

R.I.T. STAFF COUNCIL

Fall 1995

NEWSLETTER

Volume 4, Number 1

Fulfilling a Mission

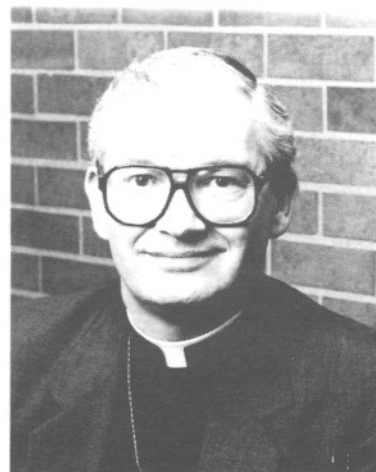
submitted by Sandi Tomasseti

In July 1995, the Department of Campus Ministries was renamed the Center for Campus Ministries. The Center for Campus Ministries is located in the Kilian J. and Caroline F. Schmitt Interfaith Center and was founded to nurture the spiritual growth of students on the RIT campus. Members of the clergy who serve in the center are appointed by the judiciary board of the various religious denominations represented on campus and are not employees of RIT. The Center for Campus Ministries is governed by the Institute Committee on Religious Affairs (ICRA) and is under the jurisdiction of RIT Student Affairs.

The mission of the Center for Campus Ministries is to:

- Enhance religious life at the Institute.
- Provide a bridge between religious and intellectual life within the Institute community.
- Be a prophetic voice within the Institute community, emphasizing human, ethical, and moral values.
- Serve as an advocate for individuals and groups within the Institute.
- Facilitate communication and understanding within the Institute.
- Reach out and serve the larger community.
- Develop and nurture future leaders within the communities of faith.
- Relate lifestyle and profession to religious values.
- Affirm the pluralism and celebrate the diversity of traditions and cultures, while working together in a spirit of mutual support and interest.
- Respond to requests for academic assistance and provide religious education.

Father Butch Mothersell epitomizes this mission statement. "Father Butch" is a full professor and faculty member teaching in NTID's Department of General Education Instruction, in addition to his work as a priest in the Center for Campus Ministries. He plans on leaving RIT soon.



Father Butch Mothersell

Butch was hired by RIT on February 1, 1969. While teaching at RIT, he pursued his doctorate at the Colgate Rochester Divinity School. In 1980, he was ordained as an Episcopal priest in the NTID Theatre and joined the Center for Campus Ministries. Father Butch never gave up his academic role and continued to teach general education courses at NTID. He was awarded RIT's Distinguished Young Teacher Award for 1970-71. Father Butch is a very private man, but his influence on this campus is far reaching. Just mention his name to anyone on the RIT campus, and he or she will tell you a story about him. The list of adjectives that people use to describe his work and his life are many.

Here are just a few comments from administrators, faculty/staff, and students who know Butch and how he touched their lives:

Dr. Robert Frisina, director of the International Center for Hearing and Speech Resources and former director of NTID, was involved in the interviewing and hiring process of Father Butch. He states, "Butch came to appreciate the raw and oft-hidden talent in the young men and women who sought upward mobility at RIT. He came, saw, and conquered the genuine affection of students and colleagues alike. Butch is one of the rare persons who finds it as easy to practice his principles as it is to state them."

Dr. Jerry Argetsinger, chair of NTID's Department of General Education Instruction, says of Butch, "He is always there to help anyone, to give support in any way that he can because he has a genuine concern for each person's temporal and spiritual well being. While Butch is all of these things, he could never be described as pious. If anything, he walks on the

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Exercise vs. the Rochester Winter

submitted by Laurie Barrows

Many folks take up channel surfing as their favorite sport during the long Rochester winter months. According to Bill Brewer, RIT's exercise specialist, and Terrance Cantrell, NTID student development assistant, "Most people don't stick to an exercise program." Why? Usually it's a time factor. In addition, for many of us, during the winter it's a motivational factor. For example, it's really easy to stick to a regular walking regimen during the warm weather months, but—let's face it—it's a lot harder to get walking when the weather is lousy. But all is not lost, because other than athletes, Bill says, "It is the adults who are committed and are the steadiest participants in the Fitness Center." Hats off to us!!

