

R.I.T. STAFF COUNCIL

Summer 1995

NEWSLETTER

Volume 3, Number 4

Child Care Task Force

Kathy Gillies

In April of 1994 the RIT Staff Council formed the Child Care Task Force to investigate child care options at RIT and to make recommendations on how child care might be improved. Members of the task force were: Sandy Colwell, Wendy DiMatteo, Mary Ann Erickson, Candy Fischbach, Al Herdklotz, Anne Hoenig, Char Ipacs, Jim Papero, Mary Beth Parker, Sue Powell, Sue Provenzano, Sabrina Ribera, Donna Rubin, JoEllen Shaffer, and Kathy Gillies, chairperson. The task force reviewed a survey on child care conducted in 1987 by the RIT Women's Network, reviewed recent publications regarding child care in business and industry and in higher education, and contacted RIT's top ten applicant competitor group and local colleges and universities for comparison purposes. Finally, the task force conducted its own survey on child care with a new instrument distributed campus-wide to 14,000 faculty, staff, and students. In April 1995 the task force reported its findings to Staff Council, including nine specific solutions to the challenges RIT faces regarding child care.

Recommended solutions

Based on its work this year, the Child Care Task Force is recommended the following nine specific solutions to the problems caused by inadequate child care at RIT:

- Mandatory training for all managers and employees regarding family-related benefits
- Accurate information about child care going to current and prospective students and employees
- Referral hotline with information about organizations providing in-home emergency care
- Child care starting at age six weeks
- School-age care during summers and school holidays
- Expanded differential fee scale for child care services
- Automatic deduction of child care fees
- Investigation of cafeteria style benefits program with waiver/assistance for child care as option

- Investigation of emergency leave system to replace current sick days; employee leave bank

The task force is also recommending that RIT develop and adopt a state of principle regarding the relationship between scholarship, employment and family life, and establish a joint ad hoc committee on child care to oversee implementation of solutions and continued investigation of child care needs.

Stay tuned to the Staff Council newsletter and News Notes for more information regarding the implementation of the above solutions. Look for the results of plans to improve child care facilities currently under discussion by Student Affairs. Horton Child Care program accepts Department of Social Services clients. ❖

Benefits Advisory Group

Joseph Nairn

In response to issues raised by RIT Staff Council, Kathy Bello, Director of Personnel, has convened a benefits advisory group to continue some elements of the work begun by the Compensation Advisory committee.

Members of the Benefits Advisory Group (BAG) are Kathy Bello; Arlene Evangelista, Government Affairs; Valerie Liotta, Payroll; Kathy DeLorme, Liberal Arts; and Joseph Nairn, Part-time Enrollment Services. The group has been meeting on a monthly basis and has examined issues related to sick-time and vacation benefits. The group is expected to take a broader look at benefits during the '95-'96 year. Kathy DeLorme and Joe Nairn are Staff Council's representatives to the group.

Staff Council welcomes your input to the Benefits Advisory Group. Please feel free to send your comments to Joe or Kathy through e-mail, regular campus mail, or through the Staff Council notes conference. ❖

Inside this issue ...

Child Care Task Force	1
Benefits Advisory Group	1
Call for Parliamentarian	1
RSC Minutes Summary	2
RIT Summer Softball League	3
Call for Volunteers	4
Staff Graduates	4
Policy on Letters to the Editor	4

CALL FOR PARLIAMENTARIAN

RIT staff member(s) needed to attend Staff Council meetings Knowledge of Robert's Rules or willing to learn (we have the book).

Call or e-mail/all-in-1 to Kathy DeLorme,

RSC Minutes Summary

compiled by Peg Meyers and Curtis E. Reid

APRIL 20, 1995 – NEW-EMPLOYEE PACKET – D.Hoock presented the proposed packet, which included a welcome letter, contribution form, RSC roster, RSC calendar, latest newsletter. These will be updated as necessary by the secretary.

