Employee Recognition for November 2003

Congratulations to Alex Kromminga and Rebecca Kruetzfeldt for being named RCTC’s Best Bee’s of the month for November 2003! Alex is the Director of the Perkins Grant at RCTC. Alex’s nominator recognized Alex for his work on the AQIP initiative at RCTC and for the active role, he has taken in developing and implementing the MnSCU “Using Data for Decision Making” program. Alex does an outstanding job of representing RCTC not only to the students he services but to his colleagues and other leaders in the MnSCU system!

Rebecca is a Lab Assistant in Computer Services at RCTC. Rebecca’s nominator recognized Rebecca for her excellent customer service skills. Rebecca is so pleasant when dealing with any computer issue – she goes the extra mile to explain why something happened and how you might avoid it in the future. Rebecca quickly identifies and solves the computer problems as well. Rebecca deserves this recognition for her great work and attitude!

Thank you, Alex and Rebecca and congratulations on being named the “Best Bee’s of the Month”! Both Rebecca and Alex will receive an “up front” parking space for the month of November at UCR and Heintz Center.

Thanksgiving Floral Centerpieces

The Horticulture Floral Design students are taking orders for Thanksgiving floral centerpieces. A typical arrangement will include our choice of container with greens, fall colored flowers, small pumpkin gourd, & candle. A sample design can be seen in our display cooler in the Hort Tech Center. The cost will be $20.00. Order and payment are due Friday, Nov. 14. Arrangements will be available for pick-up Wed. Nov. 26 from the Hort Tech Center in the Heintz Center before 4pm. Send order & payment to Robin Fruth-Dugstad, Box 49 by Fri. Nov. 14th. Make checks payable to RCTC.
Weekly Stakeholder and Market Fact
Per the Campus Quality Survey (faculty and staff satisfaction survey) administered last spring, the questions receiving the lowest levels of agreement and are opportunities for improvement are:

- There are effective lines of communication between departments at the college.
- RCTC analyzes all relevant data and information before making decisions.
- All parts of the college are making it a practice to check how well key processes are working so they can continuously improve.
- Faculty and staff are rewarded for outstanding job performance.
- There is a spirit of teamwork and cooperation in the college.
- Processes for selecting, orienting, training, empowering and recognizing employees are carefully planned.
- Staff morale at RCTC is positive.
- Data and information needed to support my work processes are easily accessible.
- Faculty and staff are empowered to resolve problems quickly.
- RCTC plans carefully.

Weekly Funny
"Something tells me you've been to this location before..."  

Congratulations!
We are twice as excited as normal to announce the arrival of a two new grandchildren to Tom Soltau. Tom's two sons each had a baby this past week. The first (a grandson named Wesley) arrived on Tuesday (October 28) weighing in at 8 lbs. 3 oz. The second (a granddaughter named Emma) arrived on Wednesday (October 29) weighing in at 7 lbs.

We are delighted to announce Marilyn Etbauer has just increased her family with the arrival of her fourth grandchild. Julia Mae arrived on Tuesday, October 21, weighing in at 8 lbs. 12 oz.

Academic and Athletic Youth Camp Request for Proposal – Letter of Intent
RCTC will be expanding its community youth programming by offering additional Youth Camps this coming year. Think of the EXCITEMENT of working with youth who are curious to learn – whether it be science, drama, sports or what they want to be "when they grow up!" You have the opportunity to design, collaborate and implement an RCTC Youth Camp. Submit a Letter of Intent to Colleen Landherr, RCTC Community & Youth Program Director, (Heintz Center, Box 51, 280-3113, colleen.landherr@roch.edu) that outlines the Camp you are proposing as the Coordinator. This letter should include information that would help in the review process and articulate the objectives of the Camp, facility needs and anticipated dates of the Camp. A more extensive Course Proposal will be required at a later date. Letters of Intent for FY 2004 should be submitted no later than December 23, 2003. Notification of acceptance will be completed by January 9, 2004. Upon review and approval of the Letter of Intent, a full Request for Proposal will be due January 26, 2004.

See attachment for more information. Questions - please do not hesitate in contacting Colleen Landherr.
Supalla’s Scribblings

After several weeks of listening and dialoguing, the leadership reorganization has been finalized. A copy of the updated org chart is included in this edition of CROSSINGS. In a nutshell…

- Vice President of Academic Affairs title becomes Vice President of Teaching and Learning
- Goddard Library operation continues to report to the VP of Teaching and Learning
- Vice President of Student Affairs and Institutional Advancement title becomes Vice President of Student Development and Services
- Foundation and Alumni operations will report to the President instead of VP of Student Development and Services
- Dave Weber’s title changes to Director of College Relations and Effectiveness
- Barb Mollberg’s title changes to Dean of General Education
- Nirmala Kotagal’s title remains Dean of Health Sciences
- Jay Lee’s title changes to Dean of Career and Technical Education
- Dean of Continuing Education and Workforce Development is replaced with a Dean of Distance Education
- Leadership of the CE/WD Department will reside with the Directors of Workforce Development, Corporate Partnerships and Community Services

These changes will be reflected during a transition as we conclude upcoming national searches and new hires join RCTC. The search for an interim replacement for Judy Harris is underway and national searches for the two permanent vice presidents, Dean of Distance Education, and Director of Nursing will commence in November. During the transition, the deans will be assessing the current alignment of programs and some shifts in program reportability might be recommended. Beginning next academic year, the Director of Finance and Facilities will take responsibility for scheduling faculty offices.

