

RIT STAFF COUNCIL

Winter 1994-95

NEWSLETTER

Volume 3, Number 2

Communications Report

CURTIS E. REID, COMMUNICATIONS CHAIR

With the Strategic Plan initiatives underway, 1995 promises to be an exciting year! The shared governance concept now has become a large part of our culture for everyone here at RIT.

In the twelve years that I have been at RIT, I have seen tremendous growth in shared governance, and more recently in the participation of Dr. Simone. I would be very pleased to see this continue as we plow ahead into the new year.

I hope you have noticed that *News and Events* has been reporting the activities of Staff Council. This is our way of keeping you informed about Staff Council between issues of the *RSC Newsletter*. If you have comments or suggestions about this column, please feel free to let me know via electronic mail at CER2520 (VMSMail), 'REID CE' (ALL-IN-1), or directly to Staff Council through the ASK system on the RIT VAX Cluster.

Another way of keeping up-to-date with the activities of Staff Council is through the STAFF_COUNCIL NOTES conference. The conference contains tidbits of information from approved RSC minutes to the Agenda for Action Committee reports. All employees at RIT with a VAX account have access to this conference. If you need assistance using NOTES, call the ISC HelpDesk at x6929(v) or x2810(tty), or stop by room 10-A291 and pick up the document entitled, "Starts: NOTES conference." This document explains the ins and outs of using NOTES. It also is available in the Wallace Memorial Library and NTID Staff Resource Center.



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A schedule of the remaining RSC open meetings is listed below. All of these meetings are open to all staff, although only RSC members may participate in discussion and vote. If an interpreter is required, please contact Peg Meyers.

For more information about these meetings, please contact Peg Meyers, Staff Council Secretary, at x7656 (v/tty), MSMSTA (VMS mail), 'MEYERS MS' (ALL-IN-1), or send a message directly to Staff Council via the ASK system. ❖

RSC Meeting Schedule

February 23	2-4pm	SAU-1829
March 9	2-4pm	SAU-1829
March 23	2-4pm	LBJ-3635
April 13	2-4pm	LBJ-3635
April 27	2-4pm	SAU-1829
May 4	2-4pm	LBJ-3635

Off the Beaten Path

VONNIE PULLYBLANK

A very busy office is tucked away near the PC lab and elevator on the first floor of the James E. Gleason Building. This office serves a very special segment of the RIT student population. It is the NTID Science and Engineering Support Department, one of several areas under the NTID Center for Baccalaureate and Graduate Studies.

The office is staffed by Sandy Grooms, the secretary, receptionist and notetaker manager. Sandy shares the office with three faculty advisors; Dom Bozzelli, Tom Callaghan, and Jane Jackson. A student employee usually is hard at work copying lecture notes from classes. This vibrant area also includes a computer room and quiet study area, both used on a regular basis.

Engineering and engineering technology bachelor programs contain approximately seventy full-time deaf students. The support office coordinates special services for these students; in particular: note takers, and tutors. Approximately fifty RIT students are employed in these roles. Those students receive special training in note taking, benefiting both themselves and the students who rely on the notes. ❖

Americans with Disabilities Act (ADA)

SANDI TOMASSETTI

Americans with Disabilities Act (ADA), a law modeled after Section 504 of the Rehabilitation Act of 1973, was signed into law in July 1990. Both laws are designed to prevent discrimination against individuals with disabilities.

The major difference between Section 504 and ADA is that Section 504 only applied to entities that receive federal financial assistance, whereas ADA covers most establishments whether privately owned or assisted with state and/or federal funds.

Americans with Disabilities Act is divided into five sections. Title I deals with employment issues. It bars discrimination and requires reasonable accommodation in recruiting, hiring, employing, promoting and training qualified workers with disabilities. Title II deals with public service and public transportation. "No qualified individuals with a disability can be excluded, by reasons of such a disability, from participating or denied the benefits, services, program or activities of a public entity that receives state and local government monies." Title III deals with public accommodations and "prohibits discrimination on the basis of a disability in the full and equal enjoyment of goods, services, facilities, privileges, advantages or accommodations of any place or public accommodation and services operated by private entities." Title IV deals with telecommunication, and mandates a telecommunication relay service be established in every state for people with speech and hearing impairments. It also requires that television public service announcements produced or funded, in whole or in part, by any federal agency be close-captioned. Title V deals with miscellaneous issues involving the rights of the disabled.