For many of us, Bill and Terrance feel that walking is the best choice. Walking offers an aerobic component of exercise, maintaining both aerobic fitness and a high metabolic rate, which helps to keep our winter doldrums away. Walking indoors during the winter months is usually safer than walking outside due to icy sidewalks. One alternative to braving the elements is walking at the RIT Student Life Center track; eight trips around equals one mile. All you need to use it is your RIT ID card, comfortable walking shoes, and some motivation. Any building at RIT will also suffice; use the stairs to your fitness advantage. Some people still walk or jog around the Ritter Ice Arena. Many local high schools open their hallways to district members. Malls are an excellent choice (as long as you can keep away from the ice cream, pizza, pretzel, and cookie vendors!!). In addition, Bill says, "Walking offers low risk of injury, is done in a social situation, and you can always find someone to walk with." Overall, Bill stresses, "The best exercise is the one you will stick with; it depends on the individual." Some people use their exercise bikes while watching the evening news—or any TV program.

For a complete fitness analysis, you can set up an appointment with Bill at extension 7354 or 6232 in the Fitness Testing Lab, Room A120, located in the lower level of the Student Life Center. Bill's credentials include a B.S. from SUNY at Cortland in Health Education and Physiology and national certification from the American College of Sports Medicine. Prior to his working at RIT, Bill worked in cardiac rehabilitation at St. Mary's Hospital here in Rochester. "We provide a very thorough fitness analysis to develop a personalized exercise prescription program," says Bill. "It is tailored to the needs of the individual. Realistic expectations, time constraints, and physical limitations are factors that are taken into consideration. My analysis is non-judgmental, non-authoritarian; I'm not a slave driver. Each individual's motivation comes from inside; the program is designed to bring out what is within them. Along with calories

and fat burned, the results are both a mental and physical sense of wellness and personal enhancement." The fitness evaluation includes the measuring of percent of body fat/body composition, leg presses to test lower-body strength, chest presses to test upper-body strength, sit-ups to test muscular endurance, sit and reach for the testing of body flexibility, and most importantly an aerobic capacity test on the treadmill. "People don't come," Bill says, "because they don't realize the total benefit for their health doesn't take an inordinate amount of time." There is a difference between health-related and appearance-related fitness. For instance, it only requires a half hour of exercise out of every 48 hours to remain aerobically fit.

The RIT Fitness Center, located within the Student Life Center, provides many options for fitness. Among these options are 22 Cybex machines. The Cybex machines are similar to Nautilus machines; each machine is designed to work one specific body part. This differs from equipment such as Soloflex where you have to do your own set up to target your individual areas. In addition to the 22 Cybex machines, the RIT Fitness Center offers 4 Schwinn Airdynes, 7 Lifecycles, 4 treadmills, 2 rowing machines, 9 stair-climbing machines, and 1 Nordic Track. The staff of student trainers are very willing to help you out and show you how to use the different machines. Liz Ramsey, a nutritionist, is also available. With knowledge of your diet and aid of her computer, she can show you the components of your diet, such as vitamins, minerals, and carbohydrates. She can give you the overall picture of overabundancies and deficiencies in your daily food intake.

The future for fitness at RIT looks very healthy thanks to the efforts of dedicated students like Terrance Cantrell. He's a third-year Information Technology student who trains and helps deaf students in the weight-lifting program. He is a dedicated student development assistant who works with NTID varsity athletics teams and with intramural sports. Bill is working with Terrance and other student trainers, teaching them fitness techniques in order to better serve faculty, staff, and students alike. Courses are being developed to teach students to become health-fitness instructors. Coursework would incorporate the theory and practice of exercise testing and prescription. This would enable student trainers to help us with fitness on a more individual basis. Terrance is in the process of producing a survey for the Deaf community designed to expose any barriers that keep them from fully utilizing the RIT Fitness Center. This survey will be finished by winter quarter and will be distributed via mail folders, gym classes, and intramurals and will be available at the Student Life Center.

