

R·I·T Staff Council Newsletter

Vol. 3 No. 1

Fall 1994

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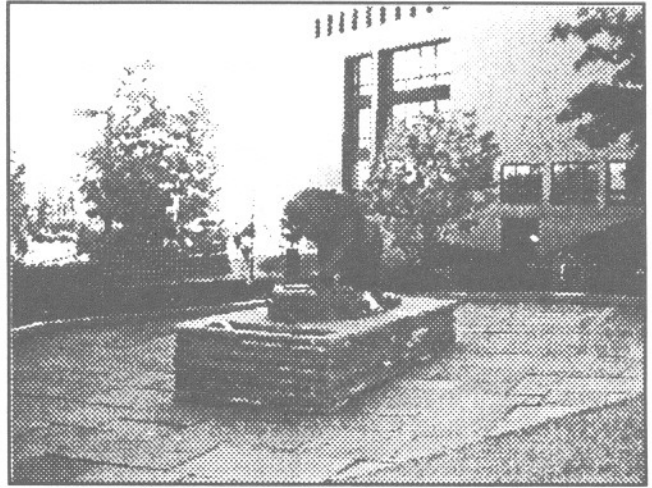
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Welcome Back!

submitted by Curtis E. Reid

Welcome back! I hope all of you had a very enjoyable and relaxing summer! I know that most of us worked through the summer!

It will be obvious to you that this issue looks very different from the issues we have produced in the past. The newsletter now is produced by the Ad Hoc RSC Newsletter Committee. Please see my column (Communication Committee Report) for more information.

I encourage all of you to sit back and read this newsletter; there is a lot of information in it. We hope you will find it very interesting and informative. If you have suggestions for improvement, please contact the editors (Barb Cuthbertson and Thom Craver).



Communications Committee Report

submitted by Curtis E. Reid

Welcome to the new academic year 1994-95! During the summer, we were very busy getting ready for this year. Two of the significant accomplishments we achieved this summer were the establishment of the Ad Hoc RSC Newsletter Committee and being added to the ASK system.

When we sent out a Call for Volunteers, the response was overwhelming! We are very gratified and pleased to know that so many staff members care about Staff Council and this newsletter. I think this is an indication of the strong support that staff members have for

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Communications Committee Report

Staff Council. Our committee spent considerable time selecting members for five areas that are essential to the success of the newsletter: Managing Editor, Editor, Art/Production, Copy Editors, and Contributors. It wasn't easy! The Communications Committee and I feel very confident of their ability to continue the high standard and high quality we have established for the newsletter. Please extend your congratulations to: Barb Cuthbertson (Managing Editor); Thom Craver (Editor); Deborah Birnbaum and Bret Wachter (Art/Production); Karen Evers and Sarah Perkins (Copy Editors); and Mary Ann Connor, James Papero, Curtis E. Reid, and Sandi Tomassetti (Contributors).

With the responsibility of newsletter production transferred to the new committee, the Communications Committee will focus on other initiatives that are planned in the near future. One such initiative is working with RIT Communications to submit regular articles for News and Events. We plan to update the membership list in STAFF_COUNCIL NOTES conference.

During the summer, Staff Council was added to the ASK system. ASK is a menu-based system that allows you to choose a department of which you want to "ask" questions. You can send e-mail anytime via ASK if you have questions, concerns, or suggestions about Staff Council. The Executive Committee would love to hear from you!

I have taken an additional temporary responsibility for parliamentary procedures at Staff Council and Executive Committee meetings until October 15th. We need someone who is quite familiar with Robert's Rules of Order, Newly Revised. If you know the Rules, please consider joining us!

As you can see, we have done a lot in a very short time; and there is a lot more to achieve in this new academic year. The Communications Committee wants to hear from you at any time about improving our communication to staff members and the RIT community. We want to help you take part in shared governance.



Staff Council Structure and Function Committee

submitted by Arlene Evangelista

The role of the Staff Council Structure and Function Committee is to review the by-laws and make recommendations when necessary. The chairperson of the committee is Alice McCrave (CCE); committee members are Donald LaRock (NTID), and Arlene Evangelista (Government & Community Affairs).

