Pay schedule for Spring Semester
Attached to this week’s Crossings are two documents for your information:

1. Pay Calendar for 2001-02. This shows the pay period end dates and pay dates for 2001-02 academic year.

2. Faculty Pay Schedule. The 1st page of this document is the pay schedule for full-time faculty; the 2nd page of this document is the pay schedule for faculty employed semester-by-semester.

Note that these documents are also available on the Project "J" Drive, Forms directory, HR folder.

Part-time faculty employed semester-by-semester are also reminded about inclusion in the faculty bargaining unit. Faculty are "excluded" from the bargaining unit and from paying union dues if they "teach one (1) course for up to four (4) credits for one (1) semester in a year." This means that if you teach more than one course, more than four credits, or more than one semester, you become a fair-share member of the bargaining unit and union dues will be automatically deducted from your pay check. Please see your union representative regarding the dues amounts or refer to MSCF website for additional information: http://mscf.educationminnesota.org/

Fifth Tuesday Event
The RCTC Student Learning Assessment Committee would like to invite you to a "Fifth Tuesday Event" on January 29th at 2:00pm in CF 202.

The following questions will be addressed:

Why do we have to assess student learning?
Where is RCTC in the process of assessing student learning?
What are our future plans for assessing student learning?
What do all these "assessment" terms mean?

This HIGHLY INTERACTIVE presentation will be conducted in the "Stinger Cafe" setting. Due to implementation of budget reduction strategies, please bring junk food to share. The "junkiest" food will be determined by silent voting.
Weekly funny…

"Remember me telling you I wanted to climb the tree but it was too high. Well, that’s no longer a problem."

Digital Arts Club – get your raffle tickets soon!
Raffle tickets will be sold beginning Monday, January 14. See the posters for more information. Any Digital Arts Club member can sell you a ticket or two. We’ll also be selling in the Atrium (day to be announced). The prize is a Romantic Evening for Two Basket – lodging, dining, theatre, etc. The cost for a ticket is only $5.00

Drawing to be on February 6 – just in time for Valentine’s Day

The Digital Arts Club meetings are held the last Wed., of the month, 3:00 p.m. CF202. Everyone is welcome!

Congratulations!
Congratulations to Fan and Wei Shen on the arrival of a new baby girl, Breanna. She was born on January 8, 2002 and weighed in at 6 lbs. 10 oz

WSU Alumni Reception scheduled at UCR
President Darrell Krueger is hosting a reception honoring WSU alumni who work at the University Center-Rochester (UCR). The reception is being held Wednesday, January 30, 3-5 p.m., in the Staff/Faculty Lounge, Atrium Building third floor, UCR campus. All Winona State alumni working at UCR are encouraged to attend. This event is designed to celebrate and recognize the positive impact WSU alumni have at the University Center-Rochester. To RSVP, contact Jan Stephenson, WSU-Rochester Associate Director, at 285-7148, or Debbie Dickenson, WSU Alumni Affairs, via e-mail at: ddickenson@winona.edu.
Supalla’s Scribblings
Thanks to all who have contributed to help assure that our students got off to a great spring semester start. Enrollment numbers continue strong, showing a first day 5.57% FTE increase. Many students will make enrollment adjustments during the drop/add period so expect to see more accurate enrollment numbers later in the semester. The start of each semester always seems to add to an already high-pressure environment. How appropriate, then, that today’s “Quotes from the Masters” message offer three bits of stress management advice.

- “If you are distressed by anything external, the pain is not due to the thing itself but to your own estimate of it; and this you have the power to revoke at any moment.” – Marcus Aurelius
- “I am more and more convinced that our happiness or our unhappiness depends far more on the way we meet the events of life than on the nature of those events themselves.” – Karl Wilhelm Von Humboldt
- “Stress comes from within; it is your reaction to circumstances, not the circumstances themselves.” – Brian Tracy

Gary Swenson, Director of Institutional Services and long-time college employee, has announced his retirement effective May 1, 2002. Gary has managed our finances and facilities for almost three decades…his expertise and experience will be missed. A position posting will be finalized and distributed soon. Please contact Susanne Sheehan if you have questions, desire more information, or wish to nominate a candidate. Good luck, Gary!