So no more excuses!! Stop surfing and start sweating!!! ❖

Fulfilling a Mission

(continued from page 1)

cutting edge of irreverence. That impish twinkle in his eye is real! But what makes him so endearing is that he sees the absurdities and unfairness of life and helps individuals through the hard times, whether by self or fate, and usually sends them on their way with a smile."

Dr. Gerry Buckley, NTID Center Director for Outreach, remembers when he was a student here and how Butch influenced his life. "I met Butch in 1974 when I was a freshman. Coming from the midwest, attending RIT and NTID was an overwhelming experience for me. I was thinking about going home when Butch became part of my life. I remember very clearly our first interaction and my immediate sense that he understood and he cared. Butch sensed that I needed some 'home cooking' and invited me to his home. I became part of the extended Mothersell family. After I completed my doctoral studies, I again turned to Butch, my mentor, for advice. He immediately understood how I was trying to make sure that my professional and personal responsibilities were in balance. RIT and NTID have been blessed by Butch's work, his presence, and his love."

Associate professor Julie Cammeron of NTID's Department of General Education Instruction has known Butch for

Handshakes, hugs, and a healthy dose of humor are generously shared with each person he sees.

23 years as a colleague and friend. Julie will tell you that, "Butch is a man that everyone knows and loves. Handshakes, hugs, and a healthy dose of humor are generously shared with each person he sees. Without a doubt, Butch Mothersell is the best loved teacher I have ever met. Butch's legacy to the world is that of a gifted educator who has made a lasting impression on the lives of thousands of young students who are deaf. In word and spirit, Butch communicates to all who know him that life is precious, that learning is valuable, and that each of us can find joy in doing a job well."

Students' gifts cover the wall in Butch's office and in his home, according to Ralph Hymes, professor on the Liberal Arts Support Team. Butch is known for his classroom "hijinks" and how meticulous he is with his "signs." "He teased his students by offending them and at the same time personalizing his relationships with them and making them feel important. He increased their self-worth—all at the same time and in an informal way." Butch's methodology and expertise were featured in the early 1980s in a USAir magazine article about NTID. "Butch was also excellent at seeing issues and arriving at an appropriate understanding. His conclusions were succinct and carefully orchestrated and yet arrived at with a snap of his finger." RIT was Butch's "caseload" in his role as confidante for administrators, faculty, and staff. "He had a warm hello for everyone, and when you would walk/stroll

around campus with Butch, you realized how many friends he had and how many people truly love him."

Sarah Perkins of NTID Instructional Design and Evaluation tells how Butch helped her personally. Years ago Butch wrote a letter of support to upgrade her job to full time. "His letter was brief but full of compliments and vigorous support of my work, attitude, and contribution to the Institute." Recently, "My husband was in an automobile accident, and Butch was the only person to ask if we needed money until the insurance companies settled." Sarah continues by saying, "Butch is just one of those people that makes you feel good, who doesn't ask for anything, doesn't require any ego stroking, but is quick to say nothing but wonderful things about you to other people, both in your presence and behind your back, and causes other people to think well of you in return. When you do try to say kind things about him, he tries to divert people's attention back to you. He doesn't like or need flattery for himself. Just knowing he was there made for some comforting thoughts. Now that he isn't there, it's a bit of an empty feeling, like something special and important is gone, something priceless that can't be replaced."

Dale Kennedy, one of Father Butch's former students, says that, "Butch was an amazing teacher. He motivated me to read, and that improved my English skills. Butch would perform in class to help motivate us [students] to read. Later on in life, I used Butch's teaching methods in my own class. I owe Butch a lot."

Current RIT/NTID student Andrew Pearlman met Father Butch through the Campus Ministries office. Andrew tells of how, "Father Butch would bring his dog to work everyday because the dog had been abused by his former owner and could not be left alone. What a caring and giving man he is!"