The by-laws were written and adopted by the interim Staff Council. They laid the

groundwork for the structure and operating procedures of the first official RIT Staff Council. Very few amendments to the by-laws were recommended to the 1993-94 Staff Council. As we proceed with Staff Council's plan of work for the 1994-95 year, the committee will continue to monitor the by-laws to ensure that they serve the mission and operation of Staff Council.

RIT WOMEN'S NETWORK

submitted by Sandi Tomassetti

The RIT Women's Network (RITWN) was started in 1989 by Rhona Genzel. It is dedicated to bringing together the women at Rochester Institute of Technology for the purpose of networking, professional development, and the sharing of ideas and mutual concerns about the role of women at the Institute, in higher education, and in society at large.

The membership is open to all women faculty, staff and students. Men are welcomed at any program meeting. You need to apply for membership each year and there is a membership fee. Your membership fee entitles you to the newsletters, monthly programs, the membership directory, and a holiday luncheon. You need not be a member to attend the program meetings, but you must be a member to hold an office and attend the annual meeting. The membership is 110 at present. There are 1320 women employed on the RIT campus; and all of them, plus all women students, are eligible to be members.

Meetings are held each month September through May. Interpreters are provided at each meeting. For more information contact Gail Gucker at 475-6944 or E-mail her at GHGLDC.

The Commission for Promoting Pluralism and the RIT Women's Network (RITWN) co-sponsored the September 13th and 20th meetings entitled "Gender Equity in the College Classroom" lead by a group called Prism Collective. A teleconference, co-sponsored by the Commission for Promoting Pluralism and RITWN, is planned for November 9th on "Contemporary Gender Relationships". March is Women's History month. RITWN and the Commission for Promoting Pluralism are planning a special conference for that month. By co-sponsoring these programs, the Commission for Promoting Pluralism is building a new relationship with the RIT Women's Network. According to Alfreda Brooks, "the Commission is committed to nurturing an environment where important issues are discussed, giving full breath to their complexities; and where all community members are valued for their individual contributions." Currently, gender issues is one

of the important issues being discussed on campus, and RITWN is leading the way.

Women's issues are discussed in a VAX Notes conference called "WOMEN'S_CENTER." It is an electronic meeting place where students, faculty, and staff can share feelings on issues of importance to women. RITWN reads that conference and tries to bring programs to the campus that address some of the topics discussed there.

There are special committees and programs within the Women's Network. One is the Book Club, coordinated by Linda Coppola. It meets once a month to discuss recent best sellers. You may come and listen to the discussion even if you have not read the book. It is a very popular group and has been well attended. Another group is DAWN (Deaf Awareness Women's Network) that is coordinated by Sally Taylor. It meets for breakfast once a month, and this year DAWN will try to set up quarterly lunch meetings. DAWN also hopes this year to work closely with DWSN (Deaf Women Students Network) and serve as mentors where needed. There is a program called "Frugal Feasters" where women meet after work for dinner at a moderately priced restaurant, and "In the Company of Women" where women meet after work for drinks. Both of these programs allow women of RIT to socialize and network as well as relax without the lunch hour time constraints.

The biggest accomplishment of the RIT Women's Network was the Women's Resource Center. The Center is in the Student Union, Room A454, where books, videotapes and information on women's issues are available to all women on campus. Barbara Fox is the coordinator, and Karen Kimmel staffs the Center.

This year's Board of Directors of the RIT Women's Network would like to make the Network a more visible presence on campus. By providing opportunities to meet and by bringing in speakers to inform, the RIT Women's Network encourages the women of RIT to explore together the issues affecting women today.

RIT CREW

submitted by Sandi Tomassetti

RIT Crew is a club sport sponsored by the RIT Student Government. It was begun in March 1993 by Jim and Margaret Bodenstedt, who work in the Wallace Memorial Library. Jim and Margaret are members of the Rochester Rowing Club. One day, while they were practicing in their one-person boats, called shells, they realized that RIT's proximity to the Genesee River might be an opportunity to interest students in rowing. They advertised the first meeting, and sixty students came.

The term, crew, means that the entire team rows together. The boats used in the sport are one-person, two-person, and eight-person shells. RIT has one men's varsity lightweight 8-person crew, one men's varsity heavyweight 8-person crew, and one women's 4-person crew (open class).

There are two levels of membership in RIT Crew; varsity crew coached by Jim, and novice crew coached by Margaret. Jim and Margaret coach entirely on a volunteer basis. Varsity crew members must have more than one year of rowing experience; novice, less than a year. There are 26 varsity rowers (18 men and 8 women), and 40 novice rowers (30 men and 10 women).

