Baldridge Banterings

Congratulations to RCTC for receiving the Bronze Commitment Award at the Minnesota Council for Quality’s Annual Awards Banquet on Friday January 26. Representing RCTC were Don Baldus, Judy Harris, Tammy Lee, Mike Mutschelknaus, Kathy Peak, Molly Rohe, Paula Theisen, Dave Weber and Karen Wilking. RCTC was one of two educational institutions in Minnesota to receive an award. RCTC has been working closely with Stephen Spangenhel, our NCA liaison, to coordinate our accreditation visit on April 23-25, 2001. RCTC has proposed that the site visit focus on three areas: Teaching and Learning; Assessment; and Partnerships. As more details unfold regarding the NCA site visit, we will keep you informed via the Baldridge Banterings.

Thanks to Tammy Lee and Anne Niccolai for their wonderful leadership in last Tuesday’s Staff Development session. Tammy and Anne will continue to lead RCTC’s assessment efforts.

All faculty, staff and retired faculty and staff are invited to forward comments concerning RCTC to NCA at the following address:

Public Comment on Rochester Community and Technical College  
The Higher Learning Commission  
North Central Association of Colleges and Schools  
30 North LaSalle Street, Suite 2400  
Chicago, IL 60602

The deadline is March 15, 2001. Please see attachment for more details.

Art Gallery exhibition

Roderick Robertson, chair of the Art and Design Department at St. Mary's University in Winona, will be exhibiting his work (color prints derived from antique photos and family snapshots within the mandala shape) in the Art Gallery located on the second floor of the College Center from February 5 - March 12.

Mandala is the Hindu term for Circle and is a kind of emblem in the form of a ritual geometric diagram.

On Monday, February 5, the exhibit opens with a reception in the Gallery from 6:30 - 8:00pm. The artist will give a gallery talk at 7:00pm.
Weekly funny…

"It's wise to build as close to your competition as possible. That way you can keep a keen eye on them."

RCTC Chiropractic Clinic Hours
Monday – Thursday
2:00 – 6:00 p.m.
Heintz Center
Suite HC211

"a kind of super intelligence exists in each of us, indefinitely smarter and possessed of technical know-how far beyond our present understanding"
Lewis Thomas M.D.

Staff Satisfaction Survey

Professional Development/Training
One of the largest performance gaps in our recently conducted Staff Satisfaction Survey was in the area of having carefully planned processes in place for selecting, orienting, training, empowering and recognizing employees. In an attempt to address some of these concerns, the Employee Relations Committee and Staff Development Task Force are beginning work on developing a training schedule for next year. We are looking at providing on-going, regularly-scheduled training for staff and faculty to include “soft skills” training (i.e., customer service, time management, team building, stress management, effective meetings, etc.), as well as required annual training in safety, crisis management, discrimination/harassment and, of course, computer software application training.

WE NEED YOUR HELP IN ADDRESSING THIS PERFORMANCE GAP AND IN IDENTIFYING TRAINING NEEDS. Please send your thoughts, ideas, and suggestions to the Employee Relations Committee/Staff Development Task Force (% of the Human Resources Office, Box 13) or email RCTC.HumanResources uchr@roch.edu Thanks, in advance, for your help in supporting our efforts for continuous improvement.

