



Imagine RIT which will take place from 10 a.m. until 4 p.m. Saturday, May 3, is designed to demonstrate what can be accomplished when, as RIT President Bill Destler likes to say, “the right and left brain collide.”

More than 400 interactive exhibits and displays will be featured in various locations across campus. Topics include new ideas for products and services, the creative arts, research and design projects and unique performing arts productions.

If you are not already participating in the festival, there are numerous opportunities to volunteer and help launch this new and exciting tradition at RIT. Please visit [www.rit.edu/imagine](http://www.rit.edu/imagine) to learn more, volunteer or plan your itinerary for the day.

## *Staff Showcasing Musical Talent at Imagine RIT*

Make sure that you watch or more importantly “listen” for some talented RIT staff members at Imagine RIT.

The **CAST Band** which performs original works as well as covering a wide range of music is comprised of Abby Berner (academic advisor), Mark Indelicato (professor TET), Warren Koontz (professor TET), Paul Harris (Development) and Mike Parthum (professor MMET).

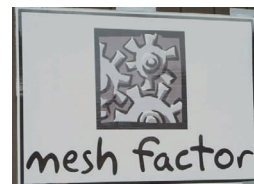
The CAST band started a few years ago when a former Assistant Dean of CAST pushed the members to merge their musical talents! They sang at the CAST Bash that year and had so much fun they just kept singing...

**mesh factor** is a local (Henrietta) band that consists of RIT's own Mark Barrows (HUB employee) on the drums, Mike Anello lead guitar and vocals, Jerry Rock bass and Randy Ford keyboards and electronic wind controller.

mesh factor has been ‘on the scene’ since early 2001 and they play an eclectic mix of rock, tinged with jazz, blues, funk, and ska influences. In 2004, the band advanced to the semi-finals of Rochester's Most Popular Band contest!

Their set list is mostly comprised of original songs written and arranged by Mike Anello.

The tunes include everything from powerful ballads to humorous commentaries on everyday life. Check out the band's website at [www.meshfactor.com](http://www.meshfactor.com) or hear them for yourself at Imagine RIT!



## *ITS Highlights High School Partnership*

While you are attending Imagine RIT, make a point of visiting the Clark gym, adjacent to the Student Alumni Union to peruse the displays and slide show highlighting our Wilson Commencement High School students' experiences here at RIT. Under the direction of Fran Versace, ITS Student Employment Program Manager, selected high school students spend 1200 hours over a two-year span participating in this paid work program within the ITS division gaining immeasurable learning experiences from IT professionals.

This exciting RIT/Wilson partnership, commencing in 2002, is an outgrowth of the Youth Apprenticeship Program, a collaboration of the Rochester City School District and local businesses. This association gives high school students a chance to participate in work internship programs with prominent employers in the Rochester community. The RIT/Wilson



program pioneered two new aspects of this program: 1) offering high school students the opportunity to work in a higher education environment and 2) the opportunity to be an intern in IT areas.

As a culmination of their 2-year internship, our students will exhibit their accomplishments at the Innovation Festival. Success stories have been showcased by Fran at a national higher education computing conference. The RIT/Wilson program has been a vehicle for high school students to achieve rewarding college experiences and a jump start to their career path. Fran states that one of the most successful outcomes of the program has been seeing students make RIT their choice for higher education. To quote Fran, this program has been highly effective in “growing our very own student employees!” Make sure you put this exhibit on your must-see list for this RIT event!

## *Staff Council Survey... You spoke, We listened!*

A big "Thank You" to everyone that participated in the Staff Council Winter Quarter Survey. After reviewing the results, Staff Council organized two open forum Town Hall meetings to review the survey outcomes and comments. Those meetings were well attended and additional comments/issues were collected and added to the original survey comments. Staff Council then held a retreat to further discuss and examine the issues, as well as having the Staff Council standing committees review the

feedback in order to improve communications and representation to our constituents. Policy related items from the survey were reviewed by the Institute Issues and Policies committee and they are currently working to summarize the current status of the items for a report to the full Staff Council. Items which have not previously been addressed by Staff Council are being reviewed and in some cases forwarded as suggested items to the plan of work for next year's Council.

It has also been suggested that all items will be listed on the RSC website and then we will contact appropriate offices around the campus for responses. A timeline for this has yet to be set.

Again Staff Council would like to thank everyone for voicing their opinions and helping Staff Council create a plan of work for next year that will take on issues deemed most important to staff.

## *Job Description Project Update*

At the request of Staff Council, Human Resources sent out an email on April 3rd regarding the Job Description Project to RIT Staff. We have taken some information that was detailed in that email to highlight below in case you missed this important communication.

The job description process at RIT reviewed all staff positions within the university. Here is an overview of the current status and future phases of the project.

### **What are the objectives of the project?**

- Ensure accurate Fair Labor Standards Act (FLSA) classifications for all exempt and non-exempt jobs
- Identify the essential functions of each job
- Ensure university-wide compliance with all relevant state and federal employment laws particularly as they apply to job descriptions and FLSA classification
- Develop and deploy a system of archiving job descriptions within the Oracle HR Information System

### **The job description project is not intended to do the following:**

- Attempt to assess a person's job performance
- Evaluate the appropriateness of a person's compensation or market band
- Serve as a primary document for career development discussions

### **Job Description Project Overview**

- Phase I - Position description questionnaires written
- Phase II - Outside firm reviews position questionnaires
- Phase III - Campus interviews conducted **(We are currently here)**
- Phase IV - Findings and recommendations presented to RIT - HR expects to receive the outside firm's final document of findings in the fall quarter of academic year '08-'09
- Phase V - RIT to prepare and implement recommendations - the internal review phase should not require more than 30 days once it has been initiated
- Phase VI - VP's/Deans & Dept. Heads communicate to their staff and implement recommendations - this last phase should be accomplished within 30 days once it has been initiated

For more information regarding the Job Description Project you can contact your HRSM or Newt Watson at 475-5730 or [nxwpsn@rit.edu](mailto:nxwpsn@rit.edu).