Students must join the Rochester Rowing Club (RRC) to be eligible for RIT Crew. Membership in RRC permits RIT Crew usage of RRC equipment. RRC members are members of the United States Rowing Association (USRA) which insures all members.

The RRC equipment used by RIT Crew are older, wooden shells and oars. Last year, RIT Crew held a fund-raiser during which they sold tee shirts and collected nickel-deposit cans to raise money to purchase a new, eight-person fiberglass shell. With the money they raised, they were able to afford half the price of a new shell, and borrowed the money for the remainder. They named the shell, "5 Cent Return," in honor of the way funds were raised for the purchase.

The RIT Board of Trustees has been very supportive of the club. One trustee donated

an 8-person shell, and others donated their own funds to help purchase a trailer to transport the shells.

The RIT Crew trains year round. From April through November, they train on the water. December through March, training is on land, including weight training and running. Strong legs are a must! The crew starts training at six am. They meet at the Genesee Valley Boat House for water training, and on campus for workouts.

Each 4-person and 8-person shell needs rowers and a coxswain. The coxswain steers the shell and gives commands to the rowers. He or she becomes the coach in the shell, and motivates the rowers to work together. The coxswain must be small and lightweight, have a positive attitude, be confident, and able to take charge.

Membership in RIT Crew is open to any RIT student. Contact either Jim or Margaret Bodenstedt for more information.

If faculty or staff want to join the Rochester Rowing Club, they may contact Margaret Bodenstedt, RRC Secretary.

Rowing is the fastest growing collegiate sport in the United States. It is more popular on The East coast than the West coast. The competition races are called regattas. The RIT Crew participated in a regatta in Ottawa, Canada the last weekend in September. The women's 4-person crew placed third, the men's heavyweight 8 placed fourth, and the men's lightweight 8 placed sixth. The University of Rochester and Bausch and Lomb co-sponsored an "Invitational" regatta on October 16th at the University of Rochester. This competition is not open, but by invitation only. Varsity crews from all the major colleges and universities in the northeastern United States were invited. A novice race will take place at the University of Rochester on November 5th. Other colleges in the area that have rowing clubs are University of Rochester, St. John Fisher, and SUNY at Geneseo.

1994 - 1995 Staff Council Directory

****Executive Committee****

<p>Dickinson, Cliff (Chair) Physical Plant Physical Plant Phone: x6575</p>	<p>Represents: Block 7 VAX: CCDPPA FAX: x7332</p>	<p>Davis, Helena Campus Connections 1034 Bookstore Phone: x5243</p>	<p>Represents: Block 3 VAX: via John Roman JLRBKA FAX: x6499</p>
<p>Mitchell, Gaylene (Vice Chair) CIS 2246 Carlson Phone: x7140</p>	<p>Represents: Block 6 VAX: GXM3881 FAX: x5988</p>	<p>DeRoller, Joanne NTID Performing Arts 1843 Johnson Phone: x6250*</p>	<p>Represents: Block 5 VAX: JMDNEA FAX: x5960</p>
<p>Pullyblank, Veronica (Treasurer) School of Engineering Technology 3203 Gleason Phone: x7070</p>	<p>Represents: Block 6 VAX: VFP9219 FAX: x5275</p>	<p>Erickson, Mary Ann NTID Center for Outreach 2826 Johnson Phone: x4642*</p>	<p>Represents: Block 5 VAX: MAE5746 FAX: x6500</p>
<p>Reid, Curtis E. (Communications) NTID Information Services 2344 Johnson Phone: x6089 TTY x5049 V</p>	<p>Represents: Block 5 VAX: CER2520 FAX: x6500</p>	<p>Gillies, Katharine F. NTID Interpreting Services 1536 Carey Phone: x5280 V x6242 TTY</p>	<p>Represent: Block 5 VAX: KFGDIS FAX: x7526</p>
<p>Evangelista, Arlene (At Large) Gov't & Community Affairs 1301 Eastman Phone: x4968 V x6719 TTY</p>	<p>Represents: Block 1 VAX: AME7603 FAX: x2240</p>	<p>Gorman, Katherine Imaging Arts & Science 1260 Carlson Phone: x2738</p>	<p>Represents: Block 6 VAX: KEG6461 FAX: x7279</p>
<p>Gerardi, Muriel J. (At Large) Educational Technology Center A680 Wallace Phone: x6695</p>	<p>Represents: Block 1 VAX: MJGETC FAX: x2081</p>	<p>Herdklotz, Al Educational Technology Center A662 Wallace Phone: x6962</p>	<p>Represents: Block 1 VAX: AEHETC FAX: x2081</p>
<p>Heschke, Corinne (At Large) Ctr for East European Dialogue & Dev 2410 Schmitt Interfaith Center Phone: x7121</p>	<p>Represents: Block 3 VAX: CAHCTO FAX: None</p>	<p>Hoock, Debra Information Systems & Computing A382 Ross Phone: x6657</p>	<p>Represents: Block 1 VAX: DSHDCO FAX: x5306</p>
<p>Hogan, Anita (At Large) Facilities Office/Real Estate Ventures 1343 TMO Phone: x6739</p>	<p>Represents: Block 3 VAX: ALHFPU FAX: x5316</p>	<p>House, Dawn M. Imaging Arts & Science 1200 Gannett Phone: x2749</p>	<p>Represents: Block 6 VAX: DMH6204 FAX: x7029</p>
<p>Meyers, Margaret S. (Secretary) Staff Council A450 Union Phone: x7656</p>	<p>Represents: None VAX: MSMSTA FAX: None</p>	<p>Ipacs, Charlene C. Telecommunications 1261 Physical Plant Phone: x5858*</p>	<p>Represents: Block 7 VAX: CCIPTT FAX: x5600</p>

