You’re invited!
You are cordially invited to attend the RCTC 2001-2002 Commencement Ceremony and President's Reception on Friday, May 10, 2002.

The President's Reception will be held from 4:30pm-6:30pm in the All American Room (2nd Floor) of the UCR Regional Sports Center. The Commencement Ceremony will begin at 7:00pm in the Field House of the Sports Center. Please join us as we celebrate the graduation of our 2002 Candidates!

UCR Regional Sports Center
GRAND OPENING!
Saturday, May 11
9:30 am – 2:30 pm.

Celebrity Appearances and Special Guests: Minnesota Chill and “Spike”; Rochester All Stars; Minnesota Vikings “Ragnar”; KFAN’s Dan “The Common Man” Cole; former Viking Mike Morris; Minnesota Twin Bert Blyleven; Timberwolves “Crunch”; Minnesota Twins “TC”; Rochester Honkers “Slider”; University of Minnesota’s Goldy Gopher; Rochester Civic Music’s Swingstreet; Turkey Rivers All Stars; Winona State Dixie Midnight Runners; Winona State Cheerleaders; Winona State Warrior; RCTC’s “Sting” and RCTC’s Sting Squad

Athletic competitions representing Rochester area volleyball teams, Rochester Youth Basketball and Rochester Youth Soccer will be held throughout the day. In addition, area high school mascots and champion wrestlers will also be appearing.

The UCR Regional Sports Center Grand Opening is free and open to the public.

Summer Crossings dates
Following are the dates for summer issues of College Crossings. The deadline for submission for each publication will be 3:00pm the preceding Thursday.

May 20, June 17, July 15 and August 19
New Director of Finance and Facilities appointed
Marilyn Hansmann has been appointed as the new Director of Finance and Facilities at Rochester Community and Technical College. Ms. Hansmann will be leaving her current MnSCU position as regional audit coordinator for Southeast Minnesota to take over the role and responsibilities previously held by our recently retired director, Gary Swenson. Marilyn will be joining us May 22. Marilyn earned her bachelor of business administration from Pacific Lutheran University in Tacoma Washington, and is a certified public accountant and certified internal auditor. She has been with the MnSCU system since 1998, and will be bringing with her the knowledge and experience for a clear understanding of the system’s and RCTC’s operation and functions.

Blood drive a success!!
Mayo Clinic’s first mobile blood drive at UCR was a great success.
A total of 60 donations were received – 53 of these were first-time Mayo donors!
Mark your calendars now for next year’s blood drives:
October 1 & 2, 2002
February 25 & 26, 2003

Summer staff development opportunities
Attached to this week’s Crossings is a listing of summer staff development offerings, dates and contact people. Take a minute to read over the information and sign up for some summer enrichment!

Congratulations!
Esther Omodt received the Outstanding Post-Secondary Educator Award given by Southeast Minnesota Business Educators, Inc. at there spring meeting April 26, 2002. Way to go Esther!!!!!!!

Recipient for vacation donation program
Listed below is the new individual who has been approved as a recipient for the vacation donation to the sick leave account program. This individual may have already or will be exhausting all paid leave time and will be losing health insurance coverages. State employees may donate up to 12 hours (per recipient) per fiscal year to one of this individual or any other recipients on the sick leave account. More details regarding this individual and forms to donate leave are available from the human resources office.

Theresa Wagner
Office of the Legislative Auditor

You’re Invited
You are cordially invited to reception for Karen Machlica on:
Tuesday, May 7th, 2002
1:00-2:30 pm - Counseling Center SS133
Help us celebrate Karen's "Post-Secondary Counselor of 2002" Award from SEMSCA (Southeastern Minnesota School Counselor Association).
Supalla’s Scribblings

Who would have predicted at the start of the legislative session that students would be graduating before legislators had finished their business? But, here we are in May and no quick fix appears likely. All the major higher education bills…bonding, budget reduction and employee contracts…are still waiting for conference committee resolution. Stay tuned during the next couple of weeks as crunch time approaches and the usual last minute compromises are ironed out. Then, keep your fingers crossed that the Governor will be supportive of higher education.