Mary Beth Barber, NTID Admissions' Visitation Specialist, is a former Miss Deaf America and Miss NTID. She is now Father Butch's daughter-in-law. She remembers, "Years ago Butch was my first teacher at NTID. Although I did not know sign language, I felt totally included in the class. He had the gift of being able to teach all of us regardless of our communication preference and make us love the learning in the process."

For the past 10 years, Sister Marlene Vigna has worked with Father Butch in the Center for Campus Ministries. "He reaches out to students and makes them feel like more than a number. He is creative in his life and ministry." A symbol of the Center for Campus Ministries is a cuddly, stuffed bear. Father Butch kept a supply of these bears and would give them to people to make them feel special. "The bear symbolizes his warmth. Butch would also give people bear hugs."

Father Butch does not want any party or fanfare when he leaves. He just wants to slip quietly away. Father Butch has left a lasting impression on RIT's faculty, staff, and students. He has given us so much—he has fulfilled a special mission. ❖

RSC Minutes Summary



MAY 25, 1995 – MERCER PROJECT UPDATE – Kathy Bello updated RSC on the Mercer Staff/EDF Compensation Project.

STAFF RECOGNITION AWARD – A Staff Recognition award study group was appointed to gather information from other universities over the summer re: Staff Recognition. This group would not develop recommendations, but gather information only.

PLAN OF WORK – G.Mitchell explained that RSC has to prepare its Plan of Work for 1995/96. She asked for volunteers to draft a proposal.

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

- President's Report
- Commission for Promoting Pluralism annual report
- Education and Access Goals
- A new MS Microelectronic Manufacturing Engineering degree program was well-presented and approved.
- The Academic Governance Proposal was voted down. FC reps could not accept amendments to the proposal because they felt bound to present and vote on what had been approved by faculty referendum. A motion to send the proposal back to the writing committee for revision was made and voted down (in a tie vote). The president cast the tying vote on this motion, which forced the vote on the proposal as presented. The vote on the proposal was 11 in favor, 26 opposed, 5 abstained.

COMMITTEE REPORTS – Training Task Force - A.McCrave reported that the TTF had met earlier today. The first draft of their report is complete.

K.Thireos reported that the Administrative Review Criteria Committee is nearly done with their work.

CHILD CARE TASK FORCE MEETING WITH DR. SIMONE – C.Dickinson reported that he and Kathy Gillies had met with Dr. Simone to present and discuss the CCTF final report. Dr. Simone was very complimentary, and glad to see the report was developed through consensus of a cross-section of people. While he is personally supportive of child care at RIT, his feeling is that any development risks in funding should be reserved for academic endeavors at this time. The report was presented to and used by the office of Finance & Administration in their deliberations as to the future of child care here. It was decided that follow-up on the CCTF work should be an item in the 1995/96 Plan of Work.

JUNE 22, 1995 – TRAINING TASK FORCE REPORT –

G.Mitchell introduced and welcomed Debbie Stendardi, chair of the Training Task Force. Debbie began by naming the members of the task force and she expressed her appreciation to the members for their hard work and dedication to their task.

The group was broken into three subcommittees: Survey, Training Resources and Policy. They identified the need for RIT to internalize the concept that staff training is a good investment for a business - the same concept we "sell" so effectively to outside organizations.

Council extends to all the task force member its sincere gratitude and congratulations for a job well done.

BENEFITS ADVISORY GROUP – J.Nairn reminded members that a new non-exempt representative to the BAG was still needed. Joe went on to ask for suggestions from RSC as to the direction the BAG should take. He explained that they are close to finishing their work on sick and vacation time for non-exempt staff.

PROPOSED 1995/96 RSC BUDGET – M.Servé presented the proposed budget. Ways to increase staff support were discussed - RSC needs to articulate why staff should support its work, and how their contributions are used.

PROPOSED 1995/96 PLAN OF WORK – The draft Plan of Work was reviewed and revisions proposed. A.McCrave will revise and submit for approval at the 7/27 meeting.

JULY 27, 1995 – 1995/96 PLAN OF WORK – A.McCrave presented the proposed Staff Council plan of Work for 1995/96.

