented to her at the ACCT’s annual meeting in New York in October. Karen has been President of Clark State Community College in Springfield, Ohio for the last twelve years.
Human Rights Commemoration

December 10 is Human Rights Day; a day to commemorate the December 10, 1948 adoption of the United Nations General Assembly's Universal Declaration of Human Rights. This statement says in part:

...THE GENERAL ASSEMBLY proclaims THIS UNIVERSAL DECLARATION OF HUMAN RIGHTS as a common standard of achievement for all peoples and all nations, to the end that every individual and every organ of society, keeping this Declaration constantly in mind, shall strive by teaching and education to promote respect for these rights and freedoms and by progressive measures, national and international, to secure their universal and effective recognition and observance, both among the peoples of Member States themselves and among the peoples of territories under their jurisdiction...

This day is remembered with conferences and cultural events with the purpose of raising awareness about human rights issues around the world. This year, we'll celebrate the 60th anniversary of the statement's adoption. Last year, the UN Secretary General began a year-long commemoration that will conclude on December 10th this year.

You can find more information at:

http://www.un.org/depts/dhl/humanrights/
http://www.un.org/depts/dhl/humanrights/
http://www.un.org/Overview/rights.html
http://www.un.org/Overview/rights.html

~ Ricki Walters
Regional Diversity Trainer/Investigator

Crossings Classifieds

FOR SALE: Like new Santa Bears 1985 (2), 1986, 2000, and 1 Mrs. Santa Bear.
coralie.fiegel@roch.edu at x7559

Condolences

Condolences to Deb Pesch (Dental Clinic Lab Assistant) whose mother-in-law, Peggy Ann Pesch, passed away on November 25. Our thoughts are with Deb and her family.

Thank You

December 3rd was a wonderful day! Many thanks to all the supporters of the SSS – Iris Fried Basket Challenge. Your generous contributions of the bidding mania raised a record total of $2,426.25 for student scholarships.

Your dedication to student success speaks clearly through your participation of either donating a basket(s) and/or in your winning bids.

The highest bid department basket went to the support staff for Teaching & Learning with their ‘Holiday Baking’ basket. The highest bid off-campus basket was the ‘Lanesboro Get-Away – Hotel & Theatre Package’ – which Janell Holter agreed to match the bid!!! The highest individual basket went to Janell Holter for the ‘Holiday Dish Set’.

Again, thanks to everyone! Enjoy the Season.

~ Suzanne Nordsvig and SSS staff

Toys for Tots

It is that time of year when we think about giving to those in our community who are less fortunate than we are. With that thought in mind the Law Enforcement Club has once again decided to help the Marine Corps Reserves in their Toys for Tots Christmas Drive. If you would like to donate a new unused toy you can drop it of in room HB110 in the Heintz Center or send it to me via campus mail. We will be accepting donations through December 19th. Remember the item does not have to be expensive, a new hot wheel or match box car only costs $1.

~ Brian Watters

Condolences

Condolences to Deb Pesch (Dental Clinic Lab Assistant) whose mother-in-law, Peggy Ann Pesch, passed away on November 25. Our thoughts are with Deb and her family.
Minnesota State College Faculty (MSCF) Faculty Shared Governance Council
Minutes for Tuesday, October 28, 2008 – 2:00 p.m. – AT109

Present: Administration Bequette, Hansmann, Supalla
Faculty Atwood, Guenette, Israelson, Marconett, Wright (Chair)
Recorder Kingsbury
Guests Engelmeyer

ITEM 2 (A) Search Update – Engelmeyer distributed a spreadsheet reflecting the status of the current searches and reminded everyone to participate in the open forums for the candidates interviewing for the Chief Information Officer and Dean positions. Supalla added no formal position has been declared to implement a hiring freeze, but all staffing requests are being carefully reviewed by Leadership Council. ACTION: Information Only.

ITEM 4 (A) 2009-2010 Academic Calendar – Wright stated, after reviewing the number of students affected by an earlier spring break, the faculty do not support changing the 2009-2010 academic calendar. Supalla agreed that the number of students co-enrolled with WSU Rochester did not warrant a change in the calendar. Wright requested conversations begin on the 2010-2011 calendar proposal. ACTION: The 2009-2010 calendar will not change, and a draft of the 2010-2011 calendar will be forthcoming.

