1999 Minnesota State Employee Combined Charities Campaign, September 20-October 1, 1999

“When the heart speaks, the mind finds it indecent to object.”
—Milan Kundera—
Author of “The Unbearable Lightness of Being,” 1984

There are many resources throughout Minnesota in which state employees can contribute, and that’s what gives the 1999 Minnesota State Employees Combined Charities Campaign a personal dimension. If there’s a cause that interests you, more than likely there’s an organization to which you will want to contribute. Please take the time to read through the campaign literature distributed via the intercampus mail, and select a charity that carries some special meaning for you. (NOTE: The mailing labels were generated from last year’s directory, so if you haven’t received a packet yet, or have any questions about the Campaign, please contact Judy Kingsbury either by e-mail or telephone (x7216). Thanks for your support and investment.

Listen to your heart, and consider making a contribution today!

Baldrige Banterings
As NCA co-chairs, Laura Tacheny and Don Baldus, along with Dave Weber have been busy writing an Organization Overview which outlines how we do business at RCTC. This 10-page document will be forwarded to the Minnesota Council for Quality as a preliminary step in our Baldrige Review Process. The Overview is critically important because it is the most appropriate starting point for self-assessment and evaluation. It is used by evaluators in all stages of our Baldrige application review. As we pour through the many RCTC publications and surveys burying ourselves in numbers, data, figures, and charts, two things are painstakingly clear:

1. We have many good processes at RCTC.
2. We don’t always do a good job of documenting or assessing these processes.

Rectifying point number two is one of the goals of our accreditation process. Your help on this will be crucial as we march down the road of continuous improvement.
**REGULAR HOURS**

DINING ROOM - UCR Commons
HEINTZ CENTER SNACK BAR - Heintz Center

Mondays - Fridays: 7:30 a.m. to 1:00 p.m.

Monday:  Egg plant parmesan, bread
         Three bean/bacon soup

Tuesday:  Baked potato bar
          Minestrone soup

Wednesday: Roast top round, potatoes, veggie
           Chicken/wild rice soup

Thursday:  Pasta bar
           Chef's choice soup

Friday:   Seafood stuffed cod, rice, veggie
          Clamchowder

**COME AND GET IT!**

Taher, Inc.

---

**RCTC staffing update**

**Unclassified MAPE**
- *MnSCU Program Director 1 – Cont Educ. Option (Community Outreach Coordinator)*. Part-Time (.75 FTE over 12-months). Position posted/advertised.
- *MnSCU Program Director 1 – Student Services Option (Academic/Transfer Advisor)*. Full-time, grant funded. Position posted/advertised.
- *Systems Program Administration (Operations Coordinator for TeachNet grant)*. Position being re-advertised.

**Unclassified MMA**
- *MnSCU Program Supervisor 2 (Director of Admissions)*. Finalist recommendations pending.

**Classified AFSCME**
- *General Maintenance Workers* (Intermittents). Applications accepted ongoing.
- *Electrician – Master of Record* (UFT AFSCME). College-wide work area. Appointment to be made from DOER certified list.
- *Office Specialist (Duplicating)*. (PT seasonal). Saturday mornings, 8-11 am, August-May (plus some additional hours as needed). Position posted.

For information on any of the above openings, contact the human resources office at x3131.

---

**Weekly funny...**

**VOICE MAIL**

**HEY, GET ME OUT OF HERE**

**HURRY UP SLOWpoke**

**HOP TWO HOP TWO**

**U.S. MAIL**

© 1991/94 W.L. SCHWARTZ

---

**Thought for the week...**

What a day may bring, a day may take away.

— Thomas Fuller

---

**$$$ — FREE MONEY — $$$

The RCTC Foundation has fifteen scholarships available for spring semester. The deadline for most of the scholarships is November 24, although several have an earlier date. Award amounts range from $250 through $1,000. Selection criteria varies.

Stop in at Counseling - SS150 or the RCTC Foundation office, Heintz Center - C120 for information and applications. In most cases, selection will take place in early December with notification by mid-December. This is your chance to win additional money for spring semester tuition. Everyone is encouraged to apply!
Supalla’s Scribblings

While you’re reading CROSSINGS, I’m attending the Council of North Central Two-Year Colleges Conference in Albuquerque. Last year the CNCTYC Conference, held in Duluth, offered a terrific program of presentations and interactive workshops. This year’s conference agenda holds special interest for me as it focuses on technology and NCA’s alternative self-study initiative. Keynote speakers for the conference are Steven Crow, NCA Executive Director, and Jacqueline Woods, Liaison for the U.S. Department of Education. Stephanie and I have never visited New Mexico so we’re taking a couple of days after the conference to explore. I bet the arid air and warm temps would really feel good come January. I’ll provide a brief conference summary in future Scribblings.