COMMUNICATION WITH CONSTITUENTS – A.Hogan presented a draft letter of introduction to be sent from members to their block constituents. Some revisions were suggested. Anita will revise and send electronically to all members for their review. Approval will be an agenda item for 8/24. The best way to distribute the letter was discussed - in person, electronically, posting on designated bulletin boards. Members are encouraged to share ideas they may have on this.

BY-LAWS AMENDMENT – A.McCrave reviewed the proposed amendment to section 2.331, which would allow 3 - 5 Policy Council alternate reps. Approval of this amendment will be an agenda item for 8/24.

INSTITUTE GOVERNANCE COMMITTEE – V.Pullyblank reported that she has attended one meeting of this committee, chaired by Dr. Simone and charged with developing a compromise document to replace the Academic Governance proposal which was defeated at the May '95 Policy Council meeting. The committee consists of:

- The President
- The Provost
- The Academic Senate Proposal writing committee - Guy Johnson, Laura Cann, Tim Engstrom, Mary Sullivan
- Dean's Council rep - Paul Petersen
- Staff Council rep - Vonnice Pullyblank

The Provost and the Dean's Council rep were not present, but a good start was made. For the next meeting, Guy is re-working section 3.1 of the proposal (Faculty responsibilities) and Vonnice is to revise the section describing the standing committees. The next meeting has not yet been scheduled, but the goal is to have a proposal ready in September.

BOARD OF TRUSTEES MEETING – C.Dickinson and G.Mitchell reported on the meeting of 7/22&23/95.

- President's report: - President's report:

Freshman enrollment is up for September, but upper class numbers are still not good, meaning continued budget challenges. Retention problems are still not solved. CAST and CIAS have the greatest increases in Freshman enrollment.

A proposal to create Internal Teams for Change consisting of faculty, staff and trustees to develop new programs. Some questioned conflict of interest for trustees who would help develop a program and then vote on its acceptance.

Presented the paper on Faculty Evaluation and Development - Report of a Board committee on Trustee evaluation. Criteria being considered include internal and external contacts, attendance, resources, contributions.

- State of the College reports by each of the Deans, Interim Deans, Acting Deans. Very good presentations, including statistics such as number of students entering, number graduating, dollars, attendance, resources, contributions.

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OPEN FORUM – Approximately 150 people attended the forum earlier today about the Staff/EDF Compensation Project.

Finance: M.Servé reported that the 94/95 year-end report indicates that we have an \$1100.00 carryover, including approximately \$600.00 balance from 1993/94. Also, there is a possibility that we will have to replace the PC in the Staff Council office.

Communication: L.Hill encouraged members to seek help from others, should they need it, in identifying their block constituents.

Elections: Block 3 special election went well - Donna Welch was elected to replace Holly D'Angelo who has left the Institute. Approximately 100 responses from 250 ballots sent. Gaylene announced that there is a newly vacant seat in block 7. Jim Seeger finds he must resign his seat to transfer to a new job at the Institute on C shift.

Issues: B.Barrett reported that they are reviewing the original charge to their committee. They are also considering surveying all staff to identify widespread issues

AUGUST 24, 1995 – CHILD CARE UPDATE – Gaylene welcomed Dr. Kuk, V.P. of Student Affairs, and Anne Hoenig, Director of Horton Child Care Center. Dr. Kuk thanked RSC for the Child Care Task Force work, stating that it was very helpful in persuading the Administration to expand RIT's child care program. After a long and thorough search, it has been decided to remodel the first floor of the Alexander Graham Bell residence hall to create a 9000 sq. ft. facility for an expanded program. The plans have been approved by the Student Life committee of the Board of Trustees. In the new facility, there will be room for approximately:

- 16 infants (8 weeks - 18 months)
- 20 toddlers (18 months - 3 years)
- 30-40 pre-schoolers (3 - 4 years)
- 10 after school (1st - 3rd graders)

Anne also stated that there have been many offers of help in getting up and running from parents, students, and staff - graphic artists (to design flyers, registration forms, etc.), engineers (to design the playground) and more.

