

# A Message from Dr. Watters



The American University of Kosovo

Dubai just celebrated the opening of the world's tallest building, Burj Khalifa. This skyscraper rises 168 stories above the surrounding Arabian Desert and a mere 8 miles from the RIT Dubai campus. I watched its construction on a recent trip there to attend a board meeting. Building at the rate of almost one complete floor a week, the developers nearly rivaled the speed at which our own FMS workforce completes projects.

I am frequently asked to explain the financial relationship and history of these international campus sites to the Henrietta campus. Dubai is our latest venture but RIT began this form of educational delivery over twelve years ago in Dubrovnik, Croatia. Located on the beautiful Adriatic seashore, Dubrovnik is an historical city of 50,000 inhabitants. It is part of the dynamic tourism industry that accounts for almost 14% of the GDP for the country.

This historic coastal area was heavily destroyed by war in the 1990s, dealing a



The American College of Management and Technology  
Dubrovnik, Croatia

crippling blow to their economy and tourist infrastructure. The large collection of hotels and resorts that dotted the coastline were bombed and lay uninhabitable. Government officials approached Ken Nash, an RIT faculty member, about developing a partnership with RIT to train a Croatian workforce in western service and management standards. Ken sought the help of department chair, Fran Domoy of our Food, Hotel and Tourism Management program, and the partnership was formed.

Since opening in 1997, the American College of Management and Technology, as it is known in Croatia, has developed into a four-year degree college with an enrollment range of 480 to 700 full time students offering Hospitality and Service Management and, new this year, Information Technology. It operates as a private school with students paying tuition priced to the regional competition. It is located in leased facilities near the historical heart of the city and must support its operations from the revenues it generates. In fact, all international campus sites are established to be self-sufficient.

With the assistance of a well-trained RIT workforce, Croatia has been able to attract sizeable investments of external capital to rebuild its tourism industry. Today, Dubrovnik is the home, once again, to five star resorts and restaurants, and a destination of choice for dozens of cruise ships throughout the summer.

Hoping to accomplish the same economic development impact as demonstrated in Croatia, Kosovo approached RIT to become

their primary source of career education. The American University of Kosovo (AUK) is a private institution formed by a group of former US State Department career officials and loyal and passionate Albanian-American citizens who worked with Jim Myers of the Center for Multi-Disciplinary Studies to establish the relationship.

RIT has operated as the sole educational partner to AUK since 2003. The four-year university now enrolls 485 full time students seeking an RIT degree. As with all international campus sites, classes are delivered by a combination of RIT faculty sent from the Henrietta campus and faculty approved by RIT which are obtained in the local market. The financial resources of the college and its related US-based foundation provide financial stability to the partnership. RIT is not at risk financially.

This brings us back to Dubai. Looking to develop a high tech workforce, Dubai government officials worked with RIT microsystems director, Mustafa Abushagur, to develop a campus in the Arabian Desert in a project called Silicon Oasis. It is the hope of government officials that Dubai will be able to develop a manufacturing base to provide economic diversity.

Unfortunately, the program is coming out in the worst global economic environment in decades. Enrollments for the master level courses now offered in engineering and business have been low, as many potential employer-sponsored scholarships are on hold. The country has seen retrenchment in employment in all



RIT Dubai

sectors. Plans to launch an undergraduate program are currently being reviewed.

This venture is underwritten by Silicon Oasis, a free trade zone development formed by the Dubai government. As such, RIT is not financially responsible for the program's start-up and operational expenses.

Together, these campuses provide a wonderful base for supporting RIT's educational goals. RIT's provost, Jeremy Haefner, is most interested in turning

these international sites into a highly organized network of study abroad and co-op opportunities for all RIT students. Provost Haefner recognizes the need for RIT students to be culturally sensitive to complement the wonderful career-oriented education received at RIT. In today's globally linked economy, international experience makes perfect sense for many programs in the academic portfolio.

## Campus Building Identity Initiative

The Campus Building Identity Committee, co-chaired by Dr. Watters and Lisa Cauda and composed of students, staff, faculty, and administrators, is planning an initiative recognizing RIT's academic structures by their names instead of building numbers. Each academic building will be renamed as a "hall," and other changes will include new signage, maps, and Registrar's Office codes.

