



Local 2398 Newsletter

Staff & Clerical Federation, AFT, AFT-Wisconsin, AFL-CIO
Chippewa Valley Technical College, Eau Claire
<http://www.aftwilocal2398.org>

March 2007



From the President:



“Live and work to make a difference, to make things better, even the smallest things. Give full consideration to the rights and interests of others. No business is successful, even if it flourishes, in a society that does not care for or about its people.” -- Eugene C. Dorsey, journalist and philanthropist



Elections for Local 2398 take place the end of March. If you would like to get involved but aren't sure how – talk to someone on the Executive Council, if you don't want to hold a position you could always sit on a committee.

The AFT-W Northern Leadership Conference was cancelled due to the snow storm so you have another opportunity to attend – I will let you know the date when I hear it.

Don't forget to vote in the Spring Elections April 3, 2007.

Members Participate in Great Support Staff Retreat

Raeann Hutchinson and Marcia Finseth will represent CVTC at the 2007 Great Support Staff Retreat in Marathon City, WI, March 26-28. In addition, Ralph Maier from CVTC's maintenance team who attended last year's retreat was selected to be a facilitator at this year's retreat. The retreat is a unique professional development opportunity to broaden each participant's perspective by learning more about other people and their jobs, thereby improving communication and enhancing performance in and among support areas.

Congratulations to these three dedicated employees!

Congratulations! Kendra Steinberger

Kendra Steinberger submitted a scholarship application to AFT-W for the PSRP National Conference that she, Janet Goldsmith, and Kim Yoder will attend in April. Kendra was awarded \$500. Great job, Kendra! This will really benefit our Local!!

A Leader Doesn't Have To Be The Boss

Dana Knight (*Workplace Reporter and Columnist, Indianapolis Star*)

You may be a clerk in the mailroom or the freshly graduated new guy at the office. Managing, being the boss, overseeing others just isn't in your job description – and may never be. But that doesn't mean you can't be a leader. Leadership isn't about job titles or positions. It is a way of carrying yourself and a method of influencing others that can be learned. There are, after all, lots of bosses who are terrible leaders and plenty of leaders who aren't bosses at all. "The best leaders bring out the best in their co-workers and colleagues by having high expectations for themselves and consistently meeting those demands," says Theresa Farrington Rhodes, executive director of the Lacy Leadership Association, an Indianapolis-based organization designed to help build leadership skills in people looking to get involved in the nonprofit sector. "Inspire others and lead by example." Take a look at these five ways to lead when you are not the boss.

- **Believe you can lead.** You may not hold that prestigious title, but you have to look in the mirror and realize your actions and behavior can be as influential as any mandate put out by a manager. What if you went into the boss's office and asked what you could do to help alleviate his work burden? What if you helped a co-worker with a project? What if you told the janitor about an opening for a better job? That is leadership. "It's influencing people above you, beside you and below you," says John Maxwell, author of "The 360-Degree Leader: Developing Your Influence from Anywhere in the Organization."
- **Lead yourself first.** If you cannot manage yourself, no one will value you as a leader. "Most people are very concerned about leading others and often forget about themselves," says Maxwell. What does it mean to lead yourself? It means being respected—behaving in a way that people admire. Remember that every move you make—thoughts, actions and words—contributes to whether you are respected. It means not griping about the job or gossiping in the office. It means being disciplined in work and being on time. "Being liked is good, but being respected is even better," says Rhodes.
- **Put others first.** "A leader gets up in the morning and says, "What can I do to make someone else better today?" says Maxwell. "A non-leader gets up and says, "What's for breakfast?" Making others look good, even if they are your "competitors" or peers who may be vying for that same promotion, in the end will help you out, he says. Making people feel good is also a trait of leadership. "Learn the names of the parking attendants, security guards, cleaning staff, receptionists, and those who work in the coffee shop in the lobby," says Rhodes. "Your reputation as a leader will be cemented on many different levels."
- **Be a decision maker.** This is possible even if you are not the boss. The worst kinds of employees are those who go into the boss's office and ask for ideas. "These workers become irritants," says Maxwell. You should be going to the boss with your own ideas and solutions to problems. "Sometimes being a leader means standing up and making yourself heard," says Rhodes. Come up with great ideas without being asked to. Gain a reputation as someone who can deal with challenges and conflicts. Take the initiative to make a decision without always having to ask the boss first.
- **Be humble.** Don't mistake leadership for power or arrogance. The greatest leaders have proved time and time again they are modest. Realize that you can lead and be influential while still showing humility. "Be self-sufficient enough and willing to make your own copies, operate the postage machine, and send a fax," says Rhodes. Have a basic understanding of what all of your colleagues do and how they perform their jobs. Knowing how the entire operation works makes you more knowledgeable and also shows you could step in if needed.