BY-LAWS AMENDMENT – K.DeLorme moved to amend section 2.331 of the RSC by-laws as proposed to allow for three to five Policy Council alternate representatives; seconded by J.Nairn. Motion carried unanimously.

ANNOUNCEMENTS – A meeting has been scheduled for 9/12/95 with Dr. Simone to present the Training Task Force report & recommendations. It will include Dr. Simone, Debbie Stendardi, Geri Curwin, Cliff, and Gaylene. Also, Cliff received a note from Stan McKenzie congratulating RSC and the TTF for a fine job and offering his support and help in implementing the report's recommendations.

Update on the (Permanent) Provost Search - the process is moving right along. Three finalist candidates have been invited to campus soon after opening day. An announcement of the new Provost can be expected in early fall.

The RSC office computer has been repaired (and upgraded to a 486); software has been upgraded; fax capability added; laser printer procured.

COMMITTEE REPORTS – Issues - T.Passarell distributed copies of the Managed Attrition Summary Report as of 7/31/95, which was posted in his area. Some questioned its significance without appropriate interpretation.

DISCUSSION WITH PRESIDENT SIMONE – Gaylene welcomed Dr. Simone and Bob French, Chair of the Committee on Administrative Program Review.

Administrative Program Review - Bob began the discussion, explaining that his committee was originally charged with developing the criteria to be used for Administrative Program review. They completed this task, adding process questions to each criterium to provide a common framework for each unit's evaluation. The five criteria named are:

- Centrality to Mission
- Facilitation of Priorities of the Strategic Plan
- Quality of Service
- Cost-Effectiveness
- Organizational Effectiveness

The president then asked this committee to suggest a process to be used. The committee has been working on this, and presented a draft proposal to V.P.'s and Deans, Faculty Council's Executive Committee, and, today, to RSC for their review and comment.

SEPTEMBER 14, 1995 – COMMUNICATION WITH CONSTITUENTS – A.Hogan presented the draft letter from members to their voting block constituents, revised as per the July meeting suggestions. The Communications Committee will correct the letter and e-mail it to all members along with the process for distribution.

RSC ATTENDANCE REMINDER LETTER – C.Dickinson presented a draft letter to RSC members which will be used to remind them of their responsibility to attend RSC meetings, as a courtesy before beginning a recall process.

EDF RESOLUTION – This was a discussion of the proposed resolution offered by Stan McKenzie in his memo to Dr. Simone (xc'd to RSC) and the draft RSC position statement e-mailed to members.

COMMITTEE REPORTS – Budget - M.Servé reported that a draft of the fall donation solicitation letter is not yet ready, but will be soon.

Communications - No report.

Elections - S.Joseph reported that, due to a new job placement at RIT, Bill Drum has submitted his resignation to RSC. The committee is contacting the runners-up from the spring election for a replacement.

Issues - J.Nairn reported that the committee is having difficulty finding a meeting time convenient to all members, but is working hard to firm up a meeting schedule. Joe also requested input, on behalf of the representatives to the Benefits Advisory Group (BAG), concerning the direction RSC would like them to go in discussions of Sick Time. The BAG's work thus far has yielded scenarios which would result in increased costs for the Institute, or would decrease benefits for at least some staff. They would like to know how RSC feels about proposing these alternatives at this fiscally challenging time.

POLICY COUNCIL INTERIM EXECUTIVE COMMITTEE – C.Dickinson reported that this committee met 9/8. He distributed the draft Plan of Work for Policy Council for 1995/96.

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RSC Minutes Summary

(continued from page 6)

ACADEMIC GOVERNANCE – V.Pullyblank met again with the group working to revise the Academic Charter. There was agreement that the original document was a combination Charter and By-Laws, and that Policy Council needs to approve only the Charter portion.

ANNOUNCEMENTS – The meeting with Dr. Simone to present the Training Task Force Report went well. He was very supportive, and asked Cliff, Gaylene, Debbie and Geri to present to the Administrative Council

SEPTEMBER 28, 1995 – RSC FUNDS SOLICITATION LETTER
M.Servé distributed a draft letter to be sent to all staff asking for contributions to support the work of RSC for the coming year. Members suggested minor revisions.