The MnSCU Board of Trustees listened to 4-1/2 hours of public testimony on May 1, much of it from students, during the first of two public hearings on tuition and fee proposals for 2002-03. The testimony will help guide the Board as it grapples with establishing FY03 tuition rates during its May meeting. Current proposals range from around an eight percent tuition increase to more than twelve. In addition, many students can anticipate paying increased fees and, those at residential campuses, increased room and board. The double-digit increases are the result of a legislature less supportive of public higher education, increasing costs and the biennial budget deficit. RCTC has proposed a 12.2 percent tuition and fee increase for next year. In addition to the tuition increase, the college has targeted $200,000 in expenditure reductions and plans to reduce our budget reserve from five to four percent ($133,000). A finalized budget will be adopted once the Board of Trustees approves tuition and fee rates. We’ll keep you posted throughout the summer on enrollments, tuition rates and on-campus events.

It’s been fun to be a part of the recent always-exciting end-of-the-year events. Last week the RCTC Foundation honored Mike Klampe for his contributions to the community and college and awarded more than 140 students over $120,000 in scholarships. This week the college recognized more than 30 students for their outstanding accomplishments and contributions during the annual Student Awards Ceremony. Congratulations to the band and choir who put on two stellar performances. And, the spring sports teams continue to win as they wrap up another year of great competition. Many thanks and happy retirement wishes to this year’s honored retirees…Maureen Hart, Gary Swenson and Warren Wong. I encourage all of you to participate in next Friday’s thank you social just prior to graduation and then stay around and join in Commencement. Don’t forget to bring your family and friends and have some fun at the May 11 Grand Opening of the UCR Regional Sports Center.

Did you know…

- Current Student Senate President Vanessa Reuter was elected the new Southeast Regional Representative for the Minnesota State College Students Association.
- Kevin Dobbe and digit arts student Jason Taylor were featured in a Learning by Doing story about the “Student-Created CD-ROM Project” involving over 90 students developing real products that RCTC and Riverland CC will use. The story, including color photo of Jason composing at the computer, were featured in the Winter/Spring edition of active learning works. Also contributing to the project and noted in the article were Pat Kraemer, Linda Malec and Scott Sahs.
- “Rochester Community and Technical College and the Rochester Amateur Sports Commission have, for the fourth consecutive year, co-hosted NJCAA’s biggest wrestling event.” That was the lead-in to a full-page article about the National Junior College Wrestling Championships held in Rochester this winter. Many thanks to Chuck Siefert for coordinating the event. He enjoyed it so much, RCTC and the RASC are going to do it again next year.
- The Eighth Annual Yellowjacket Golf Outing, a benefit for the Champa/Kereakos Endowment Scholarship Fund, is scheduled for Friday, June 14 at Willow Creek Golf Course. Bring your friends and enjoy a great round of best-shot golf followed by a social gathering and a burger/brat buffet. I’m a prime example that even hackers are welcome. So, shine up your clubs, practice your swing and come out and watch the President make a fool of himself. Call Carol Nurmi at 285-7204 for more information or to register your four-some. It’s fun and it’s for a great cause….student scholarships!
Judy Kingsbury took top billing at the District 5960 Rotary Conference in Mankato on April 18-20. Judy was recognized for her contribution, as the Governor’s Newsletter editor, for producing the best-ever web-based newsletter.

A total of 60 units of blood were received during the first-ever Mayo blood drive at UCR. Even more amazing is that 53 of the donations were first-time donors. Mark your calendar now and plan to donate during next year’s UCR donor drives, October 1 and 2, 2002 and February 25 and 26, 2003. Thanks to Katie Swegarden for organizing this year’s event!