Respectful and In Solidarity,
Kim Yoder
President – Local 2398

Congratulations! Sandy Hoch

CVTC's winning streak continues at WACTE! Congratulations go to . . . Sandy Hoch, who received the state "Award for Professional Excellence - Associate Member" at the annual conference in Appleton, Wisconsin, on March 2, 2007.



Political Corner



Eau Claire Labor Coalition

Our Local is part of the new Eau Claire Labor Coalition that has spun off from the Eau Claire Labor Council. Delegates were invited to be part of this new coalition. We have rep's from several AFSCME Locals (city employees & building trades), Firefighters, ECASD PSRP's (AFT). The focus is to work on local, state and national elections and other issues that pertain to the group at large by combining our efforts. (i.e.: strengths in numbers!!) We have a range of 15-20 participants. Our four Delegates are Deb Ausman, Viv De Ford, Lisa Storms and Kim Yoder.

Just recently our Coalition went through an endorsement process for Eau Claire School Board, Eau Claire City Council and Supreme Court. As a group we created the questionnaire and reviewed them when they came back. Our group is not Republican or Democrat it is a group of union workers **looking at the issues.** So with that said, the Coalition unanimously endorsed Terri Stanley and Maria Henly for EC School Board, Thomas Kemp for EC City Council and Linda Clifford for Supreme Court. At the State level AFT-W also has endorsed Linda Clifford. The coalition is also encouraging its members to vote for the EC School Referendum.

If you have any questions or are curious as to how you could be part of this exciting coalition please contact one of us and we'd be happy to talk to you!! We are also looking for volunteers from our Locals to help do coordinated efforts before elections like we did when Stephanie and Julien (from AFT) were here last fall (phone banking and lit drops). NO experience necessary – friendly people are there to help you learn!!

Remember – information is power!!

Don't forget to vote APRIL 3.

Submitted by, Kim Yoder



The following article (submitted by Kim Yoder) was in the February 2007 AFT Publication – *On Campus*. Kim thought it was timely as we begin the process to search for our new President. We have nominated our Union Representative and an alternate for the Selection Committee. The CVTC Board will review the nominations and finalize their committee on March 14, 2007, once they approve our nomination we will share that with you. Their first meeting will be March 28, 2007. Our rep will keep us posted, with the information that can be shared, at our monthly membership meetings.

Do high presidential salaries hurt the academy?

YES --- They undermine governance --- Robert Atwell

We've been hearing a lot about the escalation of college and university officials' compensation in a few high-profile situations. The Chronicle of Higher Education reported in November that more than 100 public and private university presidents had compensation packages worth over \$500,000. It attributes the trend to a very few presidents in a small number of quite visible institutions. Most of them are private universities, but the number of public university presidents being highly compensated is growing.

Since the number of highly compensated individuals is small, and the value of their pay packages pales in comparison with more generous increases in CEO compensation in corporate America, why should anyone be very concerned?

I believe there are several reasons to deplore what is happening to compensation in higher education.

First, when college and university presidents receive compensation far in excess of the senior faculty and staff, it produces a distancing gap between the presidents and the faculty. A business model-size gulf between the presidents and the faculty is divisive and rests upon corporate assumptions in which the CEO has matching authority and responsibility. Historically, college and university presidents have lots of responsibility with limited authority to carry it out. Rather, governance in higher education has generally been characterized by shared governance in which the faculty, the president and the governing board share the responsibility for the welfare of the institution.

While colleges and universities should be managed in a businesslike way, they are not businesses in the usual sense. Most are not-for-profit and the shareholders are the students and the larger society. Decisions are made more as a result of a painstaking consensus process than they are delivered by fiat from on high. Successful presidents need to combine management skills with a deep commitment to the special and sometimes frustrating culture of academe. When the compensation divide between the president and the faculty widens, it becomes more difficult to sustain the kind of collegiality that has long been a goal of most presidents.