Prior service purchase cost may change
Have you checked into the cost of prior service purchase yet? In 1999, the legislature enacted a provision that allows active, vested members of TRA to purchase service credit for prior maternity leave service, maternity breaks-in-service, out-of-state teaching service, Peace Corps or VISTA service, military service or private/parochial school service. For a quick and easy way to determine how it could impact your retirement benefit, use the Purchase of Service Cost Estimator and Retirement Benefit Calculator on TRA’s website. Calculate an estimate using your current service credit amount, then calculate another estimate but increase the service credit by one or two years and see the difference the purchase would make in the value of your lifetime benefit. All or a portion of your prior service may be purchased under a method of calculating actuarial cost defined in Minnesota Statute. This method for determining the cost to purchase prior service expires and is repealed on July 1, 2001. The provision itself will expire on May 16, 2002, and may or may not be extended by the legislature. More details are available in the TRA Handbook of Benefits & Services, which can be accessed via TRA’s website @ http://www.tra.state.mn.us/ - click on what’s happening and scroll down to find the handbook.
Supalla’s Scribblings
Thanks to MnSCU Board of Trustees Chair Mike Vekich, Riverland CC President Gary Rhodes, Rochester community representative John Wade and Student Senate President Tyler Despins who joined me for the January 31 press conference to share reaction to Governor Ventura’s biennial budget recommendation. MnSCU’s theme for the budget request is “The Cost to Compete.” There is a cost to invest in a higher education system supportive of today’s competitive economy. Each MnSCU institution has identified initiatives that will enable it to sustain and improve quality and competitiveness. RCTC has identified the following investment initiatives: academic excellence ($1.3 million), workforce development ($388,000), instructional technology ($500,000) and repair and replacement ($931,000). Just the cost of maintaining MnSCU’s current level of educational opportunity amounts to $153.3 million. Health insurance costs are growing by 25 percent per year and utility costs are expected to rise 50-100 percent. Should the Governor’s recommendation prevail, MnSCU campuses (including RCTC) would experience numerous program closures, significant staff layoffs, and hefty tuition increases. I encourage you to immediately contact legislators and share your concerns about the Governor’s recommendation. Encourage them to approve a budget appropriation increase that will maintain quality programming and assure a skilled Minnesota workforce. A Southeast Minnesota legislators’ group list has been added to GroupWise to make e-mailing them very easy.

Friday evening, at the Tenth Annual Minnesota Quality Awards Celebration, Karin Wilking, Paulina Sozlinga, Don Baldus, Mike Mutschelknaus, Kathy Peak, Paula Theisen, Dave Weber, Judy Harris, Tammy Lee and Molly Rohe accepted a Bronze Commitment Award from the Minnesota Council for Quality. Several RCTC reps told the audience how the college is using the Minnesota Quality Assessment process for our NCA reaccreditation self-study and highlighted how RCTC has spent the last year engaging faculty and staff in the quality approach, celebrating our successes, and living our mission. Staff had an opportunity to share results from our student satisfaction surveys and faculty members highlighted significant college achievements. The positive reaction to the presentation from the large audience confirmed that we should be very proud of our commitment to the pursuit of excellence. The determination on the faces of the RCTC made it clear that we intend to go for the silver, gold and crystal awards. Thanks to those who represented RCTC at the Awards Celebration and to everyone who has participated in the journey. Come join us as the journey continues.

While RCTC was well represented at the Quality Awards Celebration, Ellen Nelson and I were presenting the keynote address at the Stewartville Chamber of Commerce Annual Dinner and Meeting. The focus of our presentation – “No One To Waste” – provided information about the increasing shortage of skilled workers, changing workforce demographics, UCR program options and opportunities for RCTC business and industry partnering. Thanks to Ginny Boyum for the invitation.

Congratulations to Chad Israelson who delivered “Why Study History?” as part of the Rochester Public Library’s Yaggy Colby History Lecture Series. Chad’s presentation is another example of the many faculty contributions to community service.

I enjoyed working with Bonnie Mercer and the newly formed RCTC Volunteer Club as we served a Saturday evening spaghetti dinner for guests at the Ronald McDonald House. More than 20 RCTC and WSU-RC students showed up to cook, serve, entertain and converse with the guests. At the House that love built…a great time was had by all. Thanks, volunteers!

If you haven’t been to a Yellowjacket basketball game this season, better put it on your list of things to do. Both the men’s and women’s teams are playing excellent ball. Last week the women (ranked #8 in the country) knocked off #3 ranked Ridgewater CC in a nail-biter and then beat Riverland Community College. Congratulations, hoopsters!
Three Upward Bound students were selected as Olmsted County Outstanding Youth for 2001! Congratulations to Ayan Abdinur, Svetlana Abramova, Lucky Mohamud and the UB Staff. You make us very proud!

This week futurist David Zach’s installment on education is entitled, “Resistance is Futile, You Will Be Assimilated.” The concept of distance is being rethought. The walls between countries and cultures are being torn down. The world we grew up in isn’t here any more. It is a world that today’s children grew up in. It’s their world, we’re just care-taking it until they’re old enough to get their own email accounts. Young people know lots of things about this new world that’s been here for a long time and will still be here when they’re sitting in nursing homes complaining about how things just aren’t the way they used to be.

Enjoy those fond memories of the good old days!