Chancellor McCormick, Linda Baer and four MnSCU Board of Trustee members spent much of last Friday in Rochester learning more about this unique community. While in Rochester they toured the city, met with Mayo execs, and heard updates from economic development and technology company CEOs. I was privileged to be invited to a dinner that capped off the fact-finding day. RCTC received many kudos for the excellent quality instruction and services you deliver and the community partnerships you’ve built. During the dinner, GRAUC representatives shared their latest “Statement of Direction” draft. The Statement culminates GRAUC’s yearlong effort “to assess the degree of support for advancing higher education beyond academic expansion to include research, expanded outreach programs, business partnerships and economic development initiatives.” The January 4 version concludes with nine bullet points…

- The GRAUC Board of Directors affirms its desire to create a unique higher education resource for the State of Minnesota.
- GRAUC recognizes the value and contributions of the UCR partners.
- GRAUC supports fulfilling educational needs first through existing UCR partners.
- GRAUC recognizes the need to continue open access, technical education and lower division programs through RCTC.
- GRAUC supports expanded offerings that differentiate higher education in Rochester under the University of Minnesota’s leadership for upper division, professional and graduate education with the goal of creating a full branch of the UMR.
- GRAUC envisions a public/private partnership to create research initiatives.
- GRAUC supports a broad, sustained public relations effort to communicate the extensive higher education opportunities available at UCR.
- GRAUC is concerned about possible reductions in state funding for higher education and the impact on Rochester; and encourages both MnSCU and the U of M to have continued dialogue regarding how to further develop the campus and its programs, and ensure adequate resources for Rochester.
- GRAUC intends to take a leadership role in raising funds to support UMR growth and excellence. GRAUC will work with our partners to develop the case statement, solicit support and raise funds to meet our goals.

Congratulations to Jay Lee who just received notice of an $8,000 Carl Perkins program development grant to draft a Vet Tech/Vet Assistant Program proposal.

Who Knows? The truth is, customers don’t know what they want. They never have. They never will. The wretches don’t even know what they don’t want, as the success of countless rejected-by-focus-groups products, from the Chrysler minivan to the Sony Walkman, readily attests. Stephen Brown, Harvard Business Review, October 2001

Thoughts for the Week… Failure to take a risk is much worse than taking a risk that leads to failure. Winners are willing to accept the risk others are not. Take a risk or two!

Don
Net Pay Changes on January & February Payroll Warrants
Several changes in employee deductions may affect net pay on employees' January and February payroll warrants, as follows:

January 11, 2002 Payroll Warrant

Federal and State Tax Withholding
Changes in federal and state tax tables will be effective on this warrant. The amount of federal and state withholding for any employee may increase or decrease depending on the employee's tax marital status, withholding allowances, and amount of gross pay. You may wish to note, in particular, that the rate at which supplemental wages are taxed by the IRS has been slightly reduced from 27.5 to 27%.

Retroactive Wage Adjustments for MAPE and AFSCME
Employees in these unions will see their retroactive wage adjustments on this warrant. Wage adjustments for the period July 1 through December 18, 2001 will appear. These payments will be taxed as supplemental wages (27% federal tax; 6.25% state; FICA/Medicare 7.65%). Employees will see an increase in net pay.

Charitable Contributions
This is the first warrant from which contributions that were pledged in November will be deducted. Please review this deduction carefully. If you believe an incorrect contribution is being deducted, please submit a written request to the HR/Payroll Office to assist in correcting the problem. The request should include the nature of problem, your name, employee ID number, work phone number and signature.

Dependent Care, Medical/Dental Expense and Transit Expense Accounts
The 2001 deductions for Dependent Care, Medical/Dental Expense, Transit Expense Account- Parking, and Transit Expense Account- Bus Pass/Vanpool accounts were deleted after pay period ending December 18. New amounts authorized by employees for 2002 will be deducted starting with this warrant. All of these accounts are exempt from federal, state, FICA, and Medicare tax withholding, so if you added, deleted, or changed the amounts, your tax withholding will be affected.

AFSCME Deferred Compensation Match
The increase in the employer match for eligible AFSCME employees who are participating in the deferred compensation program will be effective on this warrant. The match has been increased from $150 to $175 per fiscal year. Employees are responsible for FICA and Medicare tax on this matching amount, and as a result may notice a decrease in net pay due to a slight increase in taxes withheld.

January 25, 2002 Payroll Warrant

Insurance
The employee-paid portion of medical or dental insurance has changed for 2002. The new amounts will be effective on this warrant. An increase in employee-paid medical or dental insurance will decrease federal, state, FICA, and Medicare tax withholding slightly. A decrease in the deductions will increase tax withholding slightly. Employee-paid insurance changes other than medical and dental will also be effective on this warrant. However, other employee-paid insurance will not have an effect on taxes.

February 8, 2002 Payroll Warrant

MAPE Lump Sum Payment
All MAPE employees who are "subject to dues deduction... during the pay period of 1/2/2002" (PPE 1/15/2002) will receive a $250.00 lump sum payment on this warrant. These payments will be taxed as supplemental wages (27% federal tax; 6.25% state; FICA/Medicare 7.65%).
FICA/Medicare Rates

The employer and employee deduction rates for Social Security (FICA) and Medicare are not changing for 2002. However, the wages that are subject to FICA have been increased. Wages that are subject to Medicare remain unlimited. The amounts below indicate the maximum wages subject to FICA, the deduction rates, and the maximum deductions per year for the years 2001 and 2002.