Did you know…

- Gary Schattschneider, “Transformer,” has been recognized by the Masque Theatre! “Our season of ‘Transformations’ is being dedicated to Gary Schattschneider. The honor recognizes Gary for his artistic technical designs for RCTC and the Masque for the past 18 years. He has inspired us, enlightened us and encouraged us to aim for the professional standards he sets for himself. Through his daily commitment to his art, he has helped us to look at our own work and realize that even as we work in the category of amateur community theatre we can and do aspire to professional goals of excellence. Gary’s design work is comparable to that of some of the finest designers in the field. Since arriving in Rochester 28 years ago to begin work developing a youth theatre, Gary has been the person I go to when I have artistic, historical questions. He is a consummate artist and has kept up this knowledge over the years through his extensive reading and Internet access. As a designer he is beautifully creative, as an artist he is extraordinarily skilled and as a friend his is loyal, respectful and humorous. … His work with our students over the years has been invaluable. What we have learned from Gary transcends this building, the literature we love and respect and the resultant design that helps us realize the artistic experience. Thank you Gary.” -- Sylvia Langworthy and the Masque Board of Directors

- Dan Chick, Building Utilities Mechanic instructor, reported that 21 BUM students took a special boiler license exam and 21 students passed the exam on the first attempt. Way to go!

- The Asian Student Association on campus hosted its first annual Asian Cultural and Martial Arts Festival last weekend and it was a resounding success. One of the organizers sent Chuck Siefert an e-mail… “We couldn’t have had more courteous, efficient help than what we received from Mike, Marty and Tom, the maintenance men. Please know that without your help (Chuck), the fundraising would have been impossible. Thank you.” Organizers are committed to a bigger and better event next year.
Dave Weber is seeking volunteers interested in serving on a task force to develop a RCTC History Wall. Current and former students and staff are encouraged to serve. The display will highlight our 88 years of public higher education service. If you have memorabilia, photos, or print materials the organizers can incorporate into the exhibit, please route them to Dave. Let Dave know if you’d like to volunteer or have questions regarding this exciting project.

The American Association for Community Colleges Annual Conference will be held in Minneapolis April 24-27, 2004. This premier two-year college conference will never be held closer to Rochester. The planning committee will be seeking workers and we’ll keep you apprised of volunteer recruitment.

E-mail Etiquette Rule #7…Help keep flame wars under control. “Flaming” is what employees do when they express a strongly held opinion without holding back any emotion. It’s the kind of message that makes people respond, “Oh come on, tell us how you really feel.” Tact is not its objective. Netiquette does not forbid flaming. But netiquette does forbid the perpetuation of flame wars—series of angry letters, most of them from a limited number of people directed toward each other, which can dominate the tone and destroy the camaraderie of a entire group. It’s unfair to other members of the group. And while flame wars can initially be amusing, they get boring very quickly to people who choose not to get involved in them. They’re an unfair monopolization of time and bandwidth.

Thought for the Week…
"Someone once asked me what I want on my epitaph when I pass away. Just the words, ‘I tried.’ That’s what the game of life is all about. Trying. There’s the tryers, the criers, and the liars.”
– Mickey Rooney

In which camp do you fall…tryer, cryer, or liar? Have a great week.

Don

Condolences
It is with a heavy heart that we relay the information on the passing away of Paul F. Labinski (October 30, 2003. Paul suffered a heart attack at his home on Sunday. Paul began his career at Rochester State Junior College in 1969 as an Economics Instructor. Paul had dedicated 34 plus years to RSJC, RCC, and RCTC. He had just celebrated his 60th birthday in August. Our thoughts are with Paul's family. He will be deeply missed!

Condolences are also extended to Jane Kruger whose father-in-law, Russell Kruger passed away. Mr. Kruger was 81 years old. Our thoughts are with Jane and her family.

Thank You Notes
As you may know I am back from my 8 month stint with the US Army. It was fun and challenging but it feels good to be back at RCTC. I wanted to say Thank You to the RCTC family for their support while I was activated for the Army. A special thank you to the Counseling department and Admissions and Records for taking care the students in my absence.