****General Members****

<p>Ambrose, Daniel Residence Life 1400 Watson x7044 v/TTY</p>	<p>Represents: Block 4 VAX: DRA6476 FAX: x5050</p>	<p>Joseph, Susan International Student Affairs 2322 Union Phone: x5540*</p>	<p>Represents: Block 4 VAX: SSJ0186 FAX: x7065</p>
<p>Barrows, Karen NTID Office of the Dean 2850 Johnson Phone: x6556*</p>	<p>Represents: Block 5 VAX: KAB7050 FAX: x4959</p>	<p>LaRock, Donald NTID Interpreting Services 1590 Carey Phone: x6662*</p>	<p>Represents: Block 5 VAX: DVLDIS FAX: x7526</p>
<p>Connor, Mary Ann Center for Residence Life 1436 Watson Phone: x6933*</p>	<p>Represents: Block 4 VAX: MAC6131 FAX: x5050</p>	<p>Liotta, Valerie Payroll 6008 Eastman Phone: x2418 V x5984 TTY</p>	<p>Represents: Block 3 VAX: VAL9572A IBM (VM): VAL9572 FAX: x5583</p>
		<p>Longobardi, Merry W. Imaging Arts & Sciences 1090 Gannett Phone: x6152</p>	<p>Represents: Block 6 VAX: MWL0137 FAX: x5055</p>

RSC Minutes Summaries

submitted by Curtis E. Reid

5/12/94. A presentation on the Strategic Plan was given by Dr. McKenzie and Ms. Stendaridi. They discussed some concerns regarding the time line and the establishment of the Agenda for Action Committee (AAC). RSC members asked several questions about goals and action steps, time line, the board reaction and consideration of NTID Strategic Plan.

RSC discussed the meeting schedule for the rest of 1994/95. It was decided to meet every second and fourth Thursday, with exceptions in November and December because of holidays.

5/26/94. A short discussion resulted in establishment of an ad hoc committee to discuss the 1994/95 Plan of Work for Staff Council.

Kathy Gillies reported on the Child Care Task Force. Staff Council voted to have 18 members on the task force: 2 representatives each from Student Government and Faculty Council; 1 representative each from Finance and Personnel; and the rest from staff members. Approved unanimously.

We received an announcement that members from block 5 (NTID) met with NTID National Advisory Group, NAG (similar to a Board of Trustees for NTID). NAG was impressed by RSC's ability to present issues in a positive, helpful way.

6/9/94. We heard a presentation from the Commencement Task Force by Ms. Provenzano and Ms. Gray. Included were the charge of the task force, results of the survey taken at recent commencement, and drafts of the four scenarios proposed by the task force. We asked questions about commencement, and made some suggestions.