EXECUTIVE COMMITTEE MEETING – C. Dickinson reported on the meetings of 3/30 and 4/11:

- Academic Senate Proposal was discussed at length at both meetings.
- Ombudsman - the President discussed elimination of this position in two years, keeping Barry Culhane until then. This plan has been endorsed by PC.
- Post-Tenure Review - Dr. Simone was presented a petition by Faculty Council against this, but he feels it is appropriate and intends to pursue it.
- Provost Search - Dr. Simone presented pros and cons of conducting a national search for a permanent provost and asked for RSC EC opinion. He plans on naming the search committee and concluding the search next fall.

POLICY COUNCIL RECAP 4/5 & 4/12 meetings:

- 4/5- AAC Update from Joan Stone on Educational Access Goals. Calendar Committee Recommendation - accepted and approved. Institute Writing Committee Report - described efforts to encourage excellent writing skills across curricula. Procedures for the Policy Prohibiting Discrimination & Harassment - presented by Kathy Bello. These do not change the policy, rather they define the reporting and resolution processes and time lines.
- 4/12 Research Oversight Committee Report - reporting under new policy going well so far. Mistakes are from misunderstanding of procedures, not an attempt to conceal information. Academic Program Review Criteria - approved with revisions. Academic Governance Proposal - a discussion item.

DISCUSSION OF ACADEMIC GOVERNANCE PROPOSAL

- Members raised many questions and concerns: It was decided that we needed an entire meeting to discuss this. Planned as action item at the 5/10 meeting.
- Straw vote indicated RSC reps to PC would not vote in favor of the proposal in its current form. Other RSC members support that position.
- Motion made to schedule a special meeting to discuss academic senate proposal. Agenda included closed discussion, with Provost and other appropriate parties to answer questions, wrap-up for members only. Motion carried unanimously.

CHILD CARE TASK FORCE REPORT – K.Gillies presented the CCTF report on behalf of task force members. She explained that the task force was formed as a result of concerns raised by RSC to Jim DeCaro about children being brought to the workplace.

TRAINING TASK FORCE REPORT – A. McCrave reported that 340 surveys were returned and are being tabulated. Personnel is hiring a consultant to investigate training from managers'/directors' perspective. The task force thought that the Mercer study was to involve training; this is not the case. Task force members request that RSC ask Kathy Bello to hold an open forum to update the community on the progress of the Mercer project.

BOARD OF TRUSTEES RECAP – G.Mitchell reported on 4/20-21 meeting:

- The new director of CIMS, Judith Wren Gustinis was introduced.
- Panel discussion of the challenges of higher education with Mr. Bourne, Mr. Golisano, and Mr. Curley. Named challenges included: degraded quality of product, rising costs, competition, and government funding cuts.
- Gaylene asked about training in each of the presenters' companies. They agreed that training was an integral part of their company's operation and considerable resources were allocated to support training of employees.
- The educational goals were reviewed. Consensus was they were too general, and did not adequately reflect RIT's signature. They need to be further refined. The Provost presented a report on academic advising, and another on RIT's technological infrastructure. The President discussed faculty evaluation and development. He supports tenure under certain conditions.

MAY 1, 1995 – Special meeting of staff council called to discuss the academic governance proposal, listed as an action item on the May 10 Policy Council agenda. Questions and comments were raised during discussion with RSC members only and with the members of the Faculty Council's proposal writing committee as well as Stan McKenzie, Acting Provost.

MAY 4, 1995 – SELECTION OF OFFICERS – The following officers were elected by secret ballot: Chair, Cliff Dickinson; Vice Chair, Gaylene Mitchell; Treasurer, Vonnie Pullyblank; Communications, Anita Hogan; Members at Large, Cindee Gray, Alice McCrave, Joe Nairn, Ted Passarell. Policy Council Reps, Katherine Gorman, Mary Ann Connor, Bob Weeks. PC Alternates, Mureil Gerardi, Gary Prokop, Jim Seeger, Katie Schmitz.