Almost 150 community business leaders participated in the Chamber’s Business After Hours event hosted by the UCR partners and showcasing the new Technology Center. Thanks to Dave Weber and staff who planned and hosted this great networking event.

Lynn Guenette’s Learning by Doing web site is up and online through the RCTC home page (you’ll find it under “departments”). The web site designer is Lynn’s very talented work-study student, Jerry Kyaw. Check it out. I bet Lynn would be happy to visit with you about her project.

“Why I Teach at a Community College,” by Ellen Olmstead, in the April 26th edition of the CHRONICLE OF HIGHER EDUCATION serves as a great way to sum up this academic year… People often ask me why I prefer to teach at a community college when I have degrees from more elite institutions. Why didn’t I go on and get my Ph.D. and teach at colleges like the ones that I attended—where I can enjoy the rewards of more prestige and better pay? Let me tell you how I respond. First, I tell them, the misconceptions about community colleges run rampant. Many assume a community college is a place where youth pay for screwing up in high school (remedial), adults pay into one system in the hopes of getting pay out of another system (vocational), and people older than 21 “do time” because they failed to “do” college “on time” (nontraditional). Yet I’ve found that, where I teach, the majority of our students are single mothers valiantly struggling to establish some modicum of security for themselves and their children through education. Their personal stories attest to the mind-blowing power of students determined to defy the odds. They remind me of something I feel embarrassed to admit I seldom thought about before I came to the community college: that it is a privilege to demand people’s attention and energy, to take their hard-earned money and often fragile self-esteem into your hands. Students come to the community college with unbridled optimism. Try convincing students who feel they have “arrived” by starting courses at a community college that they’re going nowhere. In fact, I am honored to have taught my community college students. They make me proud, and they shame me, too, for they have surmounted much greater roadblocks than I ever faced, and their ambitions for themselves make mine for them seem so small. They make it easy to celebrate their successes and hard to forget their struggles.

This issue’s Thoughts for the Week all focus on personal responsibility…

The people who get on in this world are the people who get up and look for the circumstances they want, and, if they can’t find them, make them. – George Bernard Shaw

I used to say, “Things cost too much.” Then my teacher straightened me out on that by saying, “The problem isn’t that things cost too much. The problem is that you can’t afford it.” That’s when I finally understood that the problem wasn’t ‘it’ – the problem was ‘me.’ – Jim Rohn

There is only one basic human right, the right to do as you damn well please. And with it comes the only basic human duty, the duty to take the consequences. – P. J. O’Rourke

I’m hoping that all of you will find a way to take some time off this summer…you deserve it. Thanks for another great year of service and growth. You make RCTC a great place to learn and work. Enjoy!

Don

Condolences

Condolences are extended to Jane Kruger whose Grandmother, Icyel Lockwood, passed away at the age of 102. Condolences also to Marj Reif whose Father-in-law, Robert Reif passed away on April 27. Our thoughts are with Jane and Marj and their families.
**CAD Training at RCTC in June**

What is CAD? Computer Aided Drafting! If you've ever had the desire to learn CAD there will be **two** wonderful opportunities at RCTC during June. If you complete the classes you will receive the software for your home use FREE! You don't have to be an instructor to take the classes.

RCTC, Quannon CAD Systems Inc. and Autodesk Inc. cordially invite you to participate in our innovative, hands-on Teacher Training Program, where you will learn about the features and functions of selected Autodesk software products. Best of all, you'll receive your own instructor's copy of the featured Autodesk software product - FREE.

*This product is not for institutional or commercial use. Attendees will be required to sign a license agreement prior to receiving the software. You must attend the training to receive the software license.*

**AutoCAD 2002 Intermediate**
June 19 & 20  (9am - 4pm) $300  
Rochester Community & Technical College  
Heintz Center Campus Rm HB131  
Contact: Julie A. Tanner at Quannon CAD Systems Inc.  
952-935-3367 Ext. 128  
PDF Registration forms attached to this week’s Crossings.