Under the provisions of the ADA, a person must be qualified and disabled. A person with a disability is one who either:

- 1) Has a physical or mental impairment which substantially limits a major life activity.
- 2) Has a record or history of such an impairment; or
- 3) Is regarded as having such an impairment.

"Substantially limits" means there is a significant restriction in a person's ability to perform when compared to the average person. Major life activities include, but are not limited to, seeing, hearing, speaking, walking, breathing, learning, working, caring for oneself and performing manual tasks.

There are employment issues and students issues covered by ADA. To be considered qualified for employment, the person must have the requisite education, skills and experience necessary for the position and be able to perform the essential functions of the job, with or without reasonable accommodation.

A disability must be documented to demonstrate that it exists and to support the need for accommodation. The expense for preparing the documentation is borne by the

person with the disability. Accommodations should be provided while documents are being secured and if accommodation were previously provided.

"Reasonable accommodation" is making existing facilities readily accessible to, and usable by, persons with disabilities. An accommodation would not be considered reasonable if it created an undue hardship for the entity. An undue hardship is one that poses significant difficulty or expense. The overall finances of the institution are considered in determining whether an accommodation would pose an undue hardship. A company with 15 or fewer employees does not have to comply to ADA.

Health and safety issues are involved when a person is being considered for employment. Employers are not required to hire or retain applicants or employees who pose a direct threat to the health and safety of themselves or others. A direct threat is one which poses a significant risk of substantial harm that cannot be eliminated or reduced by reasonable accommodation. The employer does not have to screen for, or evaluate, the presence of a disability in a worker. Generally, an employer may not make pre-employment inquiries about the existence of a disability. An employer may ask the applicant if she/he can perform the essential functions of the position. The employer must give notice to applicants and employees of their rights under the ADA. An employer may not retaliate against an applicant/employee for asserting his/her rights under the Act. To enjoy the benefits of the ADA, the employee must self-identify and express a need for an accommodation to the employer. Kathy Bello, RIT's Director of Faculty/Staff Personnel, recommends that employees who want to identify themselves as having a disability and request special accommodations, need to inform their supervisor and then contact the Employee Relations Administrator (ERA) for their department.

Examples of disabling conditions are all conditions which entitle a person to receive special education while attending grade school (e.g., mental retardation, learning disabilities, serious emotional disturbances), AIDS, cancer, alcohol or drug addiction (so long as the student is not a current user of unlawful drugs), environmental illness, attention deficit disorder, diabetes, asthma, physical disabilities, behavior disorders, etc., so long as the condition substantially limits a major life activity.

Regarding students with disabilities, a student cannot be asked during the admission process whether they have a disability. Students must be admitted who meet the technical and academic qualifications for entry into a school or program. The institution must provide reasonable accommodation to the student's known disability in order to afford him/her an equal opportunity to participate in the institution's programs, activities and

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services (including extracurricular activities). A college or university may not discriminate against an individual solely on the basis of disability.

Under Section 504, colleges and universities must appoint a Section 504 coordinator. His/her name, title, address and phone number must be published along with a nondiscrimination notice in all of the institution's catalogs and handbooks distributed to students, applicants, and employees. Under the ADA, a public institute that employs 50 or more persons must appoint an ADA officer to oversee its compliance efforts. At RIT, that is handled in the Department of Academic Affairs for student issues, and by the RIT Personnel Department for employee issues.

It must be noted that under Presidents Paul Miller and M. Richard Rose, RIT led the way in making its campus accessible to the handicapped. In 1976, RIT did a full-scale evaluation of its facilities to see how accessible RIT was for its students and staff. For example, Jim Papero of Personnel checked elevators, curbs, bathrooms and doorways to see what needed to be done in those areas to make them more accessible to the handicapped. Jack Smith, Vice President of Communications, served as Executive Director of the White House Conference on Handicapped Individuals (1975-77). RIT was named in 1980 and 1981 as Large Employer of the Year by the President's Commission on Employment of the Handicapped.