MEETING SCHEDULE – In the past, RSC has met from 2-4 pm on the 2nd and 4th Thursday of the month. Hearing no objections, that schedule will continue. It was moved to meet twice per month except for June, July, and August, when RSC will meet once per month.

ACADEMIC GOVERNANCE PROPOSAL – C.Dickinson reviewed the 5/1/95 meeting with RSC, the proposal authors, and the Provost. He then polled the RSC Policy Council representatives, who all answered that they were planning to vote "No" to the proposal at the 5/10 PC meeting. A straw vote of all RSC members showed unanimous support for this position.

EDUCATION & ACCESS GOALS – G.Prokop reported that the goals as approved at the 4/12 PC meeting were felt by the Board of Trustees to lack an RIT signature. They have been revised and will be re-voted on at the 5/10 PC meeting. There is no specific mention of the co-op program, which some thought should be included. It was decided that the phrase "experiential learning" was inclusive of co-op and did not warrant a separate mention.

MAY 25, 1995 – MERCER PROJECT UPDATE – G.Mitchell introduced Kathy Bello to update RSC on the Mercer Staff/EDF Compensation Project.

- Kathy listed the steps the project will take:
 - 1 - Task Force work to develop a job evaluation tool to be used to assign position levels (note: not be confused with performance appraisal tool).
 - 2 - Interviews with Vice Presidents to develop a compensation philosophy.
 - 3 - Focus Group Meetings.
 - 4 - Finalize Compensation Philosophy. The President and Kathy will present the final Compensation Philosophy to the Vice Presidents for their review.
 - 5 - Manager Training by Division/College to explain the compensation philosophy and training on how to complete position update questionnaires.
- The following steps have not yet begun:
 - 6 - Position Update Questionnaires. All staff will fill out, then each person will meet with their manager and a Personnel rep to review.
 - 7 - Position Marketing Pricing. Benchmarking position levels, which includes determining appropriate groups to use as benchmarks.
 - 8 - Position Evaluation. Points will be assigned based on updated description and identified compensable factors.
 - 9 - Develop Performance Evaluation Process. The instrument used may not need revision. The process does need to be refined.
 - 10 - Salary Analysis. Compare what a position is paid vs. what should be paid based on position evaluation, benchmarks, and compensation philosophy.
 - 11 - Implementation - Will include manager *and* staff training.

STAFF RECOGNITION AWARD

A Staff Recognition award was discussed in RSC Issues committee two years ago. Because Strategic Planning was in the task force stage at the time, it was decided to wait until a Human Resource Center was established, and the RSC EC feels the time has come to do more with the idea, and that RSC should take the lead on this. A study group was established to gather information from other universities over the summer.

POLICY COUNCIL RECAP 5/10 meeting – J.Nairn reported on the 5/10 PC.

- President's Report included final report of the calendar committee, which recommended staying with current calendar recommendation. Approved by PC and accepted by the president.
- Commission for Promoting Pluralism annual report by Alfreda Brooks.

(continued on page 4)

RIT Summer Softball League

Sandi Tomassetti

RIT has a faculty/staff/student summer co-ed softball league. The coordinator of the league is Scott Lambe and it is under the jurisdiction of RIT Intramural Sports which is coordinated by Daryl Sullivan. RIT Intramural Sports provides umpires and will loan equipment like bases and bats. Each team usually provides their own equipment.

The league forms in the Spring and the deadline for team rosters is early May. The league is limited to eight teams because of the number of playing fields available. The league plays its games from June-August and the games are every Tuesday night at 5 pm and 7 pm on the RIT campus.

There are 8 teams and the names of the teams are:

- | | |
|------------------------------------|--------------------------------------|
| #1 Infrared Sox - Coll. of Science | #5 Hackers - ISC |
| #2 99ers - Physical Plant | #6 Mad Scientists - Coll. of Science |
| #3 Eli-Fun - Eng. Lang Inst. | #7 Ballbusters - Campus Safety |
| #4 Running Dogs - Liberal Arts | #8 Food Service - Food Service |

This is a slow pitch softball league and any faculty, staff, or student who works on campus or attends RIT can participate in the league. Also any RIT faculty/staff family member can be a member of the team.