BAG/TASK FORCE OPTIONS – K.DeLorme and A.Evangelista spoke as representatives to the Benefits Advisory Group. Kathy began by explaining that Kathy Bello had asked the group to develop a proposal - re: sick time - in the next two weeks. The members felt that the issue was too big, and the options held too many repercussions, to put a proposal together so quickly. After discussion with RSC Executive Committee (RSC EC), a proposal was developed and e-mailed to all members for their consideration with three points:

1. Disband BAG for the time being
2. Establish a standing RSC committee on compensation to gather timely information and benchmarks
3. Convene an RSC Benefits Task Force to develop a recommendation on time off and disability benefits to be presented to the Institute after the Program reviews and Mercer project are completed.

It was decided through consensus that the members of the BAG will communicate to Kathy Bello RSC's concerns with the short timeline and our desire to consider Program reviews and Mercer Project outcomes in any recommendations developed by the BAG. They will suggest that the BAG use the interim time to study benefits more completely, and ask that the BAG membership be broadened to gather input from across campus.

ACADEMIC GOVERNANCE – V.Pullyblank reported that she was concerned that perhaps faculty members are not aware of what has been happening with the Academic information in the FACULTY notes conference, and a casual conversation she had with some faculty members indicated that they were unaware that the proposal was being revised and re-submitted.

It is necessary to clarify that Policy Council will not be voting to approve the Academic Governance Charter, but rather to recommend that the president approve the charter.

COMMITTEE REPORTS

Communications - L.Hill reported that she had sent the memo for constituents to all members via e-mail. She asked all members to edit it to reflect their name, block, etc. and be sure it was delivered to all constituents - electronically, personally, posted on bulletin boards - whatever means would work best in their situation.

Newsletter - M.Connor reported that the fall newsletter will go to print 11/20. Articles are due 10/16, and will include: Benefits update; list of RSC committees and their chairs; in-depth story about Fr. Butch Mothersell; child care update; issues survey. It was suggested that a contribution reminder be included also.

Elections - K.Gorman reported that Peiter Poulton will replace Bill Drum as a block 7 rep. Peiter was a candidate in the May '95 elections and is an operations engineer.

Issues - B.Barrett explained that a draft survey, to be sent to all staff, was included in the mail folders. He asked that members review it carefully, and be prepared to discuss/approve it on 10/12.

Structure & Function - K.DeLorme reported that Vinnie Fratelle has been invited to attend the 10/5 RSC EC meeting to discuss serving as RSC Parliamentarian.

PROCEDURES FOR THE POLICY PROHIBITING

DISCRIMINATION & HARASSMENT – C.Dickinson reported that the draft procedures submitted to the Policy Council Interim Executive Committee for inclusion on the October Policy Council agenda were sent back for further work. ❖

A Note from the Communication Committee:

All RIT staff should have received a letter from their Staff Council representative. This letter identifies your representative and how to contact him/her. It also explains Staff Council's goals and the representative's responsibility to you as a constituent.

If you have not received any contact from your Staff Council representative, please contact any member of the Council or its secretary, Peg Meyers, at x7656, or via All-in-One (MEYERS MS.).

As always, you are welcome and encouraged to contact Staff Council members with your views and concerns!

Do You Know What Cumulative Trauma Disorders Are?

You may know them as carpal tunnel syndrome, repetitive movement injury (RMI), or tendinitis. More than half of all American workers are at risk of developing one or more of these CTDs (Cumulative Trauma Disorders). RIT has an agreement with the Park Ridge Health Connection to help evaluate and treat these disorders for all RIT employees.

For more information about this service, contact Sue Quinn in the RIT Personnel Office, x2429, e-mail SPQ1248.

Why Can't I Speak at a Staff Council Meeting?