Some mistakenly argue that there is a shortage of people willing to take on the demanding role of college or university president. My experience in the search business and in knowing hundreds of presidents and aspiring presidents is quite the reverse. There are many individuals highly qualified for these positions, and compensation is not their primary motivation. In higher education, we need not emulate the excessive greed of corporate America. We should deplore it, while remaining true to the principles of shared governance that have served us well.

Robert Atwell is president emeritus of the American Council on Education and a presidential search consultant.

NO --- **They ensure capable leaders** --- Tom Ingram

Notwithstanding the sticker shock of some total compensation packages at the top of the chain, the reality is that higher education is not immune from market forces—especially, the law of supply and demand.

Leadership in all sectors of our economy is increasingly expensive to find and keep. Executive search firms testify to the fact that the pool of real talent and experience is increasingly difficult to find. Why the paucity of true leaders in the business and academic (and political) worlds is the more relevant and troublesome long-term question.

The average tenure of presidents and chancellors in higher education continues to be about six or seven years. As in the corporate sector, it is a position with high turnover. Sadly, there is evidence of a precipitous drop in the numbers of chief academic officers (provosts, deans and academic vice presidents) who aspire to the

presidency. It is a much beleaguered institution today, especially in the large, complex research and public comprehensive university.

As the academic presidency continues to change, it is arguably easier to lead a major corporation than a major university. Should we romantics be surprised that the compensation gap has closed a bit between the two worlds?

What else is driving this upward spiral? Certainly the influence of the for-profit corporate culture is a factor; about 50 percent of trustees and regents come from the corporate world, and they view the university with multimillion- and billion-dollar budgets through the lens of their own experience. Unfortunately at least 80 percent of sitting presidents and chancellors are brought in from other institutions, rather than grown from inside, also driving up compensation.

Furthermore, trustees see that the general public, the media and even political leaders accept the huge salaries of major sport coaches—currently at least 46 football coaches in the 119 academic institutions in Division I-A are in “the \$1 million club.” How can the same public that accepts this fact without complaint have a problem with competitive compensation for college and university presidents whose experience, words and deeds are so much more consequential to the public good?

If we accept the proposition that competition among academic institutions is mostly a healthy thing for the commonweal, we should accept the fact that presidential compensation also must be competitive. Doing a better job of tying presidential performance to compensation within the academy (and within the business world as well) is the real challenge today.

Richard (Tom) Ingram is president emeritus of the Association of Governing Boards of Universities and Colleges (AGB), and a writer and consultant on academic trusteeship and board-president relationships.



Because we don't know what is really important to us,

everything seems important. Because everything seems important we have to do everything.



Other people, unfortunately, see us as doing everything, so they expect us to do everything.

Doing everything keeps us so busy; we don't have time to think about what is really important to us.

Keep the above poem in mind when you are feeling overwhelmed in the workplace. Prioritize and let your supervisor know when you can not get your duties done in the 8 hours that you have. What is important to YOU? *Submitted by: Kim Yoder*

Good and Welfare Committee

Please contact our Good and Welfare Committee chair, Kendra Steinberger ksteinberger@cvtc.edu, to benefit from the Good and Welfare Committee. We want to congratulate you in times of happiness and support you in times of need, but that is only if we know about it. Visit our Local 2398 website <http://www.aftwilocal2398.org> for more information. -- *submitted by Kendra Steinberger*

"INFORMATION IS POWER!"

Websites -To get to websites from this Word document or to send an e-mail, use Ctrl then click your mouse.

Website for CVTC Clerical Local 2398: <http://www.aftwilocal2398.org>

Local 2398 Salary Schedule:

http://wise.cvtc.edu/Teams/HR/Clerical_Related_SalSch.pdf

If you ever have a question and need to refer to our contract:

<http://www.aftwilocal2398.org/ClericalUnionContract.pdf>

Retirees Info Corner

Are you thinking of retiring? Helpful information can be found:

<http://etf.wi.gov/faq.htm>

Pre-Retirement Planning <http://etf.wi.gov/publications/et4131.pdf>

"The Professional"

the February 2007 edition of the

"The Professional" is now posted on the AFT-Wisconsin web site of:

http://www.aft-wisconsin.org/pdfs/the_professional_2007_february.pdf

Welcome our latest Members to Local 2398:



My Nou Xiong joined our membership in October 2006 as ESL Instructional Assistant at the Clairemont Campus. She lives in the Eau Claire area.