Don

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News from TRA…

1983-1984 One-Time Tax Subtraction

Notifications have been mailed to members who are entitled to take a one-time tax subtraction on their 2000 Minnesota state income tax return. You qualify for this subtraction if you made contributions to TRA during calendar year 1983 or 1984. Please note that most retirees have already received this subtraction in their first year of retirement.

It is important to keep this notification for tax purposes and to read the instructions carefully. The subtraction can be claimed on your 2000 Minnesota state income tax return, and should be entered on line 7 of your Minnesota M-1M schedule. You cannot apply this subtraction to your federal return or another state’s tax return.

If you have not received your notification and think you are entitled to claim this subtraction, please contact TRA at 651-296-2409 or 800-657-3669. Tax questions should be directed to the Minnesota Department of Revenue help line at 651-296-3781 or 800-652-9094, or by visiting their Web site at http://www.taxes.state.mn.us/individ/forms/2000/pdf/00m1_booklet.pdf

Thanks for participating

Thank you for your participation in the “Fifth Tuesday” assessment activity.

Your contributions are the Heart of RCTC.

If your program/division would like to continue working on assessments contact Tammy Lee or Anne Niccolai

Thank you

To the administration, faculty and staff of RCTC
The beautiful floral arrangement sent to my mother’s funeral on your behalf along with the many cards of sympathy were greatly appreciated. I have surely been blessed knowing and working with all of you. Thank you so much.

-Edna Gutman
RCTC staffing update

Administrative
- **Dean of Health Sciences** (MnSCU Administrator). Search team is being formed.
- **Director of Nursing** (MnSCU Administrator). Position posted/advertised nationally. Currently no applicants; discussion is ensuing.
- **Vice President for Academic Affairs** (MnSCU Administrator). Position posted/advertised nationally. Search team is being formed.
- **Vice President for Student Affairs/ Institutional Advancement** (MnSCU Administrator). Position posted/advertised nationally. Search team is being formed.

Faculty
- **Instructor of Health and/or Physical Education and Head Football Coach** (UFT MCCFA). Position posted/advertised nationally. Search team appointed. Semi-finalists selected; interviews being conducted.
- **Instructor of Computer Science** (UFT MCCFA). Position posted/advertised nationally. Semi-finalists selected; interviews being conducted.

Unclassified Professional (MAPE)
- **Multicultural Healthcare Grant Coordinator** (FT grant-funded MnSCU Program Dir. 1). Appointment pending.
- **Project Team Leader** (FT grant-funded unclassified MAPE position). Position being posted/advertised. Interviews are being scheduled.
- **Community Outreach Coordinator** (FT unclassified MnSCU Program Dir. 1). Position posted/advertised. Search team is being formed.
- **SSSP Academic/Transfer Advisor** (FT unclassified MnSCU Program Dir. 1). Position posted/advertised. Additional recruitment/advertising in process; search team is being formed.

Unclassified Supervisory (MMA)
- **Director of Continuing Education and Grant Development** (FT unclassified MnSCU Program Supv. 1). Position posted/advertised. Additional recruitment/advertising in process; search team is being formed.

Classified AFSCME
- **General Maint. Worker** (Intermittents). Applications accepted ongoing.
- **Office and Administrative Specialist Intermediate** – Academic Affairs Work Area (UFT - UCR Scheduler). No appointment made from DOER list; position being advertised. Interviews are being held.
- **Office and Administrative Specialist** – Academic Affairs Work Area (temporary FT). Position advertised. Applications being accepted.

For information on any of the above openings, contact the human resources office at x7125.

RCTC at Apache Mall!

RCTC will be kicking off Career and Vocational Education Week (February 11 – 17) with a showcase of program offerings and demonstrations at Apache Mall. Look for us on **Saturday, February 10** from 10 am – 8 pm and **Sunday, February 11** from 11 am – 6 pm. Booths and displays will be located between the JCPenny and Wards courtyards. More than 30 programs and departments will be participating including: Health Unit Coordinator; Registered Nurse; Practical Nursing; Dental Assisting; Phlebotomy; Medical Assisting; Surgical Technology; Child Development; Nursing Assistant; Human Services Technician; Chiropractic Technician; Machine Tool Technology; Electronics Technician; Automobile Mechanic; Building Utilities Mechanic; Civil Engineering Technology; Surveying; Carpentry; Retail Merchandising; Administrative Information Systems; Horticulture Technology; CAD Technology; MSHRS (CNT, Respiratory Care and Radiography); Honors Edge; RCTC Foundation; Student Life (including CAB, Student Senate, Cheerleading, Volunteer Club, Music, Theatre and Athletics); YFU/Foreign Language/International Student