**ProDesktop Training**
3-D modeling software  
June 26, 27 and 28 $250.00  
There might be grant funds to cover tuition available from Tammy Lee.  
For more information go to the following website  
[http://www.ptc.com/for/education/schools/admin/programFAQ.htm](http://www.ptc.com/for/education/schools/admin/programFAQ.htm)

If you have any further questions about either training session please contact Pam Benson at pam.benson@roch.edu

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**Scholarships**

Attached to this week’s Crossings is the scholarship program. This listing is not complete. There are several scholarships that were awarded but are not listed here because the recipient or presenter was unable to attend the scholarship awards ceremony. For more information, contact: Judy Bird at x7770.

**Applied music recital**

You are invited to attend a recital by the RCTC Applied Music students. This event is free of charge and everyone is welcome to attend!!!!!!!!!

**12:00noon**  
**Tuesday, May 7, 2002**  
**Room C206**  
**College Center Building**
Mark Your Calendars NOW for the
Eighth Annual Yellowjacket Golf Outing
Friday, June 14, 2002
Willow Creek Golf Course
1700 48 Street SW – Rochester, MN 55902

- Put together your own foursome, or let us pair you up with a group.
- Join old teammates and friends for a fun outing.
- If you’re not a golfer, join us for the buffet and fellowship.
- Registration forms will be coming soon.
- Spread the word! For information, call 507-285-7204

SEE ATTACHMENT TO CROSSINGS FOR REGISTRATION FORM.
All proceeds support the Champa/Kereakos Scholarship Endowment Fund
Go Yellowjackets!!

Digital Compositions Concert
Monday, May 6 at 6:00pm in Hill Theatre - Free Admission
You’re Invited! Come hear and see the works of Digital Arts Students creating original music compositions with a 30' projected display of video, and graphics. Music will feature works by students and faculty Kevin Dobbe, Denny McGuire, and Jeremy Hanson. Synthesizers, samplers, electronic drums and a special visit by the RCTC World Drum Ensemble and Charles Liu, Ti Chi performer. After the concert, stay for snacks and meet and chat with the composers and visual artists.

Gift certificates
If you have a gift certificate good for a massage at the chiropractic clinic, please remember that we will be closing on Thurs May 9th. We have openings for massage appts on Thursday May 2, Mon May 6, Wed May 8, and Thurs May 9. If you have any questions, please call Peggy Benson at x2736.

AFSCME Labor/Management Minutes – Pages 7/8

HAVE A GREAT SUMMER!!!
Rochester Community and Technical College
AFSCME Labor/Management
Minutes for Wednesday, April 10, 2002 - 11:00 a.m. - Presidents Room

Present: Administration: Harris, Siefert, Supalla, Sheehan, Swenson, Thompson
AFSCME: Braa, Kiehne, O’Dea, Martin (Business Agent)
Guests: Berg
Recorder: Kingsbury

ITEM 1 (AFSCME) – Crisis Plan Implementation – Martin questioned how floor wardens were being identified, Kiehne requested all employees be reminded of the proper process to follow in a crisis situation, and Braa shared concerns with the expectations of the maintenance staff during a crisis. Berg and Supalla reiterated the instructions shared with the maintenance staff at a recent staff development session, stating the decision to get involved was a personal choice and there was no expectations being made and no retaliations would occur if an employee chose not to get involved. Although the Facilities, Safety, Security and Grounds Committee is charged with security on campus, everyone agreed a “review” or “debriefing” session should occur immediately following any crisis situation, and the session should include the Crisis Management Team and individuals involved in the particular situation. Supalla concluded by stating the plan is a working document and every situation generates an on-going learning process.
ACTION: All staff will receive training in the future, with special attention to those employees at a higher risk level of involvement.