**Calendar Year 2002**
- Maximum Yearly Wages Subject to FICA: $84,900
- Maximum Yearly Wages Subject to Medicare: unlimited
- Deduction Rates for Employer and Employee (%): FICA 6.20%
- Deduction Rates for Employer and Employee (%): Medicare 1.45%
- Deduction Rates for Employer and Employee (%): TOTAL 7.65%
- Maximum Yearly Deduction for Employer and Employee -FICA: $5,263.80
- Maximum Yearly Deduction for Employer and Employee -Medicare: unlimited

**Calendar Year 2001**
- Maximum Yearly Wages Subject to FICA: $80,400
- Maximum Yearly Wages Subject to Medicare: unlimited
- Deduction Rates for Employer and Employee (%): FICA 6.20%
- Deduction Rates for Employer and Employee (%): Medicare 1.45%
- Deduction Rates for Employer and Employee (%): TOTAL 7.65%
- Maximum Yearly Deduction for Employer and Employee –FICA: $4,984.80
- Maximum Yearly Deduction for Employer and Employee -Medicare: unlimited

Employees who reached the yearly FICA maximum deduction for 2001 will see a change in their net pay beginning with the first check received in calendar year 2002.

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**Taher, Inc. – Week of January 14**
**UCR Cafeteria**

**Panini:** grilled chicken/fresh mushrooms/provolone

**Wrap:** turkey club

**Stir Fry:** sweet and sour chicken

**Mon.** - hot meatloaf sub with potato wedges
- cream of cauliflower soup

**Tue.** - baked lasagna with tossed salad and garlic toast
- minestrone soup

**Wed.** - beef stew in bread bowl
- chicken gumbo soup

**Thur.** - pancakes and sausage links
- chicken noodle soup

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**Scholarship Applications**

Scholarship Applications available for Academic Year 2002-03. Please announce to students - applications available in the UCR Counseling office or Foundation Office, HC 120. Deadline is March 14, 2002.

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**Monday, January 21, 2002**

**Martin Luther King Holiday**

**Duplicating CLOSED**

**Media Services CLOSED**
RCTC staffing update

Administrative
• **Director of Nursing** (MnSCU Administrator). Position being re-posted/re-advertised.

Unclassified Professional (MAPE)
• **Multicultural Grant Coordinator** (TFT unclassified MnSCU Program Director 1 – MAPE). Position is temporary for period of the grant through December 2002. Position posted.

Classified Professional (MAPE)
• **ITS 2 – Server Technician** (UFT). Position posted/advertised. Review of applications has begun.

Classified AFSCME
• **General Maint. Worker** (Intermittents). Applications accepted ongoing.
• **General Maint. Worker** (UFT). Position posted/advertised. Kenneth Tompkins has been appointed.
• **Plant Maintenance Engineer** (UFT – College Wide Work Area). Patrick Williamson has been appointed.

For information on any of the above openings, contact the human resources office at x7125 or visit our website at [http://www.roch.edu/rctc/hr/](http://www.roch.edu/rctc/hr/)

Investment questions for Wells Fargo?
Mr. Reed Smith from Wells Fargo will be coming January 30 and 31, 2002 from 8:30AM to 4:00PM to meet individually with those of you who would like to schedule an appointment. The consultations will last approximately 50 minutes. You will discuss your financial goals (retirement, saving for college, etc.), current financial plan, current asset allocation and tax-advantaged strategies. He has sent financial profiles so that you can complete them before the meeting. That will give him a better understanding of your personal situation. The meetings will be held in the small conference room on 4th Floor College Center.

If you would like to schedule an appointment, please feel free to either e-mail him or call him at his number.

Reed Smith  
Financial Consultant  
Wells Fargo Investments  
1-877-240-6351  
Reed.A.Smith@WellsFargo.COM

Investment and Insurance Products:
* Are Not insured by the FDIC or any other federal government agency
* Are Not deposits of or guaranteed by the Bank or any Bank affiliate
* May Lose Value
Dance for America  
Sunday January 20, 2002

University Center Rochester  
“Rockenbach Gym”  
2:00 pm – 4:30 pm

Sponsors: SE Region Federation and University Center Rochester  
Welcome All Dancers, Callers, Cuers, and General Public  
All Proceeds to be given to the families of the victims of the  
September 11, 2001 World Trade Center tragedy

See the attached flier for more details!

Scholarships for women students available

The Rochester Chapter of American Business Women's Association is again offering a scholarship to a female student enrolled full or part-time and possesses a g.p.a. of 2.5 or higher. Applications are available at the RCTC Foundation Office, HC 120-Heintz Center or the RCTC Counseling office-UCR SS 133. The deadline for this scholarship is February 1, 2002.

The National Chapter of ABWA also has a scholarship available to students who will be graduating from RCTC in spring of 2001 and continuing their education elsewhere. Information about this scholarship, called The Stephen Bufton Memorial Scholarship, is also available at the Foundation Office or Counseling Department. The deadline for this scholarship is June 2, 2002.