The committee hopes the initiative will encourage acknowledgement of RIT's donors. "It's only right that we acknowledge these generous benefactors and recognize the buildings they have helped create by their proper names," says Dr. Watters.

Referring to academic structures as halls is a common practice in higher education which dates back to medieval times at the ancient universities Oxford and Cambridge. Literature on these ancient universities states that before the foundation of colleges, all education in the universities was carried on in certain houses, or sets of buildings, called halls. These halls were founded and governed by a head whose property was held in trust for them by the university. Practices changed as colleges were founded and education evolved, but today we still use the term "hall" to honor benefactors who make our institutions possible.

The changes at RIT will begin to roll out this summer and will be complete by the beginning of the 2010-11 academic year.

## Important Emergency Reminders from the Public Safety Department

In case of an emergency at work it is important to be prepared, dial 475-3333, and remain calm. The Public Safety Department would like to review the following reporting and evacuation tips in case of emergency situations:

Call the Public Safety Department at 475-3333 (v/tty) or 9-1-1 for an on-campus emergency such as medical-related issue, fire, natural gas leak, or work place disturbance. You'll be asked your name, location, phone number, and nature of the incident.

To report a fire or natural gas leak, get out quickly and use a cell phone or blue light call box to contact the Public Safety Department.

If you need to use a pull box station to report a fire or smoke, be sure to give your name and phone number to the Public Safety Department after you exit the facility.

Evacuate the building immediately using the nearest stairwell; remain calm; and use common sense. It's important to be prepared by knowing the locations of the nearest two stairwells at work.

Do not jeopardize your safety or the safety of others by attempting to save personal or university property.

After you evacuate, stand away from the effected facility. You'll be given instructions and updates from campus authorities when appropriate.

The following RIT personnel are happy to assist you if you have questions pertaining to these emergency tips:

Gary Zinsmeister, Fire Safety Technician, 475-2043; gwzchs@rit.edu

David Armanini, Director, Environmental Health & Safety; daaehs@rit.edu

Chris Denninger, Director, Public Safety; cgdcps@rit.edu



Public Safety staff takes a break while volunteering at RIT's Sustainable Habitat for Humanity Home located at 167 Whitney Street in Rochester. Pictured from left to right: Tom Mancarella; Barb Vito; Jim Pressey; Stacey DeRooy; Kim Rose; and Chris Denninger.

## Partnerships in Pluralism

Finance & Administration is pleased to note the large number of leaders who are participating in this year's Partnerships in Pluralism. F&A represents the largest participation by any division at RIT. This participation also led to the largest class in the program's history. Kudos to the following:

Andrea Barber, Controller's Office; Todd Garnier, FMS; Lawrence (Dave) Harris, FMS; William Harrison, Controller's Office; Lyn Kelly, Controller's Office; Becky Kiely, Controller's Office; Brooks Langkans, FMS; John Meyer, HUB; Laura O'Donnell, ITS Strategic Services; Kerry Phillips, Budget & Financial Planning; David Smith, HUB; Vicki Struble, Digital Den; Charles

VanMaldeghem, FMS; Terry Walker, FMS; James Yarrington, FMS; John Zink, Global Risk Management Services

### Coaches

Freddie Cox, Budget & Financial Planning; Dave Edborg, Public Safety; Jerry Taroni, Housing Facilities Operations

Congratulations to Adam Soucy, Assistant Production Coordinator at Grace Watson for going "up and beyond" to show his appreciation for his student workers. Adam took it upon himself to create a fabulous Indian dinner for his international students from India as a result of their great effort in cleaning Gracies during the winter break. Adam, thank you for paying special attention to our student workers, especially the large number of students from India in Gracies, who had an opportunity to experience a touch of home as a result of your fantastic meal.

Human Resources; Janice McGraw, SAU Cafeteria/Brick City Catering; Dan Rosica, Information & Technology Services; David Smith, Print/Postal HUB

Onboarding Website Development Team: Lianna Bauer, Human Resources; Christa Filipowicz, Information & Technology Services; Sarah Pillittere, Human Resources; Lizanne Zamites, Human Resources.

Kudos to these nominees and recipients for going above and beyond expectations to achieve excellence.