In addition to the program displays, demonstrations will be given by students and instructors both Saturday and Sunday in the Wards courtyard. KROC-FM will also be broadcasting live from Apache Mall on Saturday morning. The broadcast will include live interviews with faculty, staff and students. RCTC’s “Sting” will be flying in to greet visitors on both Saturday and Sunday. Join us!

Contact Michelle Messenger at 280-3178 for further information.
Menu of the Week
Taher, Inc.

This week’s panini – Three cheese and smoked ham..................................................$3.50
This week’s rice and pasta bowl – Thai beef with noodles...................Two sizes: $3.25 & $4.25
This week’s specialty sandwich – Roast beef and cheddar.........................................$3.50

MONDAY – Baked potato or chicken noodle soup
Herbed baked chicken with boiled potatoes, vegetable and roll...........................................$4.25

TUESDAY – Bean with ham or vegetable beef soup
Stuffed green peppers with tomato sauce..............................................................................$4.25

WEDNESDAY – Broccoli cheese or minestrone soup
Roast turkey with cranberry cream cheese wrap.................................................................$4.25

THURSDAY – Chicken with wild rice or split pea soup
Beef stroganoff over rice with vegetable and a roll............................................................$4.25

FRIDAY – Chef’s choice of soup
Roast pork sandwich with mashed potatoes and vegetables..............................................$4.25

Voyageurs
Please consider teaching in the exciting and valuable Voyageurs Summer Camp 2001 offered this summer for three weeks, Monday through Thursday, June 11-28, 2001. Voyageurs Summer Camp provides an opportunity to explore a variety of class offerings plus enrichment opportunities for middle school students, grades 6, 7 and 8 who have been recommended by their counselors, social workers, and/or teachers. A letter with more details and a proposal form for the Voyageurs Summer Camp is attached to this week’s Crossings.

International students raise the bar!
Congratulations go out to the students of the "Youth For Understanding" program. The 11 students, who are studying at RCTC this school year, achieved a group fall GPA of 3.5. Students Aleem Babayev, Marria Kouznetsova, Vadim Galan, Yelena Olekhnovych, and Michael Fuchs all achieved a 4.0 GPA. The YFU students are also very involved in the student senate, CAB, choir, and numerous community activities and internships. This year's YFU students come from Asia, South America, Western and Eastern Europe, and the former Soviet Union.
TeachNet Forum

Forum on Instructional Design:
Or, What the Heck is Instructional Design, and How Can it Help Me?

Lead by Dr. Judy Euller, Instructional Designer,
TeachNet and Winona State University Department of Nursing

February 14, 2001 - 12:00 p.m. to 2:30 p.m. (Lunch provided at 11:30)
ITV Rooms:  WSU-P101, MSC-SE/Winona-ITV, Riverland/Austin-B103B, UCR-ST112

The race is on to put courses online. Most of us begin this process by developing web-enhanced courses and build from there. As you progress in this process however, you may have come to realize that you need to rethink how you present your course-you can't just transfer your face-to-face course to the web and make it successful (in most cases). What can you do to remedy this situation?

This is where instructional design is helpful. If you're fortunate enough to have access to an instructional designer, he or she can assist you in this process. Otherwise, you need information on how to redesign your course so that you can do it on your own. The premise of this forum is that you will not have an instructional designer available and need help in making the shift from face-to-face instruction to online instruction. Even if there is an instructional designer available, the issues involved should be understood by everyone to make the process easier. During this forum we will discuss the following:

1. Instructional design defined
2. Overview of the instructional design process: a template
3. Why do I need instructional design?
4. How can I use instructional design when there is no instructional designer?
5. How to begin?
6. Instructional design online resources

This forum will be interactive. If possible, small group work will take place to address some of these questions. Handouts will be provided for the instructional design template and online resources.

Please contact Sarah Prigge at 507-280-2924, or email sarah.prigge@roch.edu to sign up for this event. Please sign up by 2/7/00, so lunch plans can be finalized.