Ron Thomas, new president of Dakota County Technical College and former RCC administrator, sent a note thanking the RCTC faculty and staff for the congratulatory note and plant that greeted Ron when he arrived for work on September 1. Why not stop in at the Rosemount campus and surprise Ron with an in-person welcome back to Minnesota.

It seemed to take forever for the road contractor to get started, but the time was spent setting the stage for the current flurry of activity. If you’ve been away from campus for more than a few days, you were probably surprised by recent developments. Look closely and you’ll see that the bases of the intercampus roads have been constructed, the 23rd Avenue route is recognizable and top soil is being applied to the athletic fields. Last week AKA architects presented the latest draft of the Sports Center to phy ed faculty, coaches, and Park and Rec reps. Overall, the plan meets RCTC’s academic and sports requirements, the City’s needs and is costed within the $13.9 million budget. The architects will take the suggestions offered at last week’s meeting, make minor design adjustments, and finalize the plan. If you can’t wait for an updated version, you can get a sneak peek at the plan if you stop in the Interim President’s office.

“What’s the point of a college degree? Usually, it seems, the diploma certifies that a young person as learned in the classroom things that he or she would have picked up eventually just by living life. But what if you got your degree the other way around—gaining credits based on what you already know from your life experience? That is precisely what the 66-year-old Leonard Leps did in 1998, collecting a B.S. in Business Administration from Thomas Edison State College. For 25 years, the Trenton, New Jersey-based school has allowed people like Leps to earn credits for their life knowledge by passing tests and completing essay portfolios. There’s no need to log time in class. Thanks to his 30-year career with Bell Telephone and his current job at the Federal Aviation Administration, Leps easily accrued the 120 credits needed for a Bachelor’s degree.” If you want to know how Leps earned some of his credits, check out “The Education of Leonard Leps” in the September issue of UNIVERSITY BUSINESS. I support RCTC taking a look at the possibility of offering credit for appropriate experiences. How about you?

Last week I picked up the book, A TEACHER IS BETTER THAN TWO BOOKS, by Linda Conway. It’s a wealth of educational thoughts for the day, each accompanied by a daily lesson plan for teachers. Over the next few “Scribblings” I’ll share some of Linda’s gems. Let’s begin with…It is not the I.Q. but the I will that is important in education. Or how about…Sixty years ago I knew everything; now I know nothing; education is a progressive discovery of our own ignorance. And one more…Education today, more than ever before, must see clearly the dual objectives: education for living and educating for making a living.

Thought for the Week—If there’s anything education does not lack today, it is critics. ~ Nathan Pusey ~

Keep up the good work and you’ll keep the critics at bay. Until next week…

—Don
Quickly September is flying by. Did you notice the key academic dates attached to last week’s Crossings? The snow may not yet be deep but we do have promises to keep—deadlines to meet, work to be done.

The first draft of spring schedule should be in the hands of deans, coordinators, and leaders as you read this. Ironic isn’t it, that in Minnesota, land of 10,000 days of winter, we have two academic semesters: fall and spring. In the academic calendar, winter doesn’t exist!

As we move into the middle of fall semester, its time to ponder more about spring than scheduling. At the fall staff development event, Bonnie Mercer shared with us about the startling enrollment drop between fall and spring semesters last year. Fall enrollment for 1998 was 4177 students. 1276 did not return spring semester of 1999. 219 graduated at the end of fall 1998. Before appeals, 357 were suspended from financial aid or for academic reasons (I don’t have the figures on how many of those 357 appealed and were reinstated). 906 of the original 1276 who did not return had GPAs of over 2.0. If we assume that half of the 1276 left for the reasons listed above, the other half, roughly 600 students, left for unknown reasons. Certainly the ability to get decent jobs had an influence. We must not lose 600 students between fall and spring this year.