Marie Giardino is the Director of the Office of Special Services, which was established as a result of the Rehabilitation Act of 1973. The Office of Special Services asks each RIT college to provide a contact person to help identify and coordinate the special needs of their students. Those persons, called Disabled Student Coordinators, are appointed by the dean. Their names and phone numbers are listed on pages 19 and 20 of the RIT phone book. Marie Giardino and Jean Bondi-Wolcott co-chair the RIT Disabled Students Advisory Group. This group is comprised of the Disabled Student Coordinators from each college, as well as faculty, staff, and students who volunteer to help make life better for RIT students with disabilities. A disability is not recognized until after a student has been accepted to the institute and identifies her/himself as a person who has special needs. The Office of Special Services makes a presentation at summer orientation, where many students and parents find out about RIT's special services. Accommodations cannot be forced upon a student if they are not requested; each student with a disability has different needs. Students have the right to not disclose a disability or special need, but they cannot expect accommodations without disclosure.

Jean Bondi-Wolcott was appointed in 1985 to coordinate the needs of the multi-disabled students that were anticipated and present in the NTID population because of the rubella epidemic of the mid 1960's. One of the

special needs was for mobility-impaired students. NTID purchased a van in 1987 to transport NTID mobility-impaired students across the RIT campus. In 1987, the service was taken over by Campus Safety; and in 1989 the van was used by all RIT mobility-impaired students. The van still is in service and can be used by any RIT mobility-impaired student or staff member. Gary Caton, at Campus Safety's Transportation Office, is the contact person.

Another example of accommodating the needs of the disabled on the RIT campus is provision of wheelchairs. Campus Safety's Transportation Office also is the central location for making wheelchairs available to RIT faculty and staff, students, and visitors. Three wheelchairs have been donated to the transportation office through the efforts of Cassandra Jordan, Student Health Services; Marie Giardino, Office of Special Services; and Helene Manglaris, Center for Campus Life.

Jean Kincaid, a lawyer who is a recognized expert in the field of disability law in educational settings, was hired by RIT as a consultant to review RIT's policies and procedures to determine whether RIT is complying with ADA. She was on campus in the Spring of 1994, and again last November. RIT falls under the jurisdiction of Title III of the Americans with Disabilities Act which deals with "Public Accommodations". The Office of Civil Rights (OCR) regards RIT as a private institution with Title III status even though RIT receives federal monies because of NTID. NTID is a part of the RIT operating budget; the two cannot be separated. That is the reason RIT does not fall under Title II. Title II entities have to give primary consideration for communication preference of a student with a disability. Title III only has to provide an effective mode of communication to comply with Section 504 and ADA. Title III also allows an entity (college) to establish its own standards for meeting the needs of students with disabilities, and the courts defer to the college standard.

Americans with Disabilities Act is all about the acceptance of people with differences. Ideally, there would be no need for ADA if people would accommodate people. To make sure there is fair and equal accommodation, there need to be guidelines. We know what we have to do by law, but there is more to it. What does RIT want to do for its students and employees to help them succeed? According to Marie Giardino, 90% of accommodation needs cost less than \$100, so the task is not impossible. As one member of the Disabled Student Advisory Group said, "There are no disabled people, but only a disabling environment." ♦

RSC Minutes Summary



ANITA HOGAN

This is a brief synopsis of RSC Minutes from the last quarter. You can find the unabridged Minutes in NOTES, Wallace Memorial Library, NTID Staff Resource Center (SRC), and Staff Council Office, A450-SAU

COHABITATION IN THE RIT APARTMENTS

• Guests: Dr. Linda Kuk, V.P. for Student Affairs; Daniel Ambrose, Residence Life; Bill Batcheller, Business Services; Todd Delaney, Student Government; Carol Reed, Residence Life; John Weas, Residence Life.