The answer is you *can* – but you must be on the agenda to do so. Section 4.11 of the RSC Bylaws state: “Any member of RIT staff may submit items and/or may address the council by placing themselves on the agenda through their representative or through a member of the Executive Committee prior to the meeting.” Another way for non-RSC members to participate in discussions and ask questions is to have Staff Council vote to suspend the House Rules. We have done this on several occasions – when the Child Care Task Force was reporting, for example.

Visitors are welcome at all Staff Council meetings; we meet on the 2nd and 4th Thursdays of each month in 1829 Room of SAU from 2-4 p.m.

For more information on this or other issues, you may contact Gaylene Mitchell, RSC vice chair, at x7140, or secretary Peg Meyers at x7656. ❖

Staff Council Meetings

Nov. 30, 1995 (5th Thur.)	All meetings held in 1829 Room, SAU unless otherwise indicated	
Dec. 14, 1995		
Dec. 21, 1995		
Jan. 11, 1996		
Jan. 25, 1996		
Feb. 8, 1996		
Feb. 22, 1996		
March 14, 1996		
March 28, 1996		
April 11, 1996		
April 25, 1996		
May 2, 1996		Location TBA
May 16, 1996		Location TBA
May 30, 1996		

BIG Ideas

You have **BIG IDEAS** about how to make RIT a better place for students. You have **BIG IDEAS** about how RIT's administration should address issues. You have **BIG IDEAS** about policies which may effect our working environment. The question becomes, how do your **BIG IDEAS** become known? RIT Staff Council is here to make that happen.

Staff Council represents all permanent staff in RIT's Governance Structure. Since being formed in 1993, Staff Council has earned the respect of people throughout RIT. Staff Council members are consulted routinely for **BIG IDEAS**. This past year Staff Council played a pivotal role in the Training and Child Care Task Forces. They serve on other critical Institute committees such as Policy Council,

Agenda for Action Committee, and the Budget Advisory Committee, to name a few.

RIT provides support for some of the operating expenses of Staff Council. We are very grateful for that but the funds are limited. We need your support. Your donation will go a long way toward allowing us to purchase needed office equipment, increase campus communications and support your **BIG IDEAS**.

Information was sent to all RIT staff in mid-October. If you did not complete a form and would like to contribute funds to Staff Council, please contact Mike Servé at x6709, or via All-in-One at MSSNPL, to obtain further information. Thank you for your support!



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.

Standing Committees of Staff Council

Executive Committee – consists of the chair, vice chair, treasurer, communications officer, and four at-large members. Half of the members are exempt staff, and half are non-exempt staff. All are elected by vote of the full RSC membership.

Chair is Cliff Dickinson, Physical Plant, x6575.

Budget and Finance – responsible for collecting contributions and for planning, adjusting, and managing Staff Council finances.

Chair is Mike Servé, NTID Financial Planning and Budgeting, x6709 (V/TTY).

Communications – responsible for gathering and disseminating information regarding Staff Council activities through newsletters and other media as appropriate, and for scheduling and publicizing Staff Council open forums.

Chair is Linda Kenville-Hill, College of Liberal Arts, x6837.

Elections – responsible for conducting the Staff Council elections in accordance with section 2.2 and for review of the voting block ratios and the nomination process.

Co-chairs are Katherine Gorman, Imaging Arts and Sciences, x2738, and Sue Joseph, Center for Student Transition, x5540 (V/TTY).

Issues – responsible for bringing to the attention of Staff Council issues of concern to a significant number of RIT staff.

Co-chairs are Joe Nairn, Part-time Enrollment Services, x5526, and Ted Passarell, Physical Plant, x6771.

Structure and Function – responsible for an annual review of the by-laws, and for recommending changes when necessary.

Chair is Kathy DeLorme, NTID Social Work Support, x6278 (V), x6139 (TTY). ❖

Staff Council Ad Hoc Newsletter Committee

Managing Editor - *Bret D. Wachter*

Production Manager - *Sarah Perkins*

Contributing Editor/Head Staff Writer - *Sandi Tomassetti*

Staff Writer - *Laurie Barrows*

Copy Editor - *Susan Dauenhauer*

Staff Council Liaison - *Mary Ann Connor*

Staff Council

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