How can you and I help them remain? How can we boost retention? Send me your suggestions and I’ll print them in Up to Speed. Here’s one suggestion to get us started: In the Sunday Minneapolis Tribune, Sept. 19, 1999, a new field of study, “resilience,” is described. “ The article, titled “Comeback Kids,” offers examples of kids from backgrounds that lead many to fail, yet some of these kids have succeeded. This new field of study examines the reasons for their success: “Resilience seeks to uncover the strengths or ‘protective factors’ that keep many troubled children afloat well into adulthood.” Though the field is new, resiliency researchers believe that the most essential protective factor is “a supportive adult who accepts a child unconditionally.” The supportive adult can be anyone, but this person “consistently communicates…the expectation that [the child] is going to make it.” Success in school also has identifiable protective factors according to resilience researchers. Two very significant ones are feeling connected to school and competence in reading. A sense of humor, initiative, spirituality, “inborn smarts,” and creativity are the other protective factors that researchers have so far been able to identify as factors that permit children from difficult circumstances to overcome their backgrounds and succeed.

What does all this have to do with RCTC? Here’s the challenge. Though we are dealing with adults, I believe that we can improve our retention by using some of the “resiliency” results. If every single one of us—from business office to deans, from Interim President to faculty member, from front desk clerk to maintenance worker—were to chose one student to support for the rest of the semester, I believe we could make a difference. Choose one—there certainly are plenty of students around to choose from. Be a supportive adult who “unconditionally” accepts that student. Get to know your student. Make an effort to run into that student now and again—maybe for coffee or maybe your chosen student works in the library so you stop in the library every other day just to say “Hi. How are you doing?”

Since we haven’t done this as a college, we won’t know the results until we try it. Let’s set Oct. 18th as the deadline for you to identify your student and begin to make a connection. Then I’ll ask how you’re doing. Certainly one student per employee shouldn’t wear us out, and who knows, retention might improve. Oct. 18: one more deadline to meet, a deadline that might make a difference to one student and to our entire college.

—Judy Harris

Congratulations!
The State Employee Health Promotion Program recently awarded RCTC with a plaque “for their outstanding achievements and commitment to Worksite Health Promotion” during the 1998-99 year. The plaque is currently in the Student Health Service office and will be hung in a staff location in the near future.
You’re Invited!

Please join us on Thursday, September 30th for a farewell party for Gail Sauter, as she leaves RCTC employment and begins U of MN employment. The reception will be in the Charter Room - 1:30pm-3:00pm.

Best Wishes, Gail!

Chiropractic Clinic opening

RCTC’s Chiropractic Clinic will open on Monday, September 27 to see patients from 3:00 p.m. – 7:00 p.m. (Monday through Thursday). The clinic is located at UCR Heintz Center in suite C-211. Make your appointment today by calling 507-529-2736. In addition to chiropractic care, appointments will also be taken for soft tissue massage or trigger point therapy.

A complimentary exam offer is available now through December 10, 1999. (This complimentary exam does not include a chiropractic adjustment, x-rays, or therapy applications and does not oblige you to any other services at the clinic.) A Doctor of Chiropractic and a licensed, Chiropractic Technician instructor will be present in this learning environment. Fees will be kept at a very reasonable level to encourage individuals to seek chiropractic care and assist the RCTC Chiropractic Technician students in completing their technical education requirements. Prudential, Blue Cross/Blue Shield, and BC/BS Select insurance is accepted.

1999-2000 Committees

The RCTC Committees for the 1999-2000 academic year are being finalized. The current proposal can be accessed via the intranet at: http://www.roch.edu/intra/ The Common Hour on Tuesdays from 2-4pm will continue to be utilized for as many meetings as possible.

Please review the list of committees and task forces in the intranet, and if you are interested in serving on one or more of these committees/task forces, please contact Judy Kingsbury either by e-mail or at extension 7216. UTCE and CCFA faculty wishing to volunteer should contact their appropriate presidents (either Gregg Wright or Terry Brown).

Staff development opportunities

Infinite Possibilities - October 6 and 7

Infinite Possibilities is a statewide conference for Professional Administrative Support and Service Staff sponsored by DOER. The conference will be held October 6 and 7 at the RiverCenter in downtown St. Paul. Employees have the opportunity to attend one or both days.

The conference features a choice of over 20 seminars each day providing information that is tailored to improve employees’ professional skills. These seminars promise exposure to a wide variety of skills and information. The complete course outlines are included in the registration brochure mailed to eligible staff in AFSMCE 206, 207, and similar bargaining units and is available at: http://doer.state.mn/tdrc/infinite/infposch.htm.