Discussion began with a brief history of the issue. A change in cohabitation policy was only being sought in RIT apartments, not residence halls. Many reasons for students of opposite sexes sharing an apartment were given.

A new topic has been added to the COLLEGE_LIFE NOTES CONFERENCE: "Student Government," which will contain discussion and updated information.

OCT. 13, 1994 - CALENDAR COMMITTEE

• Gaylene Mitchell presented the list of committee members proposed by Dr. Simone to decide on quarters or semesters. Simone seeks our feedback on any omissions or errors that should be corrected.

Two concerns were expressed:

1. Part of the committee charge is to assess transitional costs, yet only one proposed member has financial expertise (Mike Serve).
2. If the calendar is changed, this will have a direct impact on support- service personnel from NTID for cross-registered students. Concern was expressed that the committee does not contain anyone to speak to this impact.

CHILD CARE TASK FORCE

• Kathy Gilles reported that members decided to meet every two weeks for 1- 1/2 hours. Plan of work includes:

- (1) Define issue
- (2) Information gathering, perhaps including a survey
- (3) Close consultation with Personnel and Finance
- (4) Propose creative solutions
- (5) Include cost analysis for all proposals.

POLICY COUNCIL and DR. SIMONE'S MEETING WITH EXECUTIVE COMMITTEE

- Arlene Evangelista reviewed the policy council meeting:
1. The 1995/6 calendar was approved pending suggested changes (add a reading day in Spring quarter). Calendars for 1996/7 and 1997/8 were not looked at pending the outcome of the semester/quarter review.
 2. RIT Records policy revision was approved. Next meeting, they will take action on a larger change - assuming all students are dependents unless they prove otherwise. Presently, students are assumed to be independent.
 3. The Graduation Task Force's proposal was approved with the understanding that students will have major input into the choice of a speaker for the Friday convocation.
 4. Managed Attrition - the president announced this plan at the policy council meeting and discussed it at the executive committee meeting. Concerns raised by RSC members include:
 - Disparity between faculty and staff turnover rates.
 - Why are some positions kept? Criteria used in those decisions should be communicated clearly.
 - This will have an impact on the terms and conditions of employment for those who remain here.

- Will this lead to outsourcing? Presently, positions are not filled or replaced by outside contracts.

- Will tenure be awarded in instances when it would normally be denied so as to maintain faculty positions?

OCT. 27, 1994 - RESEARCH OVERSIGHT COMMITTEE

• Arlene Evangelista introduced Wade Robison, chair of the Research Oversight Committee, to explain the proposed change in policy related to publishing names of students who work on research projects.

TRAINING

• Cliff Dickinson scheduled a meeting for himself, Gaylene Mitchell, Gary Prokop, Jim Papero, Kathy Bello, and Geri Curwin last November to start mapping out what training should be done and how to do it.

AGENDA FOR ACTION

• Vonnie Pullyblank welcomed President Simone and Joan Stone, co-chair of the AAC, to the meeting. They explained that there would be one round of feedback on the proposed 1994-96 agenda for action, then it would be finalized and put into action.

TRAINING TASK FORCE

• Vonnie Pullyblank explained that executive committee had discussed the training issue. Definition of different needs and which to focus on in our work with Personnel is necessary. A task force draft charge to address this issue was distributed electronically with the agenda.

POLICY COUNCIL RECAP

• Anita Hogan reviewed the 11/5 policy council meeting: There will be a change in parliamentarian for the Winter quarter. Managed attrition guidelines were passed out, and feedback received. Final policy guidelines have been distributed to deans, directors, and department heads.

NOV. 17, 1994 - ISSUES COMMITTEE RECOMMENDATION

• Theodore Passarell explained that the issues committee has been looking at outsourcing at RIT and felt it was an important issue for the full SC to discuss and identify appropriate action to be taken. Their proposed letter encourages RIT to look at other universities as well as Rochester businesses to determine their success with outsourcing services before decisions are made.