My Nou is another one of our CVTC Alumni; she graduated from the Administrative Assistant Program. From there she worked at Catholic Charities as an Administrative Assistant and also a Personal Care-worker at Heatherwood.

Her favorite seasons are fall and spring as she enjoys walking and jogging. She also spends her time reading, traveling, shopping and keeping busy.

Please welcome My Nou!!

Cindy Kolpien started January 8th, 2007 as our Payroll/AR Clerk in the Business Office at the Clairemont Campus.

Cindy is also a CVTC Alumni graduating from the Accounting Program. She was hired the day she graduated at NBI 9 years ago. She was an Accounting Assistant there and was Crestview Academy's Accountant.

Cindy and her husband Curtis are both graduates of Fall Creek and have built their home just 7 miles northeast of Fall Creek. They have two children: Maechaela, 10 years old and a 4th grader at Fall Creek Elementary. She enjoys playing basketball, watching movies and playing the piano. She was also the Fall Creek varsity girl's basketball team's water girl this year. Mackensy is 3 years old and is a huge fan of Dora the Explorer. She is daddy's girl and enjoys hanging out with him doing farm things on both grandparents' farms. She loves riding bike and playing with her cousins.



Fall is Cindy's favorite season when she enjoys walks, working in her flower gardens and going to football games. She is a huge sports fan and football is her favorite ... GO PACK GO!!

Cindy is also a huge fan of girl's high school basketball. She also enjoys working on her parents' hobby farm and pretty much anything that is outside when the weather is nice. She does like to stamp and scrap book when the time allows, which is usually the last thing that gets done.

Please welcome Cindy!!

In Solidarity,
Kim Yoder, President – Local 2398

Health Corner



If you are a heavy PC user, you should do some neck exercises daily.

Here is why:

Working on a computer for a long time means sitting for hours. Since not much body movement is involved, it simply means exertion of the whole body and a particular stiffness in the region above the shoulder i.e. in neck and spine. 75 % of people who spend their working hours in front of the computer screen complain about health problems. Since our spine is a very sensitive organ, any slight strain on it, may turn out to be very serious. So it is of utmost important to keep spine fit and healthy.

Further if you are a frequent user of 2 wheeler vehicle, then you have to take additional work from your spine owing to the very nature of posture in driving a 2 wheeler. The condition of too much pressure and undue strain on spine may cause spondylitis (spinal osteoarthritis).

Stress and fatigue show up early in neck muscles and this causes pain. Poor posture and poor body mechanics can lead to chronic neck problems. Exercises can increase the strength and flexibility of the neck. In order to avoid the problems of neck, you should perform some daily neck exercises. These exercises ensure that your neck muscles remain strong and flexible.

Some tips before exercises:

Since the parts of body most affected by long hours at the computer are the eyes, make sure that you have set up your work station in the most advantageous way for your eye health.

(1) Always use a good anti-glare screen on your monitor. This will greatly help your eyes.

(2) Take a break every 20-25 minute from your computer. Use this break for deep breathing and neck exercise. Some people find that it helps to actually program a "take a break" message into their computers. When it pops up - every 15 to 20 minutes - they are reminded to relax. You can download one of such reminder program from [here](#).

Neck Exercise:

Here are two graphical step by step illustrations of neck exercises. I hope you will find these exercise very useful. (Always consult your doctor before beginning a new program.)

[Neck Exercises - I](#)

[Neck Exercises - II](#)

Article from: <http://www.meditationiseasy.com/tips/Healthtips/heavyusers.htm>

Other sites with health info:

<http://wise.cvtc.edu/Teams/HR/Healthworks/HealthWorks.htm>

[Employee Wellness Education](#)

Local 2398 Executive Board – 2006-2007:

President	<u>Kim Yoder</u>
Vice-President	<u>Kendra Steinberger</u>
Secretary	<u>Kathy Farley</u>
Treasurer	<u>Janet Goldsmith</u>

Local 2398 Executive Council:

Kim Yoder	Kathy Farley	Janet Goldsmith
Kendra Steinberger	Lisa Storms	Carolyn Johnson
Raeann Hutchinson		

Standing Committees:

Labor Relations: Lisa Storms, Chair

Linda Danzinger	Viv De Ford
Judy Funk	Kathy Goodman
Jeanne Krig	Kim Yoder
Kendra Steinberger	Kim Zimmer
Barb Stuber	

Negotiations: Kim Yoder, Chair

Deb Ausman	Carol Bowe
Linda Danzinger	Marcia Finseth
Pam Good	Raeann Hutchinson
Lisa Storms	RickVaudreuil

Jim Mangan, CVTC Union Rep

Membership:

Raeann Hutchinson, Chair

Newsletter:

Carolyn Johnson, Chair

Sandy Hoch Elaine Welin

Special Committees:

Audit: Rick Vaudreuil, Chair

Rosie Berger Barb Stuber
Pam Good

Elections: Brenda Meinen

Karen Strasburg

Budget: Janet Goldsmith, Chair

Deb Ausman Kristi Erickson
Denise Tabor Kim Yoder

Nominations: Kim Vollmer

Constitution: Elaine Welin, Chair

Sandy Hoch Sharol Molland

Good & Welfare: Kendra Steinberger, Chair

Linda Danzinger Debbie Duncanson Elaine Welin

AFT Delegates

Deb Ausman
Sue Volkman

AFT-Wisconsin Delegates

Deb Ausman, Viv De Ford, Judy Funk
Kendra Steinberger, Lisa Storms,
Sue Volkman, Kim Yoder

AFL-CIO Delegates

Kim Yoder, Ranking
Deb Ausman, Viv De Ford,
Lisa Storms



LINKS

"Your Rights On The Job"

An Employment Guide for Young Workers

http://www.labor-studies.org/Employment%20Rights_Young_Workers.htm

AFT-Wisconsin

<http://www.aft-wisconsin.org/>



American Federation of Teachers

<http://www.aft.org>



Wisconsin State AFL-CIO

<http://www.wisaficio.org>

Wisconsin Department of Employee Trust Funds

<http://etf.wi.gov/>

Wisconsin Technical College System Board

<http://www.wtcsystem.org/>



Wisconsin Association for Career & Technical Education

<http://www.wacteonline.org>

Wisconsin Government Home Page

<http://www.wisconsin.gov>





Sharon's been like an albatross around my neck since the day she was born! She was a snotty, bratty little kid, a wild teenager, and then she had to follow me to Tech and make my life miserable there. Now you're letting her retire so I have no rest even in retirement. Ok. Seriously, Sharon Sue has been like a sister to me even though SHE'S MY COUSIN (she doesn't like people to know we're related--I should be the one embarrassed!!!). Our families have always been close and, believe it or not, she's one of the few people who can reel me in when I get out of control. She can keep me grounded as she does for so many people. I'm sure Marcy and everyone else she works with will miss her greatly, not only for her work ethic and performance, but also for her biting tongue and humor. CVTC's loss is my gain as we will be able to enjoy much retirement time together until she drives me mad or to my grave. Written with love,
Kathy Novacek

Sharon Jenkins
MEMBER OF LOCAL #2398
RETIREMENT: April 28, 2007

I already have Sharon's home number on speed dial. Sharon takes with her years of experience and knowledge. Our positions have run parallel pathways for years, and with her excellent sense of humor and quick wit she has been a joy to work with. I'll sincerely miss her as a confidant and co-worker, and I wonder who I'll be able to call at 7 a.m. when I have a question? Sharon, I wish you the very best of luck in your retirement!!! Keep in touch.

~Sue Sie~

Sharon – Best wishes for a long, happy and healthy retirement! You deserve it. Thanks so much for all the fun and laughter we shared. I treasure my memories from my two short years at ESEC. Who knew that two people with such short legs could walk so fast!! Keep in touch. ENJOY!!

-- Rosie

It is my sincere pleasure to write a note about Sharon. Long ago, there were several of us located in room 159, the old "T&I" office. We worked hard, but Sharon supplied us with many good laughs and I know that is what kept us going. You'd better be on your toes and ready for Sharon's quick wit and sense of humor, or she'd leave you speechless! That's the beauty of her, you never knew what she was going to say. The other side of Sharon is her compassion and sincere concern for others. CVTC is losing a responsible, respected and loved employee. Best wishes for a happy, healthy retirement. Love ya, Sharon!

Judy Funk
Instructional Assistant
Academic Services
(715) 833-6444