Vonnie Pullyblank (Treasurer) reported on our proposed 1994/95 RSC Budget. We would need at least 900 donors to balance this budget. We would need to cover items such as two B-Jack activations, copying charges for communications, and a possible expense for hosting a reception for a staff awards program. We approved the new budget unanimously.

Gaylene Mitchell moved to approve the Proposed Procedure for Nominations to Institute committees. This procedure details how RSC will nominate RSC or staff members to Institute Committees. It was approved unanimously.

Vonnie Pullyblank reported on the status of the 1994/95 RSC Plan of Work. The POW will have five

main areas, in priority order: Strategic Planning, Staff Recognition Award, Child Care Study, Communication, and Commencement.

6/23/94. We reviewed the Strategic Plan Open Discussion that was held on June 21st. Vonnie Pullyblank reported that approximately 60 people attended. She gave a synopsis of the discussion. Several discussions among RSC members ensued: Human Resources Center; inequities in the treatment of staff; dependency of one department on another department, and the fact that if one department does not do its job, another department can look bad; the appointment of the Agenda for Action Committee (AAC) chairs; discussion of the term "flatter organization"; and the impact of industry/market force on enrollment.

Curtis Reid proposed the Ad Hoc RSC Newsletter Committee for discussion. This committee is needed so that, with new elections every year, there would be someone to carry over to the new year; and publishing the newsletter is a lot of work. Joe Nairn asked why it is "ad hoc" if this is to be a permanent committee. Mr. Reid responded that if it were "ad hoc," it could be opened to any staff members, whereas other committees established by RSC are limited to only RSC members. Karen Barrows asked why the minimum/maximum numbers were established. Mr. Reid explained that he derived the figures from the work he did on the newsletter last year, and the time it took to publish it. The motion was approved unanimously with one amendment.

Cliff Dickinson gave a short report on the Directors' Retreat. On the first day, how to work and leadership were discussed. On the second day of the retreat, the Strategic Plan was discussed.

The Staff Council Office and Peg Meyers have been relocated to Student Alumni Union Room A450; not A448, as originally planned.

7/14/94. We heard several committee reports. Jan Clark from Issues Committee reported on: training sessions for staff members; manager training; list of positions being cut due to 1994/95, and working conditions and productivity.

Vonnie Pullyblank (Budget) reported the preliminary final RSC budget for 1993/94. We closed the books with a reserve balance of \$604.84.

Alice McCrave (Structure and Function) reported

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RSC Minutes Summaries

that we need a new Parliamentarian as our Parliamentarian, Rob Springall, resigned.

Sheila Reasoner (Elections) reported that she and Joanne DeRoller will serve as co-chairs. They are making preparations for the next election.

Curtis Reid (Communications) reported that the committee is working on preparing the Call for Volunteers for the Ad Hoc RSC Newsletter Committee, and on the timing and frequency of the newsletter. Debi Hooch will work on the ASK project.

8/11/94. Kathy Bello, Director of Personnel, gave a presentation on the proposed health insurance changes. The cost of BC/BS Comprehensive health insurance plan is rising 70 percent. Other possible changes to the health insurance benefit are the additions of Blue Choice Select and Preferred Care Community Plan. These are cheaper alternatives to the current Blue Choice and Preferred Care coverage, with some riders removed.

The Ad Hoc Ice Cream Social Committee reported that a flyer will go out, and discussed their plans for the Ice Cream Social.

RSC approved the motion to have mail-in elections for Block 4 to replace Beth White who has resigned.

Curtis Reid reported that he received 12 responses to the Call for Volunteers, and Debi Hooch reported that ASK was set up today! Discussion ensued on how questions and responses should be handled. It was agreed that Peg would forward the questions to the appropriate committee and the committee would respond directly to the user.

It was announced that, according to the Deans' Council meeting of 7/26/94, 10-month contract employees will not receive extra pay for August 29-31. The "extra" days will be made up elsewhere in the year.

8/25/94. Cliff Dickinson reported that the Executive Committee would like to change the procedure regarding responses to ASK messages. It was agreed that all responses to ASK will be from the RSC Secretary rather than directly from the committee. It was approved unanimously.

The Ice Cream Social went extremely well. We served about 300 at the Union, and 150-200 at Building 99. Estimated expense was approximately

\$200.