RESEARCH OVERSIGHT POLICY

• Arlene Evangelista reported that Harvey Rhody, head of RIT Research Corporation attended the executive committee meeting on Nov. 15 and presented his discussion on publication of names of those working on research projects.

BOARD OF TRUSTEES MEETING

• Gaylene Mitchell reported on the board meeting of 11/10 and 11.

MANAGED ATTRITION GUIDELINES

• Cliff sent a memo to Dr. Simone asking that the guidelines be made electronically accessible.

COMMENCEMENT SPEAKER SELECTION COMMITTEE

• Maureen Arquette, our representative to the selection committee, distributed a list of seventeen proposed speakers, asking members to choose their top ten, in order, with #1 their first choice. She also asked that members delete any names they find objectionable, and note why. ❖

New Training Task Force

VONNIE PULLYBLANK

The strategic plan for RIT addresses training and professional development as important means to productivity. The RIT Staff Council (RSC) places a high value on that concept and is working to make it a reality. RSC voted recently to establish a training task force to examine existing staff training and professional development opportunities at all levels.

Training is defined as the time, instruction, and opportunity to learn the tasks needed to perform a job at a satisfactory level. Professional development is defined as the opportunity to learn skills which will prepare an employee for promotion and salary enhancement.

By May 1, 1995, the new task force will make recommendations to RSC on the following questions:

- What types of training are needed by RIT staff?
- Who should offer the training?
- How can professional development opportunities be created?

The end date for this training task force will be July 1, 1995.

This task force will be comprised of seven to twelve members to be appointed by RSC from among volunteers throughout the campus who responded to the call. These people are recommended as members of the RSC training task force by RSC member vote:

EXEMPT

- Daniel Ambrose - supervisor,
RSC member, Residence Life
- Jamie Aymerich - supervisor,
Telecommunications
- Vince Incardona, ISC

- Alice McCrave, RSC member, CCE
- Debbie Stendardi - supervisor, Strategic Planning
Government and Community Affairs
- David Turkow - supervisor, Campus Safety (OSHA)

NON-EXEMPT

- Meg Brennan, NTID
- Amy Brown, NYS high school teacher, C.O.B.
- Charlene Harkness, Training Network
- Janet Miller, Admissions
- Sandra Pearl, School of Printing
- Rosanne Stryker, C.O.S., Biology

EX-OFFICIO

- Geri Curwin - Personnel

They have been contacted, and their ability and desire to participate have been confirmed. This roster fits the parameters established in the TTF charge and at the 12/15/94 RSC meeting:

- Equal representation of exempt and non-exempt staff
- RSC membership representation
- One-third from supervisory positions
- NTID representation
- Both genders well represented
- Cross-campus representation
- Strategic Planning experience

The call for volunteers received a wonderful response from all over the campus. RSC is grateful for and encouraged by the interest in this effort. Any comments for the training task force can be directed to them through Peg Meyers, Staff Council secretary, at x7656 (v/tty), MSMSTA (VMS Mail), MEYERS MS (ALL-IN-1), or via the ASK system. Staff Council office is in room A450, SAU. ❖

Getting to Know You

CORINNE HESCHKE

Introducing Mary Breemes:

Occupation: Thirteen-year member of RIT's custodial staff who works on the fourth and sixth floors of the George Eastman building.

Family: One son, Christopher, a former RIT employee

Home Town: Sodus, NY

Residence: Westfall Road, Rochester, NY

Favorite Movie: Ben Hur

Favorite Meal: Sirloin tips

Favorite Dinner Partner: Linda Kenville-Hill

Favorite Things about RIT: The hard-working employees on Eastman 4 and 6, and especially all the friendly faces she meets every day.

Pet Peeve: Waste...notebooks, paper, and office supplies that are discarded daily. Mary tries to find ways to recycle (find a "home for") these materials, but wishes employees would be more careful when ordering supplies.

Favorite Pastimes: Collecting model horses and Boyd Bears, working cross-stitch, painting ceramics.

If She Won the Lottery: Pay off all her and her sister's bills, invest in stocks and real estate.