Glen Saponari

Thank you to the RCTC family for the balloon and teddy bear for the birth of our daughter Addy. We are thrilled to add a girl to our family, and Trent is enjoying his role as big brother!

Sara and Russ Soukup
Policies
A Board Policy is a statement officially adopted by the Minnesota State Colleges and Universities Board of Trustees. Often local RCTC Policies and Procedures are developed and revised to ensure alignment with Board Policies. Periodically, MnSCU and RCTC develop new and change existing system and local policies.

In order to secure feedback on such policies from the faculty, staff and students at RCTC, and adequately communicate new and revised policies to the RCTC community as a whole, the Office of the President will begin sharing policy drafts through student and employee newsletters (Stinger and Crossings). The RCTC Leadership Cabinet expects individual comments on these policies to be shared through a member of the RCTC Leadership Cabinet. Bargaining unit and student body feedback should continue to be shared through appropriate bargaining units or student senate representatives, at which time a position may be announced at a local exchange of view or senate/cabinet meeting.

The Office of the Chancellor is currently considering revisions to MnSCU Policy 4.8 - Human Resources - Emeritus Status. Please review the proposed policy changes attached to this week's newsletter.

To view all current MnSCU and RCTC Policies, please visit: http://www.rctc.edu/policies/

An Evening of Giving
Upward Bound Students and Staff are now selling tickets to "An Evening of Giving", a private evening of holiday shopping at the Apache Mall, which will take place on Sunday November 16, 2003 from 7:00 p.m.-10:00 p.m.

This special event for ticket-holders only will feature special offers and discounts from Apache Mall merchants as well as door prizes, beverages, hours d'oeuvres, and live holiday entertainment!

Tickets for "An Evening of Giving" are $5.00 in the form of a donation. Proceeds will benefit the Upward Bound Scholarship fund. Tickets may be purchased at the Upward Bound Office (SS #150).

Purchase tickets today, help Upward Bound raise money, and get a jump-start on your holiday shopping!

We're scheduling appointments NOW for the next UCR Blood Drive!
The drive will take place: November 18-19-20 from 8:30am to 3:30pm in the “That 70's Room” (next to Student Health Services and Cafe Express). Our goal is to have all three days fully scheduled by Nov. 5th! Call 285-7261 to schedule an appointment. Please encourage students to call, too.

Katie Swegarden, BSN, RN

Spring Break 2004 – Tour Europe
A EUROPEAN QUARTET visit four classic cities and earn three college credits. Visit: Vienna, Budapest, Prague, and Munich - Spring Break 2004! Click HERE for more information.
News from Goddard Library - Fall 2003

Goddard Library’s PALS integrated library system is being replaced by a new system called Aleph. This migration is part of a statewide legislated mandate to move all public academic libraries to a new library system. We are hopeful that the new Aleph system will continue to support student, staff and faculty needs, however, there will be some anticipated disruptions until the new system is completely developed.

We would like to share with you some of the services which will require your patience and in some cases advance planning. Below are listed all of the services that we believe will be impacted by the change. The timelines are tentative, as the schedule of the migration itself is subject to change. If you have questions or concerns, please contact Mary Dennison at 285-7233. We will provide the best service possible and would like to thank you in advance for your patience and understanding.

Course Reserves: Interruption in service

This semester: Course Reserves will continue to function for the rest of the semester.

Over Break: Course Reserves will not be available.

Next Semester: At the beginning of the semester, we will continue to use our backup system until we can create and load records into the new system.

Interlibrary Loan: Slow down.

This semester: After December 1st, delivery time for requested materials will most likely be slower.

Over Break: This service will continue but will be slow.

Next Semester: Delivery time for requested materials will continue to be slow.

Library Instruction: Reduced to pre-selected dates and times.

This semester: For the remainder of this semester, library instruction will be offered during selected dates and times when Aleph training is not in session. Prescheduled instruction dates are subject to change and are contingent upon librarian availability.

Next Semester: Library instruction will continue to be offered at selected dates and times.

Remote Access to Library Resources: Possible interruption in service. (Off-campus access to the library’s online catalog and to article databases)

This semester: Before November 30th, we recommend that new or transfer students check with the library to confirm that their library accounts are current because from December 1st through January 26th, the library will not have access to the files that we need to update accounts. For these groups, the library’s online resources will continue to be available from the library’s computers and from the computer labs on the UCR campus.

Over Break: During this period, this service will not be available to new or transfer students, or to new faculty. For these groups, the library’s online resources will continue to be available from the library’s computers and from the computer labs on the UCR campus.

Next Semester: New or transfer students, and new faculty will not be able to use this service until after January 26th. By that date the library should have the access needed to create and update library accounts.

REMINDER:

Goddard Library will be closed from December 24, 2003 through January 4, 2004.