## 2009 Staff Council Awards



Willie Barkley  
2009 Excellence  
Award Recipient

Randy Vercauteren  
2009 Dancy Duffus  
Outstanding Citizenship  
Recipient

Congratulations to all of the 2009 RIT Staff Recognition Award nominees and recipients from the division of Finance & Administration. Willie Barkley of the Ritz Sports Zone received the 2009 Excellence Award and Randy Vercauteren of Parking & Transportation received the 2009 Dancy Duffus Outstanding Citizenship Award

2009 RIT Staff Recognition Award nominees from the division of Finance & Administration were: Gwen Gause, Controller's Office; Beth Livecchi,

## Exchange 2007 Upgrade

In November, Information and Technology Services completed a project to completely rebuild RIT's Exchange email and calendaring infrastructure from the ground up. As a result, each RIT employee has 30 times more email storage than before, up-to-date software, and big improvements for the Mac user community, who were previously missing many functions through Entourage. The newly rebuilt infrastructure includes six new servers, 8,000 mailboxes, and 8.5 terabytes of storage.

The effort pulled together employees from all parts of ITS, and was led by Dan

## ITS and the Holiday Spirit

Our Information and Technology Services employees were in the giving spirit over the holidays. ITS employees contributed funds to feed seven families on Thanksgiving and for the 16th consecutive Christmas, the department participated in the Adopt-a-Family program organized by the Rush-Henrietta Area Food Terminal and Henrietta Chamber of Commerce. According to ITS's Deb Fitts, who coordinates the yearly effort, each Christmas ITS employees contribute an average of \$600, donating presents and Wegmans gift cards to a needy family in Henrietta. "The first year we participated I did it because about five years earlier I was an Adopt-a-Family recipient. I had three little boys at the time and it made for a truly special Christmas, and now giving back to the program is a tradition I won't give up." The gift was personalized with a platter of cookies home-baked by various employees in the department.

Tobin, Director, ITS Operations, and Dave Pecora, Director, ITS Support. "The project was challenging but very enjoyable for a number of reasons. The team was terrific, and support from the university was outstanding," says Pecora. Once the project began with the planning stage in early September, the team set an ambitious goal to conclude the project by November 30. They beat the goal and completed 10 days ahead of schedule with very few support issues. "This achievement is a credit to the caliber and dedication of the project team and supporting resources," included Tobin.

The core team consisted of Mike Young, Ryan Steinmetz, Shawn Thomas, Jeremy Reichman, Chris Butler, Sid Pendelberry, Matt Campbell, Mike Bell, Dave Pecora, Dan Tobin, Omar Phillips, Dave Bradstreet and Dan Swab. Big thanks also goes out to Network Communications, the Help Desk, Systems Operations, the rest of ITS, and our customers.

According to Pecora, a project to upgrade employees from Microsoft Office 2003 to 2007 is on the horizon over the next three months. Further out on the horizon is a switch to Windows 7, which will be evaluated once vendors and applications such as Oracle and MyCourses fully support the product.

## What Can a Wellness Coach Do for Me?

Following a successful pilot during 2009, the Better Me employee wellness program is delighted to expand wellness coaching services to all faculty and staff in 2010.

Here are some examples of how RIT employees benefitted during the pilot:

- Learned to manage chronic conditions (such as hypertension, diabetes, asthma) more successfully
- Improved their nutrition
- Learned techniques for reducing stress
- Incorporated more physical movement into their daily routine

- Identified resources for managing chronic pain.

A wellness coach can help with these issues and much more. The coach is an ally in your quest to make positive changes in your life. Wellness coaches are available in person on campus and by e-mail and voice mail.

The services they provide are strictly confidential. The only information RIT obtains is combined; specific information linked to a particular employee is never shared with RIT. Wellness coaches are not RIT employees; they work for Wellness Coaches USA, a nationally based leading wellness coaching organization.

To learn more, attend one of the upcoming information sessions or view the recorded webinar visit <http://finweb.rit.edu/betterme/wellnesscoaches.html>

You can get started with a wellness coach by attending one of the kick-off sessions, which run through Feb. 5. There, you can complete a health risk appraisal (a questionnaire that analyzes your health behaviors to help you identify areas of opportunity) and obtain certain health screenings. If you are unable to attend, wellness coaches are accessible to you in the workplace at your convenience. Their contact information can be accessed through link above.