## HR's "Better Me" Fitness Program

RIT affords its employees more than just a beautiful field house with outstanding facilities for exercise. In conjunction with Dr. Watters' initiative to "create a culture of health and wellness on RIT's campus," a "Better Me" program offers faculty and staff the ability to improve one's health for a better quality of life along with decreasing the number of absences from work, and consequently, an attempt to stabilize increasing health care costs.

Classes are open to faculty and staff only. The offerings were implemented based on the needs expressed in an employee survey conducted last fall. These classes include Kundalini Yoga, Zumba, golf and belly dancing. Fees vary for these classes. Personal training services, both on an individual basis and group, are avail-

able to staff as well. Personal trainers Joe Delgado, Jacques-Luis Nodar and Betty Mandak are on board to assist our staff members. For schedules or more information on the wide range of course offerings, please visit the "Better Me" website at [www.rit.edu/betterme](http://www.rit.edu/betterme).

Golf instructor Mike Kllic gives staff member Brenda Harding tips on her swing during a recent golf class.



## ABC's of RIT

Ever overhear students discussing services provided by the **ASC** (Academic Support Center) or **SLC** (Student Life Center) and marvel at the numerous acronyms used at RIT? **RSC** (RIT Staff Council) thought you might be interested in a sampling of the ABC's of RIT...

RIT has 8 academic colleges:

- CAST** College of Applied Science and Technology
- CIAS** College of Imaging Arts and Sciences
- COLA** College of Liberal Arts
- COS** College of Science
- GCCIS** B. Thomas Golisano College of Computing and Information Sciences
- KGCOE** Kate Gleason College of Engineering
- NTID** National Technical Institute for the Deaf
- SCOB** Saunders College of Business

Staff Council uses acronyms too:

- EC** Executive committee
- IIP** Institute Issues and Policies

Students groups are no exception:

- SG** Student Government
- NSC** NTID Student Congress
- MSO** Major Student Organization
- WE@RIT** Women in Engineering
- OA** Orientation Assistant
- NSBE** National Society of Black Engineers

Look for a more complete list on the [RSC website](http://www.rit.edu/betterme).

## What's My Job?

In an effort to allow staff to break out of our "own little worlds" Staff Council is highlighting some of the jobs staff across campus are performing. So next time you look at a new building being constructed on campus you will know a little bit more about the staff members behind the scenes.

### Senior Project Manager for Design and Construction Services

Design and Construction Services is a unit of Facilities Management Services. This group runs outside contract service for new construction and renovation work for RIT; everything from adding an electrical outlet to design and construction of multimillion dollar buildings. A Senior Project Manager facilitates, coordinates and supervises renovation and construction projects based on their specialized background in different areas of design and construction. This manager acts as a construction liaison with RIT personnel and establishes criteria for basic design, project budgets and timelines.

The Senior Project Manager oversees the preparation of drawings and specifications for bid, develops cost proposals, fully understands building structures and systems and supervises student employees and coops. Each day is a new adventure, being pulled in twenty directions at once.

#### SAVE THE DATE:

12th Annual Staff Appreciation Day and Community Picnic!  
Wednesday, May 28, 2008  
Lunch served 11:30—2:30  
Entertainment includes the classic car show and the 1st Annual Variety Showcase!

**Staff Council Office**  
Peg Meyers, Coordinator  
A454 Student Alumni Union

**Mailing address**  
Staff Council  
140 Lomb Memorial Drive  
Rochester, NY 14623-5604

**Contact Information**  
(585) 475-7656 (phone)  
(585) 475-7822 (fax)

stafcoun@rit.edu  
<http://staffcouncil.rit.edu>

# Calling All RIT Employees With a Special Talent!

## Staff Recognition Day & Community Picnic 1<sup>st</sup> Annual Variety Show

Wednesday, May 28, 2008 – Gordon Field House

Featuring a Special Guest Performer!



Share your talents, whether you're a singer, dancer, poet, musician, juggler, mime, baton twirler or have any other hidden talent! Showcase your talent to your RIT friends! We'll supply the microphone and stage. Contact Peg with talent and time!

**RIT Employees only!**  
(Sorry no pets or kids allowed)



Limited number of spots – Apply now!  
Sign up by April 30<sup>th</sup>. Choose the time slot you would be available to perform, and we'll get back to you!

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Name: \_\_\_\_\_ Dept: \_\_\_\_\_ Phone: \_\_\_\_\_

Email: \_\_\_\_\_ Talent: \_\_\_\_\_

Approx. Length of Performance: \_\_\_\_\_ (UNDER 10 MINUTES)

Time Slot:      12 to 1              1 to 2              Either

Return to Peg Meyers, Staff Council Office, A454 Union; [stafcoun@rit.edu](mailto:stafcoun@rit.edu)