ITEM 1 (F) Faculty Performance Appraisal – Wright announced the faculty support the recommended policy changes reflected on the 9/1/2008 draft. Bequette confirmed Administration is willing to accept the 9/1/2008 draft version with the understanding further discussions can still be held with the task force for other possible changes in the future. Wright responded that the faculty would consider additions, however, are not obligated to accept them. In addition, Wright confirmed changes may include altering parts of the September draft. ACTION: The 9/1/2008 Faculty Performance Appraisal draft was supported, and Wright will request T Hill reconvene the task force for further discussions.

ITEM 1 (A) AQIP Site Visit – Supalla distributed a copy of the Baldrige Banterings and encouraged all faculty to participate in the faculty open forum with the AQIP Site Team. ACTION: Information Only.

ITEM 3 (A) Layoffs – Supalla announced a single faculty layoff is being considered for the 2009-2010 academic year, and conversations have been held with the faculty member. ACTION: Information Only.

ITEM 5 (A) WENS – Hansmann reported Cram has been participating in a state-wide committee for an emergency notification system, but was recently informed the system does not support landline phones. Wright requested cell phone repeaters still be investigated for the campus. Hansmann responded two vendors have investigated the option of cell phone repeaters, but no progress has been made in implementation. ACTION: Information Only.

ITEM 6 (A) Tobacco Use Task Force – Hansmann announced many MnSCU institutions are implementing a tobacco-free campus environment and the Facilities, Safety, Grounds and Security Committee has established a task force to investigate the possibility of UCR/RCTC becoming tobacco-free. Hansmann requested faculty representation on the task force. Supalla added, in order to ensure both sides of the issue are heard, that both smokers and non-smokers should serve on the task force. ACTION: Wright will forward names of faculty representatives to Hansmann.

ITEM 5 (F) Concurrent Enrollment – Wright questioned whether administration has been holding discussion with high schools on concurrent enrollment. Bequette confirmed conversations have been held with high schools for over two years. Supalla clarified that the high schools continue to approach RCTC for the service, and if RCTC doesn’t provide the programs, the high schools will fulfill their needs through another higher educational provider. Wright stated faculty oppose having high school faculty teach college level courses, but are willing to send RCTC faculty to the high schools or students can take classes online from RCTC faculty or enroll in PSEO. Supalla confirmed RCTC will follow the rules, but reality is many sister institutions are delivering concurrent enrollment; hence conversations will continue to be held. ACTION: Information Only.
ITEM 3 (F) Co-Location – Supalla provided an update on the status of the Workforce Co-location project, which has included numerous conversations with other potential partners (i.e. Boys and Girls Club, Head Start, Migrant Headstart.) The project will go to the Design Selection Board in the next few months with plans to secure construction funding in 2010. Wright questioned if the high school portion of the project was modeled after tech prep. Bequette clarified the high school aspect is similar to the STEP school at Anoka Technical College. Wright questioned who will be handling the curriculum for the programs. Bequette responded the courses are high school courses that will be taught by high school teachers. Wright stated RCTC faculty are not interested in teaching high school classes, but if the curriculum becomes post-secondary, then MSCF wants to make sure RCTC faculty are teaching the curriculum. ACTION: Information Only.

ITEM 7 (A) Faculty Top Ten Concerns – Supalla announced administration has reviewed the satisfaction survey information from both the student and employee surveys and determined the major areas of concern focus around the areas of accountability, communication, empowerment, respect, and service; resulting in an overarching umbrella of morale. Supalla expressed his appreciation for the list provided by faculty, and requested a separate discussion be held with faculty to clarify some of the specifics of the concerns expressed. ACTION: A separate meeting will be held between Administration and Faculty Leadership.

ITEM 4 (F) Budget Impact and Faculty Salaries – Wright questioned what considerations were being made by administration for a potential negative financial outlook. Supalla responded budget scenarios will be considered, but at this time there are too many “if” questions unanswered to be able to establish any final decisions. Supalla did announce, however, that a reduction of capital equipment and Repair and Replacement funding would be considered if needed. ACTION: 2009-2010 Budget will be placed on the November agenda.

Adjourned at 2:53 p.m.

NEXT MEETING: November 25, 2008 – 2:00 p.m. – AT109