Open Door Conference – Challenging Homophobia and Heterosexism through Education – October 29

This Open Door Conference is a day of EDUCATION AND RESOURCES for teachers, students, counselors, clergy, youth workers, religious and health educators, civic and business leaders, and for family and friends of gay, lesbian, bisexual and transgendered persons. It is a day of AFFIRMATION AND SUPPORT for advocates for justice. A day of LIFE-SAVING POTENTIAL for persons who will one day enjoy the ripple effect of your having attending this conference.

During this day-long conference, participants will hear the keynote presenter, Howard H. Bess addressing, “The Gay Experience and Traditional Beliefs,” as well as an opportunity to select four workshops from among over 22 workshop options. A box lunch will be served. Cost is $25.

Contact the human resources office for additional information on the above conferences.

Einstein reminder

EINSTEIN: A STAGE PORTRAIT. You can witness this fabulous rendition on Wednesday, September 29th at Noon in the Hill Theater or that same evening at 7:00 p.m. at the Rochester Public Library Auditorium. For more information call: RCTC Foundation 281-7771.
Open enrollment

Open Enrollment is once again upon us! During October, employees will have an opportunity to make selections for Year 2000 coverage under the State Employee Group Insurance Program (SEGIP). The following is a summary of “What’s Open.”

WHAT’S OPEN? For most SEGIP members, the following areas will be “open” for selection during Open Enrollment 1999:

- **Health Insurance**—Employees may elect to switch from their current plan to another, or may add or drop dependent health coverage for their spouse or children.
- **Dental Insurance**—Employees may elect to switch from their current plan to another, or may add or drop dependent health coverage for their spouse or children.
- **Long Term Disability (LTD) Insurance**—Employees may purchase or increase LTD insurance during this year’s Open Enrollment.
- **Short Term Disability (STD) Insurance**—Employees who already have SEGIP-STD insurance in force may add to the amount of their coverage.
- **Optional Life Insurance**—Employees, who already have SEGIP Optional Life Insurance in force for themselves and/or a spouse, may increase their coverage (in certain increments).
- **Pre-Tax Plans**—Employees may enroll in the Medical/Dental Expense Account and/or the Dependent Care Expense Account. Those already enrolled and who want to continue participation in 2000, must re-enroll at Open Enrollment time.
- **Manager’s Income Protection Plan (IPP)**—For those currently enrolled in the Manager’s Income Protection Plan, Open Enrollment 1999 offers the opportunity to decrease their elimination period. Decreasing the elimination period allows IPP members to begin collecting their benefits sooner in the event of a disability.

EMPLOYEES ARE ENCOURAGED TO READ THEIR OPEN ENROLLMENT MATERIALS

If you want more details about Open Enrollment 1999, you are encouraged to read your open enrollment materials. These materials will contain information about the changes and specific facts regarding costs, available insurance plans, low-cost carriers and enrollment procedures. Each employee’s personalized packet of SEGIIP Open Enrollment materials will be delivered to home addresses on or before October 1.

Watch next week’s Crossings for more information on Open Enrollment 1999, including What’s New for Year 2000.
**TRA news...**

**1999-2000 Pre-Retirement Counseling Schedule.** Pre-retirement counseling will be offered at 15 cities located throughout the State of Minnesota and at the TRA office in St. Paul. For those members who are planning to retire by the end of the 1999-2000 school year, an individual 30-minute confidential counseling appointment may be scheduled with one of TRA’s Retirement Specialists. During the appointment, the Retirement Specialist will review annuity plan options, offer personal estimates of benefits payable upon retirement and answer questions specific to the member’s situation.

In addition to individual counseling, *Preparing for Retirement* workshops are also being offered at the 15 Retirement Information Centers in greater Minnesota and at TRA’s St. Paul Office. Members receive the same retirement information given during an individual counseling appointment and more. During the 2-1/2 hour group workshop, members receive a personal detailed estimate of their projected monthly retirement benefit, an explanation of how their benefit is calculated and timely information on a variety of retirement topics. There is also time for questions and answers.

Since counseling appointments and workshop reservations are taken on a first-call basis, you are encouraged to call TRA as soon as possible at (800) 657-3669 or (651) 296-2409. When calling, please have the following information available so that a personalized benefit estimate may be prepared:

* your current contract salary plus extra curricular pay
* your service credit with any other Minnesota public retirement system(s)
* your anticipated retirement date, and
* your spouse’s date of birth (if applicable).