There is a minimum 10-11 players per team with a minimum of 3 girls per team. Scott advises the teams to have 15-16 players on each team. They play a seven inning game. Each team can play 10 fielders and 11 batters (DH). If there are more than 10 players then after 3 1/2 innings the players rotate in. RIT Softball League follows the ASA (American Softball Association) rules with some modification because the league is co-ed. The goal is to have a good time.

Some teams wear the same color shirts and hats. Roy Deminent, Director of RIT Physical Plant, supports the 99ers by paying for the shirts and hats as well as supplying the bats and balls. This year the 99ers are wearing black. Roy also shows up at many of the games. The Running Dogs wear white baseball jersey with purple "DOGS" lettering and ELI-Fun wear blue t-shirts and white baseball caps.

Team roster for the Infrared Sox are :

- | | |
|---------------------------|-------------------------|
| Sandy Cope (student) | Beth Dingman (student) |
| Dick Doolittle | Emily Fraser (student) |
| Tom Gennett (Capt.) | Chastity Hart (student) |
| David Hetzer (student) | Neil Lagille (student) |
| Jeff Lodger | Mike Kotlarchyk |
| Matt Piedmonte (student) | Joanne Polito |
| Joe Roc | Marty Vaughan |
| Ezelle Williams (student) | |

Team roster for the 99ers are:

- | | |
|------------------|----------------------|
| Carolyn Crawford | Vinnie Frattle |
| Sherman Johnson | Pat Kirsch (student) |
| Scott Lambe | Michelle Petersen |
| Peter Poulton | Pat Rivers |
| Steve Saunders | Jim Shelton (Capt.) |
| Janine Tuttle | Mike Widman |
| Phil Yeager | |

Team roster for ELI-FUN are:

- | | |
|----------------------------|---------------------------|
| Marcia Acuna (student) | Faisal Al-Dubal (student) |
| Seoung Joon Baik (student) | Kathy Boncez |
| Sharon Brunner | Juan Duarte (student) |
| Beatriz Gomez (student) | Edgard Graterol (student) |

- | | |
|----------------------------|---------------------------|
| Masanori Hemmi (student) | Yoshinori Hemmi (student) |
| Toshiaki Izumiya (student) | SuMi Ko (student) |
| Byung Chan Lee (student) | Kristine Mook (Capt.) |
| Kayo Obonai (student) | Enid Stevenson |

Team roster for the Running Dogs are:

- | | |
|-----------------------|---------------------|
| Marie Bernard | Tim Engstrom |
| Paul Ferber | Joe Hinds (student) |
| Jeff Kell | Alicia Nacy |
| David Neumann | Mary Ann Pugliese |
| Rudy Pugliese (Capt.) | Jackie Reynolds |
| Pattie Rzepka | Richard Shearman |
| Mike Stone | Richard Tannen |
| Brian Thorn | |

Team roster for the Hackers are:

- | | |
|-------------------------|-----------------|
| William Birkett | Edgar Buffan |
| Thom Craver | Vicky Dodd |
| Kevin Donaghy | Pamela Drake |
| Aaron Gorelick | Vince Incardona |
| Mark Indelicato (Capt.) | Ron Kenney |
| Jim Klossner | Todd Kraska |
| Peter Lalley | David McClosky |
| Sue Michel | Dave Mulvihill |
| Dony Oatman | Dianne Parker |
| Dave Stewart | Sonny Stowe |
| Isabel Troiano | |

Team roster for the Mad Scientists are:

- | | |
|----------------------|---------------------|
| Tom Addison | Ed Brothers |
| Jeff Dunlop | Linda Eckel |
| Veronica Egan | Charles Francavilla |
| Melanie Levesque | Robert Malcolm |
| T.C. Morrill (Capt.) | Glen Robinson |
| Lu Yang | |