Cliff Dickinson reported that the Interim Executive Committee of Policy Council has established a draft Plan of Work which will be presented for approval at the September Policy Council.

Katherine Gorman reported that the final report of the Graduation Task Force was accepted in July by the Deans' Council and the President.

Corinne Heschke reported that she was asked informally by Dr. Joan Stone, co-chair of Agenda for Action Committee, about how to best distribute the 30-page document of the Proposed Action Steps. It was suggested that a one-page flyer be used to announce where copies of the document could be found.

9/8/94. Cliff Dickinson read the letter from Campus Safety asking for a representative and an alternate for the Parking Advisory Board. Mary Ann Connor and Vonnie Pullyblank agree to serve as representative and alternate, respectively.

Gary Prokop reported that the Agenda for Action Committee (AAC) is making slow progress on prioritizing the action steps. They have settled on using a matrix system to prioritize it.

We heard a review of yesterday's Policy Council meeting. There were some concerns regarding the AAC and the RIT budget process. We heard the report of the Graduation Task Force.

Corinne Heschke gave a synopsis of the Executive Committee meeting with Dr. Simone. The commencement issue will be an action item at the October Policy Council. Dr. Simone says that the AAC will oversee the strategic plan implementation; but the directors, department heads, and deans actually will implement the action steps. Dr. Simone discussed the Calendar Review Committee and the implications of quarter versus semester systems.

Arlene Evangelista serves on the Research Oversight Committee and reported that the Committee has a concern regarding the accessibility of the names of students working on research projects. It was brought to the committee's attention some students who choose to work on certain projects might have their future career opportunities jeopardized if their names are to be made public. This may be especially true for international students who return home after having worked for a company/entity viewed negatively in their own country. Ms. Evangelista welcomed staff ideas and comments on this issue.

McCrave, Alice
CCE
2223 Eastman
Phone: x2351

Represents: Block 6
VAX: AEM3989
FAX: x6292

Submitted by:
RIT Staff Council
Communications Committee
September 7, 1994

Nairn, Joseph T.
Part-Time Enrollment Services
1256 Bausch & Lomb
Phone: x5526 / x2229

Represents: Block 2
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FAX: x5476

Approved by:
RIT Staff Council
September 22, 1994

Papero, James
Personnel
5024 Eastman
Phone: x2065 V x2425 TTY

Represents: Block 3
VAX: JMpPSN
FAX: x7170

1. A letter to the editor(s) must be of an opinion on RIT issues affecting RIT staff members.

2. The length of the letter must not exceed 250 words.

Park, Sheila
Admissions
2250 Bausch & Lomb
Phone: x5155

Represents: Block 2
VAX: SMP4269
FAX: x7424

3. All letters must be signed and the author's name will be published. (Anonymous letters will not be published.)

Passarell, Theodore
Physical Plant
Physical Plant
Phone: x6771

Represents: Block 7
VAX: None
FAX: x7332

4. In a letter to the editor(s), the name, department, office address, and telephone number of the author must be given. It will be used to confirm that the author has written the letter. (As stated in #3 above, only the name will be published.)

Prokop, Gary
Physical Plant
1227 Physical Plant
Phone: x2855

Represents: Block 7
VAX: GAPPPA
FAX: x7332

5. The editor(s) will use their discretion in publishing of all letters.

6. The editor(s) reserve the right to edit letters.

Reasoner, Sheila
NTID Financial Planning & Budgeting
2207 Johnson
Phone: x6269*

Represents: Block 5
VAX: SMR8574
FAX: x6500



Congratulations to Michele Burr, Liberal Arts, on the birth of her son, Kevin Patrick Burr, born October 2, 1994, weighing in at 8 lb 10 oz. Congratulations also to the proud Grandma, Dawn House, CIAS.

Seeger, Jim E.
Physical Plant
Physical Plant
Phone: x6771

Represents: Block 7
VAX: JESPPA
FAX: x7332

Just thought I'd let you know - Michele is a former RSC member, and Dawn is a present member.

Warth, Barbara J.
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4316 City Center
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Represents: Block 6
VAX: BJW9134
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Yackoff, Theresa L.
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Thanks to Hillary Dunn and Staff for the printing and distribution of the Newsletter.

* Denotes both Voice and TTY
Many are reachable via ALL-In-1.



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