What She Knew about Staff Council: Not sure what it is. Was interested to learn some of the issues, and thinks it's a good idea to have a group representing staff. Looks forward to learning more.

Suggestions for Staff Council: A review of benefits that may be outdated.

Example: Extending time off for death of a family member from 3 to 5 days.

If you enjoyed this first *Getting to Know You* column, please contact RIT Staff Council communications committee or newsletter committee with suggestions for future profiles. ❖

Agenda for Action 1994-96



GARY PROKOP

All of the anticipation about what strategic planning will mean for RIT is coming to a close. We have an approved agenda for action that will set the course for the next two years.

Cliff Dickinson and I are proud to say that we have been significant contributors to the process and are fully behind the agenda. As with any change in an organization and how it functions, there has been a great deal of thoughtful and sometimes heated discussion about what this new RIT will mean to staff. The most exciting part of the agenda is the intent not to micro-manage departments and individuals, but rather to give some clearheaded guidance and insure that the ideals of the strategic plan are being met. Those responsible for doing the work will continue to play an important part in successful implementation of the plan, and their expertise will be tapped to set the stage for change.

We, as staff, had a significant part to play in the establishment of the groundwork for the strategic plan through our past participation in task forces and focus groups. Our future active engagement in newly-forming task forces such as graduation, campus signage, accessibility, and budget committees, will insure that our perspectives will be sought after and respected.

Cliff and I encourage everyone to take a close look at the agenda for action. We have gone to great lengths to make it available. You may find copies in the Staff Council office. Read the agenda and note the opportunities that it presents for positive change to those willing to take a part in the process.

We hope that all staff members will provide the thoughtful consideration and innovative spirit that will make the agenda for action a success. ❖

Money Talks - Staff Council Budget

VONNIE PULLYBLANK AND MERRY LONGOBARDI

An often-asked question is, "what does Staff Council need money for?"

Our budget pays for everyday office expenses, such as telephone, b-jack computer connection, copying, office supplies, and postage.

Last year, when we moved into our own office space, we purchased a used computer and a TTY-compatible answering machine. We also would like to purchase a TTY, but don't have sufficient funds to do that.

Some committee work requires funding, as a questionnaire being prepared by the Child Care Task Force for mailing to staff, faculty, and students.

This year's disappointing response to the appeal for contributions netted only \$2,415, to date. We wish to thank everyone who showed their support through their contributions. Operating expenses can be met from this amount, but planned special events must be eliminated. Your contributions will be gratefully accepted. Please send them to Merry Longobardi, CIAS, 07B-1090. ❖

Child Care Task Force

Staff Council's Child Care Task Force has been working very hard to determine the child care needs of the RIT community. The task force is comprised of students, faculty, and staff and is chaired by Katharine Gillies. In trying to determine the best way to get accurate data on the child care needs of RIT's faculty, staff and students, the task force decided to distribute a community-wide survey. The task force consulted with Janet MacLeod-Gallinger, a Research Associate in NTID's Postsecondary Career Studies and Institutional Research Department, to create a survey that will help the committee determine the child care services that will best support the university's diverse needs. At this writing, the committee has received 600 completed surveys. The task force is hoping to receive a total of 2800 completed surveys. Completed surveys can be forwarded to Mary Ann Erickson in LBJ-2826 or they can be deposited in the special drop boxes located in buildings throughout the campus. Survey data and task force recommendations will be presented to the full Staff Council by mid-March.

Staff Council News

MARGARET MEYERS

Staff Council is pleased to welcome three new members: Barbara Warth, Daniel Ambrose, and Karen Thireos. Barb comes to the council from CCE - City Center and represents Voting Block 6. Daniel works for Residence Life and represents Voting Block 4 as the result of a special election held in September. Karen is from the Registrar's office and was selected in a special election to represent Voting Block 1. Welcome, Barbara, Daniel, and Karen!

Spring Elections - VOTE!