ITEM 1 (ADMIN) – Access/Parking Fee – Supalla announced the college was considering a formal security program on campus, and shared the Student Senate’s endorsement of a “security fee” to assist in the plan. In addition, Supalla noted the parking fee at RCTC has remained the same since its inception in 1996, and with the need for repairs in the East Parking Lot and additional parking for the Sport Center, the funds were not adequate to meet the increasing costs, and an increase in parking fees was being considered. Martin reminded everyone that security must be provided to employees automatically, and there is a definite distinction between security and parking, however a portion of the parking fee can and should be used to assist in security. Supalla noted the College would continue to utilize the law enforcement students in the plan, but the new “security” position would be an AFSCME classification, and would be appropriately trained and utilized for patrolling the campus, coordinating in-house safety training session for employees and students, and providing coordination of the parking program on campus. Martin saw no problem with increasing the parking fee, but would like to see a five year plan developed and have the increase be gradual over the next couple of years. Action: Supalla will provide a budgetary plan for campus parking expenses.

ITEM 2 (AFSCME) – Job Coach Update – Berg and Sheehan reported the Job Coach was only utilized the first couple of months, and currently the employee is working out great. Berg added the extra supervisory attention needed for the employee was only equating to approximately 1 ½ hour a week. Action: Sheehan will forward a copy of the Post Bulletin article to Martin.

ITEM 3 (AFSCME) – Pay Stub Changes – Martin questioned what steps were being made to assist employees in accessing pay stubs information once hard copy pay stubs were eliminated on July 12th. Sheehan responded all employees currently have access to a computer with internet connection, and the Human Resource Office will disseminate information and be available to assist those employees having difficulties. Action: Information Only.

ITEM 4 (AFSCME) Testing Changes – Sheehan reported licenses and software were purchased, but had no additional information on the process. Action: The item will be placed on the agenda for the next meeting.

ITEM 5 (AFSCME) – Committees – Kiehne indicated some AFSCME employees felt their supervisors discouraged them from participating on committees, and requested supervisors be reminded of the importance of all-college participation. Action: Kiehne will share more details with Supalla.
ITEM 1 (ADMIN) – Sports Center Work Area – Sheehan reported two full-time and two part-time GMW positions would be hired for the newly constructed sports center facility. The sports center will be designated as a separate work area. **ACTION:** Information Only.

ITEM 2 (ADMIN) – Work Area Reconfiguration After Renovation – Sheehan reported Jack Denny is currently reviewing the work areas and work factors after the technology center remodeling project is completed. The tentative timelines include a finalization of the work areas by April 30, and the employees will work the reconfigured areas beginning May 13th. Everyone agreed the previously established process would be followed for concerns not settled by the supervisor (that being Chas Martins and Erv Berg would review issues not resolved between employees and supervisors and come to a mutual agreement). **ACTION:** For Information

ITEM 3 (ADMIN) – Summer Work Hours (4 10s) – Supalla questioned if AFSCME would be submitting a request for four-ten hour day work schedules for the summer and, if so, requested AFSCME submit a proposal in writing with rationales. **Action:** AFSCME representatives will visit with the employees and forward any recommendations to Berg as soon as possible.

ITEM 4 (ADMIN) – Training Needs – Sheehan requested AFSCME continue to forward ideas for future training sessions to the Staff Development Committee, noting revisions are being made to the staff development guidelines to more closely align with college goals. **Action:** Information Only.

ITEM 6 (ADMIN) – Voluntary Reduction in Hours – Supalla indicated an interest in soliciting requests for employees interested in a voluntary reduction of hours, and requested feedback from AFSCME on the proper process to follow. Martins reminded of the necessity to not force employees to participate, but agreed a joint statement by AFSCME Leadership and Administrative Leadership would be a better form of communicating the College’s interest in volunteers. **Action:** Supalla and Sheehan will share any communication with AFSCME leadership before distributing to employees.

Adjourned 12:55 p.m.

**NEXT MEETING:** May 30, 2002 – 10:00 a.m. – Presidents’ Room