Team roster for the Ballbusters are:

- | | |
|---------------------|----------------|
| Janie Ange | Melissa Coe |
| Steve DiFiore | Cathy Ellis |
| Lynne Erne | Bob Harrington |
| Mark Jones | Jewel Mack |
| John Myers | Joe Nichols |
| Trevor Powell | Dan Stacey |
| Chris Stutt | Heather Surdak |
| Bryan Trombley | Mike Volo |
| Steve Wells (Capt.) | Roy Whitson |

Team roster for Food Service are:

- | | |
|-----------------------------|-----------------------------|
| Angela Brightwell (student) | Andy Coony (student) |
| Rhonda Dashnau | Pat Falkenstein |
| Roger Glitch (Capt.) | Dan Goebert (student) |
| Jeff Grau (student) | Dave Hillman |
| Jeff Hosenfeld (student) | Nate Hurle (student) |
| Sajjad Ibrahim (student) | Chris Leskovar (student) |
| Dan Moss (student) | Dominic Pillittere |
| Eileen Ranois (student) | Russ Schwartzbeck (student) |
| Jodi Sullivan (student) | Shelly Thilliman (student) |
| Dave Vedder (student) | |

There is a Fall softball league and if anyone is interested, you can contact Daryl Sullivan (ext. 5596). The Running Dogs play in both Fall and Spring-Summer softball league and have done so for the the past five years.

**Congratulations to the
INFRARED SOX
for winning the championship!**

Call for Volunteers

RIT Staff Council Communications Committee is calling for volunteers to join the Ad Hoc RSC Newsletter Committee. We need staff members to help with the production of our quarterly newsletter. Specifically, we are looking for **copy editors** and **staff writers**.

What do you get out of this?

- Your name will be published in the credits
- You have a chance to get involved with Staff Council
- It's lots of fun!

If you think you might be interested in joining the Ad Hoc RSC Newsletter Committee, please forward, by September 15, 1995, your name, department, office room, extension, and mention your area of interest (via interoffice or electronic mail) to:

Anita Hogan
Communications officer, Staff Council
TMO-1343
Electronic mail: ALHFPU

Thank you.
We will be contacting you shortly.



Policy on Letters to the Editor

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

1. All letters to the editor should be sent to Peg Meyers at the Staff Council office, SAU, room A450, or via e-mail to MEYERS MS@A1.
2. A letter to the editor(s) must be of an opinion on RIT issues affecting RIT staff members.
3. The length of the letter must not exceed 250 words.
4. All letters must be signed and the author's name will be published. Anonymous letters will not be published.
5. 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.
6. The editor(s) will use their discretion in publishing of all letters.
7. The editor(s) reserve the right to edit letters.

Staff Council Ad Hoc Newsletter Committee

Managing Editor – **Bret D. Wachter**
Production Manager – **Sarah Perkins**
Contributing Editors/Staff Writers – **Curtis E. Reid,**
Sandi Tomassetti

**To all staff members who received a
degree during 1994-95 academic year,
CONGRATULATIONS!**

RSC Minutes *(continued from page 2)*

Events have been well-attended, but not by RIT community.

- Education and Access Goals. Approved as revised 5/10, after concern from the Board of Trustees.
- Academic Governance Proposal was voted down. FC reps could not accept amendments to the proposal. Motion to send the proposal back to the

writing committee for revision was made and voted down (in a tie vote). As a result of the Faculty referendum the Faculty Council no longer exists and an Academic Senate has been created. However, the Academic Senate has no representation at Policy Council. This leaves the faculty with no voice in the shared governance of RIT at this point.

Staff Council

Rochester Institute of Technology
1 Lomb Memorial Drive
Rochester, NY 14623-5603

Special thanks to **Hilliary Dunn** and staff (Mail and Reprographics) for the printing and distribution of this newsletter.