SHEILA REASONER

Blocks 1, 3, 5 and 7 will be open for elections this Spring. These departments are included:

VOTING BLOCK #1

President's Office
IMS
CIMS
Gov't Affairs
ISC
Communications
Academic Affairs
Library
Development
Ombudsman
Registrar's Office
Distance Learning
Graduate Studies

VOTING BLOCK #3

Institutional Research
Payroll
Business Services
Audit Services
Accounting
Campus Safety
Controller's
Collections

Facilities Office
Food Services
Budget Office
Personnel

VOTING BLOCK #5

NTID

VOTING BLOCK #7

Physical Plant
MRS
Student Business
Transportation
P.O. Contract Station
Purchasing

Current Staff Council members who do not wish to run again are asked to encourage other staff members to run. Explain what Staff Council has done during your term, why it was important to you, and how a new member can be part of an active role in shared governance.

The Elections Committee will conduct a "mail-in election", which has worked well for the two special elections held this past year. Details will be provided at a later date. ❖



Policy on Letters to the Editor

Submitted by RIT Staff Council Communications Committee. Approved by RIT Staff Council

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.
3. All letters must be signed and the author's name will be published. Anonymous letters will not be published.
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. Only the author's name will be published.
5. The editor(s) will use their discretion in publishing of all letters.
6. The editor(s) reserve the right to edit letters.

RIT Staff Council Communications Committee

Mary Ann Connor
1400 Watson
x6933
ALL-IN-1: Connor MA
VMS: MAC6131

Anita Hogan
1343 TMO
x6739
ALL-IN-1: Hogan, AL
VMS: ALHFPU

Debi Hoock
A382 Ross
x6657
ALL-IN-1: Hoock DS
VMS: DSHDCO

Valeria Liotta
6008 Eastman
x2418
ALL-IN-1: Liotta VA
VMS: VAL9572A

Alice McCrave
2223 Eastman
x7217
ALL-IN-1: McCrave AE
VMS: AEM3989

Jim Papero
5024 Eastman
x2065
ALL-IN-1: Papero JM
VMS: JMPPSN

Curtis Reid
2344 Johnson
x6089 tty
x5049
ALL-IN-1: Reid CE
VMS: CER2520

RIT Staff Council Ad Hoc Newsletter Committee

Barb Cuthbertson
A365 Ross
x2813
ALL-IN-1: Cuthbertson
VMS: BTCISC

Sarah Perkins
3358 Johnson
x6015 v/tty
ALL-IN-1: Perkins SJ
VMS: SJP2573

Sandi Tomassetti
2791 Johnson
x6877 v/tty
ALL-IN-1: Tomassetti SX
VMS: SXTNCA

Bret Wachter
645 John Street
x5301
ALL-IN-1: Wachter BD
VMS: BDWCLT

Park & Ride Program

CAMPUS SAFETY OFFICE

The Parking Advisory Board is studying this Park & Ride program. Your feedback and suggestions about this program are important. Please send your comments to

Mary Ann Connor, Residence Life,
Grace Watson Hall.

RIT Ride-Share Program
Jeff Meredith

The RIT Campus Safety Department is proposing to offer a Ride-Share program to all faculty, staff, and students. This program will encourage RIT community members to car pool with others in an effort to increase parking spaces on campus, and save energy and transportation costs. Members who participate in Ride-Share will be rewarded with parking spaces in a reserved parking lot at no expense to the participants.

Campus Safety will set aside a designated number of reserved parking spaces in each of the three reserved parking lots for this program.

The participants will be asked to sign a Ride-Share contract which will qualify them for this program. The program will be evaluated annually to determine the number of spaces to be allocated the next year.

Program outline:

1. A Ride-Share contract will involve the participation of four RIT faculty, staff, or students per vehicle 90% of the time.
2. Parking spaces will be set aside in the reserved parking areas for Ride-Share participants. First year recommended numbers are:
 - D-Lot 20 spaces
 - F-Lot 15 spaces
 - S-Lot 10 spaces
3. Participants would be on a first-come, first-served basis.
4. The program will be reviewed quarterly.

Staff Council

Rochester Institute of Technology
52 Lomb Memorial Drive
Rochester, NY 14623-5604

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