## Ritchie's List

Kudos to the Ritchie's List team for expanding the service beyond the division of Finance & Administration. Now all RIT faculty and staff can use Ritchie's List to exchange office supplies. The team consisted of Jason Pitoniak, senior program analyst; Diane Boots, project manager; Jeanne Casares, CIO; and Christa Filipowicz, marketing manager.

## 20 Minutes on the Job with Janet Bristol

Each issue of the F&A Newsletter will include question and answer session with one of the employees of Finance & Administration so we can find out more about them and what they do.



For this edition we get to become acquainted with Janet Bristol, Senior Accounts Payable Specialist.

### *Where were you before you came to RIT?*

I grew up in Marion, NY in a very big family—I'm one of 16 children, which is a story in itself, and I'm number 15. Before joining RIT I spent some time at MCC and worked at Heluva Good Cheese.

### *When did you get your start at RIT?*

In 2005 I was unemployed looking for a job, I interviewed at RIT and was brought in as a temp to hire. I was hired on December 23, 2005. Since then I've become a full-time employee.

### *Describe a typical day on the job.*

I keep very busy handling purchase order invoices, check runs, and customer service. My favorite part is working with people—not just those at RIT, I also interact with lots of outside vendors and suppliers.

### *What type of a team do you work with?*

There are three people in our department; it's a small group which requires lots of open communication. When I first began the job I was surprised that it is such a small team for such a big campus.

### *What do you like to do outside of work?*

I like to spend time with my family going on camping trips. I have been married 24 years and have three children. My daughter is an NTID student and just got accepted to RIT's psychology department.

I am also a Section 5 referee for men's and women's varsity and junior varsity soccer. I have been officiating for 15 years, and at first it was really tough because sometimes you have to make split second decisions. You have to live with that decision no matter what, but it gets easier with time. You have to stick with it and be confident, that's the key. Being a referee is a good release from my regular job and it's great because we get paid to run around and exercise.

## New Chief Diversity Officer Appointed



Kevin McDonald has been named RIT's chief diversity officer, effective Jan. 13. McDonald comes to RIT from Virginia Polytechnic Institute and State University where he served as vice president for equity and inclusion.

# Welcome to RIT!

Here is a list of new employees hired 10/23/09-12/4/09 to join the division of Finance & Administration. Help us welcome them to the RIT family.

Name	Position	Organization
David Baldwin	Parking Enforcement Officer/VIC Attendant	Parking & Transportation Services
Donna Black	Financial Asst	Aux-Housing Operations Admin
Kayon Blythe	Data Warehouse Sr Programmer/Analyst	ITS Systems Development
Wendell Cason	Custodian	FMS Building Services East
Kenneth Chaffer	Custodian	FMS Building Services East
Edward Erbland	Public Safety Officer II	Public Safety
Knycos Ferguson	Resnet Computing Administrator	ITS Customer Support Services
Susan Hefke	Customer Service Representative	Parking & Transportation Services
Brian Herke	Maintenance Mechanic I	FMS Residence Halls Maintenance Services
Jesse Miller	Custodian	FMS Building Services East
Joseph Mincey	Salad Worker	Aux-Grace Watson Dining Room
Magda Ortiz	Custodian	FMS Building Services
Adam Petzold	Parking Enforcement Officer	Parking & Transportation Services
Timothy Rupright	Sr Research Assoc/Asst Director	Inst'l Research & Policy Studies
Catrina Sapp	Housing Service Coordinator	Aux-Housing Operations Admin
Magda Soto	Custodian	FMS Building Services
Amy Swan	Custodian	FMS Building Services East
Willie Watts	Public Safety Officer II	Public Safety
Diamond Wilson	Parking Enforcement Officer	Parking & Transportation Services

## Ways Acting Green Can Save You Green



[www.rit.edu/ritgreen](http://www.rit.edu/ritgreen)

RIT is making an effort to become recognized worldwide as a leader in sustainability. The institute takes very

large steps to ensure it conducts its activities in an ecologically and economically sound manner, including pursuing LEED certification on newly constructed buildings, overhauling its public transit system, purchasing locally grown food for dining services, and much more.

