

RIT STAFF COUNCIL

June 1996

NEWSLETTER

Volume 4, Number 3

RSC Elections and 1996/97 Staff Council

The RIT Staff Council is pleased to announce its membership for the 1996/97 year:

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Staff Profile - Curtis E. Reid

Thank You and Goodbye

by Sandi Tomassetti

Curtis E. Reid joined RIT as an NTID student during the 1983 Summer Vestibule Program (SVP). He received his bachelor's degree from RIT's College of Business in Business Administration/Information Systems in May 1988. Curtis started work at RIT in March 1989, when he was hired by NTID Communications. In 1992, he was transferred to NTID's Center for Institutional Services (CIS). In May 1994, Curtis received his master's degree in Software Development and Management from RIT's College of Applied Science and Technology (CAST).

Curtis was a member of RIT's Staff Council in its early years. He was a member of the Interim Staff Council and in May 1993 was elected to represent Voting Block 5 (NTID). Curtis was the only deaf person to serve on Staff Council in that first term (1993 - 1995). As part of his Staff Council duties, Curtis was expected to volunteer and serve on a committee. Curtis chose to be part of RSC's Communications Committee. Corinne Heschke, chair of the Communications Committee, asked Curtis to serve as committee co-chair. She said at the time, "Curtis comes to us with a wealth of information in communication and computer skills."

The RSC Communications Committee started publishing a newsletter in 1993. The newsletter was one way to communicate to staff the many things RSC was involved in on their behalf. Curtis became managing editor of the Staff Council Newsletter. In 1994, Curtis became the chair of the Staff Council Communications Committee.

In June 1994 Curtis recommended to Staff Council that an ad hoc committee be formed to help produce the newsletter. The newsletter was a big project, and it took many hours of work. The ad hoc committee would be open to any staff member, allowing more staff members to become involved with Staff Council. A call went out to the RIT community. The first meeting of the ad hoc committee of the Staff Council Newsletter was held in the fall of 1994. The ad hoc Newsletter Committee has since taken over the production of the newsletter but relies on the guidance and support of the Communications Committee for ideas and articles.

Curtis made a lasting impression on Staff Council and the Newsletter. Staff Council owes him a debt of gratitude for the many hours he spent in carrying out the duties of the Communications Committee and in producing the newsletter. He also served as parliamentarian for Staff Council for a short time in the fall of 1994. His critical eye, high standards and outstanding organizational skills are his trademark.

Curtis has served on many other committees while working at RIT. The most recent was the Middle States Accreditation Committee for Administrative Review. He is also a member of the Deaf Professionals Group (DPG). He has served on many RIT and NTID ad hoc committees, and could always be relied upon for his outspoken manner. He is smart, articulate and a great communicator.

The computer is Curtis's first love and traveling is his second. He has been to Europe, Australia and Hawaii and is a frequent flyer to Florida and New Mexico. On June 1, 1996 Curtis left the RIT community. He moved to Key West, Florida to start a business and pursue his hobby of scuba diving, while living on a house boat!

If you have never had the pleasure of meeting and talking with Curtis, you have missed a rare opportunity. He is unique. He has left his mark on RIT. And we wish him well.

Editor's Note from Sandi: I would like to thank Curtis for all of his advise and help. It was Curtis who encouraged me to become a writer for this newsletter. I also served on two or three committees with him, so I knew that when Curtis E. Reid was a member of a committee, things got done and done right. ❖

RIT has a Severance Package!

Submitted by Charles C. Dickinson

The fact is that no one really wants to talk about the possibility of anyone here at RIT getting laid off. After all, it has never happened, right? Not exactly. RIT has had layoffs in past years - infrequent, and small, but layoffs nonetheless.

Staff Council was concerned that positions might be eliminated as a result of Program Reviews, and was anxious to see a policy in place that was consistent, that recognized and valued the loyalty of employees displaced by re-structuring, and which assisted them in making this transition. RIT had a practice that helped guide Personnel through previous "events", but not a policy such as Staff Council was discussing. The Staff Council Issues Committee researched severance policies, practices, and packages at various local companies. They then presented their findings to the full Staff Council for discussion, and possible action.

Issues Committee was directed by Staff Council to draft a Severance Package proposal. Joe Nairn headed this effort. A draft was prepared, and after some debate and modification by full Council, it was sent to President Simone, Mr. Dempsey and Ms. Bello for their review. After some discussion with all parties, the President asked for a summary of our first draft with rationale and an expanded statement of intent. This was prepared and reviewed by the Staff Council Executive Committee and again sent to Dr. Simone.