Also, be prepared to let TRA know what type of information you require during your counseling appointment.

Copies of the 1999-2000 Pre-Retirement Counseling Schedule have been posted on faculty bulletin board at each campus site. The dates/times for Rochester are as follows:

- October 12-13
- January 19-20
- February 28-29

**Individual Appointment Hours:**
- 1st day - 12:30 p.m. to 7:00 p.m.
- 2nd day - 11:00 a.m. to 2:00 p.m.

**Group Workshop Time:**
- 2nd day ONLY - 4:00 p.m. to 6:30 p.m.

Pre-retirement counseling is offered by appointment only at TRA’s St. Paul office from 8:00 a.m. to 4:00 p.m., Monday-Friday all year, and from 4:00-6:00 p.m. on Wednesday evenings during the school year.

**TRA Annual Statements**
We have been informed by TRA that all members who were active teachers during the 1998-99 year will receive their TRA Annual Statements around October 1.

**TRA Website**
Remember to visit the TRA website at www.tra.state.mn.us for the latest news from TRA.

**TRA Customer Service**
If you need to call TRA, please make sure you dial the Customer Service Telephone Center at 1-800-657-3669, or 651-296-2409.
**TeachNet update**

The TeachNet vision is to create a regional networked community of instructional technology professionals and resources dedicated to supporting faculty and staff in transforming student learning through the application of technology. The four regional campuses involved in the project are Riverland Community College, Winona State University, Minnesota State College-Southeast Technical (Red Wing/Winona), and the University Center Rochester.

As director I was the first one hired this fall and I am now in the process of hiring staff. We are interviewing for an operations coordinator position and have advertised for four faculty instructional technology support managers. One manager is to be placed at each site as the first point of contact for dealing with faculty and staff in the instructional support relationship. I’m also developing the job descriptions and classifications for three instructional technology media developers who will travel between the sites offering training and support. We will be hiring media developers with three different areas of expertise: World Wide Web, Instructional Design, and Video Production. MnSCU has to approve all the job descriptions and classifications which slows the process down, but we hope to have the staff hired and operational in the not too distant future.

We are fortunate to have faculty fellows hired at each campus who can help fill in some of the void until we are fully staffed. Kevin Dobbe is the faculty fellow at the University Center Rochester, and he will be offering in-services and one-on-one help to faculty throughout the year. We have our first faculty in-service scheduled with Kevin on October 7th at 2:30 p.m. in room SH 105. Kevin will provide some introductory Web page development information and will have a more detailed blurb on his topic on the TeachNet Web page that he is developing for us. ([www.acd.roch.edu/teachnet](http://www.acd.roch.edu/teachnet))

We hope to provide in-service sessions on a weekly basis when we are fully operational, and we will keep you posted on the topics, locations, times, and dates. The first duty of the faculty instructional technology support manager, when hired, will be to make personal contacts with the faculty and staff surveying needs and concerns. Please check out our Web site, and if you have needs or questions for either Kevin or me, don’t hesitate to contact us.

Jim Deacon  
TeachNet Director  
Phone  - x7499  
E-mail  - jdeaco@roch.edu

---

**Students excused**

The following students are excused at 3:00 p.m. on Wednesday, September 29 for a volleyball game in Mankato: Carolien Van Merksteijn, Brooke Kosok, Jenna Ehlert, Nia Raduenz, Leah Jacobson, Kim Framsted, Michelle Esplan, Gretchen Wolff, Melissa Lange, Michelle Schmoll, Ray Paske, Nick Enger.

The following students are excused from classes on October 5 and 6, 1999 so they can attend the Nobel Conference at Gustavus Adolphus College in St. Peter, MN. Wherever possible, the students should make up the work ahead of time. The students are: Michael Bond, Bart Brubaker, Tavanna Buske, Wendy Cirksena, Danh Thu, Beth Doherty, Lindsay Edwards, Megan Fitzgerald, Kevin Geer, Nicholas German, Phil Goodew, Loretta Hansen, Sara Malloy, Joan Rabe, Luke Scanlon, Nobel Simpson, Channy Sok, Sarah Spreiter, Thaory Thi Thach, Darlene Thompson, Savain (Rose) Vath, Trevor Voeltz, Troy Voeltz, Emily Ward, Natalie Watson, Tammy Wirth, Darin Yous.