Large, environmentally sound practices such as these are important, but equally important are the small measures that individuals can take to live more sustainably. Small changes in behavior can add up to make a big difference in the environment and over time can actually save you a good amount of money. The Committee for Sustainable Practices has identified seven easy ways to save money while living more sustainably:

**Take Back the Tap**—Use a refillable water bottle instead of purchasing plastic bottled water for \$1-2 a piece. Blind taste tests conducted at RIT actually showed that more people prefer the taste of tap water to bottled water.

**Print Double-Sided**—Use duplex printing whenever a printer has the capabilities. This will cut printing costs in half. You can find tutorials for Windows and Mac OS X at <http://www.princeton.edu/~clusters/printless/duplex-win.html>

**Recycle**—Hold on to your glass and plastic containers and return them for the \$.05 deposits. If it's inconvenient for you to hold onto your container for the rest of the day, at least recycle it in a blue bin. RIT's recycling administrator says that RIT saves \$55 in tipping fees for every ton of waste that is recycled. In 2008 RIT recycled 2,300.68 tons of material, saving the school \$126,537.

**Reduce**—Reduce your energy and water consumption. Wasteful behaviors like leaving the lights on when no one is home, keeping the air conditioner on full blast 24/7, and even leaving cell phone chargers plugged in when not in use add up fast and can result in an ugly electric

bill. These rules also apply in the office, so let's be mindful of RIT's cost as well.

**Re-Use**—Take advantage of Ritchie's List, the online tool to promote a free office supply exchange within RIT. If you are up to your eyeballs in paperclips or binders, use Ritchie's List to put your "extra stuff" to good use in a 'green' way or check it for those supplies you may need: <http://apps.rit.edu/fa/ritchieslist/>

**Lug a Mug**—Bring your own mug when you buy fountain drinks on campus. Most dining halls like the RITz and Crossroads actually give you a discount if you use your own mug.

**Check Your Pressure**—Check your tire pressure at least once a month. One out of every four cars on the road has under-inflated tires and keeping your tires properly inflated can improve your fuel economy by three percent or more.

## Feedback

If you have comments or suggestions for this or the next edition of the Finance & Administration Newsletter, please contact Luke Auburn by phone 475-6033 or email [Ira9802@rit.edu](mailto:Ira9802@rit.edu)

I received the following letter from Joshua Bauroth, President of Staff Council, commending the efforts of our employees during the recent financial hardships we all experienced. I wanted to share this letter with you because each and every one of you has helped this university get through these difficult times through your hard work and dedication. You all share in the success of this division in helping lead RIT to brighter days. I thought you should see how your fellow staff members expressed appreciation for your efforts.

-- Jim Watters

**R·I·T**

Rochester Institute of Technology

Staff Council  
Student Alumni Union  
140 Lomb Memorial Drive  
Rochester, New York 14623-5608  
585-475-7656 Fax 585-475-7822

TO: Mr. Michael P. Morley  
Outgoing Chair, RIT Board of Trustees

Mr. Donald N. Boyce  
Incoming Chair, RIT Board of Trustees

FROM: Joshua Bauroth  
Chair, RIT Staff Council

DATE: November 1, 2009

RE: RIT Response to Current Economic Climate

Dear Mr. Morley and Mr. Boyce,

Staff Council wishes to recognize RIT's leadership teams' outstanding collective response to the current economic climate.

Dr. Watters' team's early recognition of and response to the seriousness of the economic downturn, Dr. Miller's team's success in attracting and enrolling RIT's largest first-year class ever, as well as the general pulling together of deans and vice presidents across our campus served all faculty, students and staff beyond all "reasonable" expectations. Their acumen has put RIT on a solid footing that is the envy of many other institutions who have not weathered the situation nearly as well.

Over it all was the administration's guiding principal to protect the RIT family – not a standard priority in the current climate – fully supported by the Board of Trustees. By any metric, RIT has been well served in these difficult times. Representing over 2000 staff members from part time custodians to associate vice presidents, Staff Council is aware of and truly grateful for the exceptional work performed this past year.

We applaud all concerned for placing RIT in a position to move forward with vigor. We are both appreciative and proud to be part of such a wonderful institution.

Best regards,

cc: President Bill Destler  
Provost & Senior Vice President for Academic Affairs Jeremy Haefner  
Senior Vice President for Enrollment Management & Career Services James Miller  
Senior Vice President for Finance & administration James Watters