After a number of meetings with the Administration and your Staff Council Representatives, a policy was written.

I think it is a good policy.

No one wants anyone to lose their job. While Staff Council certainly shares this sentiment, they also recognized the reality of RIT's current position. They chose, therefore, to put efforts where they felt they could have the most positive impact.

Surviving the Hard Times at RIT

by Laurie Barrows

Somewhere in between the budget reduction and managed attrition processes at RIT and NTID, employee morale has indeed emerged shaken, to say the least. But, there is a way to survive these tough times at RIT. Christine Schwartzott, a Brockport Graduate Student, will be available, here at RIT, for confidential counseling through the third week of August. Chris will offer counseling to faculty, staff, and family members presenting almost any problem or concern. This is the eighth year that RIT has offered free, confidential one-on-one graduate student counseling to its'employees.

If you have any further questions regarding Christine's availability you can call Jim Papero in the Personnel Office at ext. 2065, or at his home at 385-1705 after 8:00 p.m.

In these trying times, perhaps these words taken from "The Survival Guide to Stress of Organizational Change" from Pritchett and Assoc. will provide you with some insight:

SURVIVAL GUIDE: "The Organization is going to change—it must—if it is to survive and prosper. Rather than banging your head against the wall of hard reality and bruising your spirit, invest your energy in making quick adjustments. Turn when the organization turns. Practice instant alignment. Your own decisions may do more to determining your stress level than anything the organization decides to do." ❖

Special Thanks to a Great Team!

Submitted by Peg Meyers

Staff Council bids a reluctant good-bye and heartfelt thank you to an impressive leadership team. May 2nd marked the end of two years of exceptional service by Cliff Dickinson in the role of Chair and Gaylene Mitchell in that of Vice Chair of Staff Council.

In these roles, Cliff and Gaylene have served the RIT community in a number of ways. Whether at Institute Council, Trustee meetings, Academic Senate, Institute Budget Committee, Agenda for Action Committee, Compensation Task Force, or a number of other RIT endeavors, we were always confident that Staff Council, and all RIT staff, were well represented by one or both of them.

In the midst of all these activities, Cliff and Gaylene somehow found time to focus on their leadership of Staff Council. Countless hours of preparation were evident in their leading of the Council's meetings. More hours were spent following up on questions, ideas, and decisions which were a result of the discussions at these meetings. Always, their actions were guided by the best interests of all RIT staff.

Please join us in thanking Cliff and Gaylene for their dedicated service to RIT and especially to RIT staff. ❖

RSC Elections *(continued from page 1)*

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1227 Physical Plant	FAX: 7332

* New Member

Our congratulations and thanks to these and all the candidates who participated in the election. We would also like to express our sincere gratitude to those members whose terms are expiring. This includes:

Daniel Ambrose, Sue Joseph, Gaylene Mitchell, Joe Nairn, Sheila Park, and Curtis Reid.

Please offer your thanks to them for all of their time and effort spent on behalf of shared governance and RIT Staff. Our best wishes and sincere thanks to our departing members. ❖

Committee Spotlight

The Structure and Function Committee is responsible for reviewing the Staff Council By-Laws on an annual basis and recommending changes where necessary. While there were no major changes in the by-laws this year, there were several circumstances where "fine-tuning" and/or specific clarification needed to be put in writing. One example of this would be changing all references to Governance groups on campus who had reorganized or changed their name. The members of the Structure and Function Committee are also expected to be able to interpret and apply the by-laws to the workings of Staff Council with help from the Parliamentarian or in the absence of the Parliamentarian. ❖



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.

Staff Council Ad Hoc Newsletter Committee

Managing Editor - *Bret D. Wachter*

Production Manager - *Sarah Perkins*

Contributing Editor/Head Staff Writer - *Sandi Tomassetti*

Staff Writers - *Charles Dickinson, Lauren Barrows, Peg Meyers*

Copy Editor - *Susan Dauenhauer*

Staff Council Liaison - *Mary Ann Connor*

Something To Think About:

"It is not easy to find happiness in ourselves, and it is not possible to find it elsewhere."

— Agnes Repplier,
The Treasure Chest

**STAFF COUNCIL WOULD LIKE TO
EXTEND A SINCERE THANK YOU FOR
ALL OF THE CONTINUING
CONTRIBUTIONS.**

Staff Council

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