

# Northern Network News

The official newsletter for MSU-Northern

Jan. 16, 2008

By: Jim Potter, Director of University Relations

## Welcome Back - Second Semester Begins

### Monday – Holiday

Monday is Martin Luther King Day ~ No Classes, Offices Closed

### Cabin Fever – Huge Success



Over 400 people came out on Jan. 5-12, 2009 in spite of the cold weather to take part in our 16<sup>th</sup> annual Cabin Fever. These classes are a good way for people to visit our campus and learn some new skills.

## Legislature Starts



Last week the 61<sup>st</sup> Legislative session began in Helena. Havre's own Bob Bergren is the Speaker of the House (left) and Margaret Campbell (Northern Alum) is the Senate Majority Leader.

## MUS Presentations to the Legislature

Next week the Montana University System will be making their presentations to Education Sub Committee. That committee consists of:

- Chair: Rep. Dan Villa, D-Anaconda
- Vice Chair: Sen. Debby Barrett, R-Dillon
- Rep. William Glaser, R-Huntley
- Rep. Roy Hollandsworth, R- Brady
- Rep. Cheryl Steenson, D-Kalispell
- Sen. Bob Hawks, D-Bozeman
- Sen. Jim Peterson, R-Buffalo

### **The schedule is:**

- Tuesday Jan. 20 – Commissioner Stearns will give a budget overview for the system
- Wednesday Jan. 21 – Commissioner Stearns will present the budget for OCHE
- Thursday, Jan 22 – University of Montana (including agencies) presentation
- Friday, Jan. 23 – Montana State University (including agencies) presentation

Interim Chancellor Rolf Groseth will be making Northern's presentation Friday morning and it will include video testimonies from students and community members. It will also show a two and a half minute portion from our new recruiting video.

## Callahan Confirmed as Provost

Interim Chancellor Rolf Groseth announced today that following consultation with MSU President Geoff Gamble and Commissioner of Higher Education Sheila Stearns he has changed Dr. Joe Callahan's title from

“Interim Provost” to “Provost.” Callahan has agreed to a new fixed term contract till June 2011 as Provost for MSU-Northern. The contract is subject to annual renewal by the Board of Regents.

Dr. Callahan came to Northern for a two-year term as Interim Provost that began in June of 2007. He replaced Dr. Cheri Jimeno who left Northern to become the new Campus Executive Officer for New Mexico State University-Alamogordo.

Dr. Callahan stated: “I am very pleased to be able to continue to serve MSU-Northern and assist with keeping its mission active and supportive to students, faculty, staff, administration as well as the community that supports us. Northern has a special role to fulfill and I am excited and proud to be a part of its accomplishments.”

Dr. Callahan has a Doctorate in Education from the University of Montana and his Master’s and Bachelor’s degrees from East Stroudsburg University (PA). Prior to his current tenure at Northern, he had been at Dickinson State University since 1986 in several roles which included Professor, Dean and Vice President for Academic Affairs. Before that position he spent 11 years at (then) Northern Montana College as the Associate Vice President for Academic Affairs and Graduate Studies and Dean of Continuing Education & faculty member.

Interim Chancellor Groseth commented, “Particularly as we prepare to bring candidates for the new Chancellor to the campus, we are very fortunate to have a person of Dr. Callahan’s experience and understanding of Northern.” Groseth continued, “Dr. Callahan’s has done an outstanding job during the past year and a half as Interim Provost. On behalf of the campus community, removing the interim status from Joe’s title is in our collective interest and I am most pleased that he has agreed to accept the position of Provost. Joe has close ties to the Havre community and his presence will be helpful in providing a smooth transition for the new Chancellor later this year.”

## **New Volleyball Coach**

Bill Huebsch has been hired as our new Volleyball Coach, effective in 2 weeks. Bill has been with the Havre School District the past 7 years and will finish the current semester at the Middle School before assuming his duties here at Northern.

## **Shape Up Montana**

Shape Up Montana is a fun, interactive three-month team competition from February 1 - May 1 that encourages Montanans to develop healthy physical activity and eating habits. The teams are made up of a minimum of four and a maximum of ten people. We will recognize achievement in two separate categories: Weight Loss due to healthy, appropriate eating and physical activity and Accumulated Activity based on logging miles using a conversion chart. The 2009 Accumulated Activity category is divided into 4 groups: Beginner, Intermediate, Experienced and Professional Teams. Each week the Shape Up Montana support team will send team members activity articles, nutrition information, and yummy healthy recipes to help keep your team motivated. In addition, weekly activity/nutrition challenges will be posted to earn bonus miles. A resource page is also available for other valuable health and fitness information.

This is a statewide program, and it would be nice to have a couple of teams from Northern. If you want to be a part of Northern’s team(s) please call Jennifer Henderson ASAP.

For more information on Shape Up Montana go to: [www.shapeupmontana.org](http://www.shapeupmontana.org)



## Ball Jewelry Raffle



One exciting part of the I Love Northern Ball is the annual Jewelry raffle. Two items will be raffled. The first is a Genuine Amethyst Necklace Set in Sterling Silver & 18k Gold -*Donated by JM Donovan*. The second item is a Fresh Water Pearl, Quartz & Volcanic Rock with Rhinestones Necklace, Bracelet & Earrings -*Donated by Heirloom Jewelers*. Raffle tickets are on sale and are 1 ticket for \$5 or 5 tickets for \$20. This item will be drawn at the We Love Northern Ball on February 7. To purchase tickets please see Janice Brady or one of the ball committee members.

## Culinary Professional I

Immediate full-time opening at MSU-Northern. Responsibilities include preparation of entrees for campus community and assistance with entrée preparation for catered events. As dishwasher, responsible for keeping dishes, pots, pans, silverware and glasses clean and stocked for kitchen staff according to standards. Qualifications include high school diploma or equivalent, food preparation experience, knowledge in use of commercial kitchen equipment such as deep fryers and steam kettles. Must be able to lift up to 50 lbs, stand for prolonged periods of time, and tolerate extreme temperature changes. Must be ServSafe Certified or certified within 2 months of start date. Knowledge of preparation and cooking of dinner entrees in a campus setting preferred. \$8.815 per hour plus excellent benefits. Contact Human Resources at P.O. Box 7751, Havre, MT 59501, 265-4147, [hr@msun.edu](mailto:hr@msun.edu). MSUN is an ADA/AA/EEO/Veteran's preference employer.

## The New Family and Medical Leave Act (FMLA)

First of all – what's the old FMLA? The Family and Medical Leave Act (FMLA) was enacted on August 5, 1993. The purpose of the law was to provide qualified employees with up to 12 weeks of unpaid leave per year for the birth or adoption of a child, to care for a spouse or an immediate family member with a serious health condition, or to provide a period of convalescence after an employee's own serious health condition. To be qualified, an employee must have worked for the same employer for a 12-month period. The worker must also have logged in at least 1,250 hours of service (slightly more than 24 hours per week) with that employer. Examples of serious medical conditions include heart attacks, most cancers, strokes, injuries from accidents, pregnancy, and others.

Although most of the provisions of the old FMLA remain unchanged, under the new version effective 1/16/09, employees will be entitled to two additional types of FMLA leave:

**Family Leave Due to a Call to Active Duty**—This benefit provides 12 weeks of FMLA leave due to a spouse, son, daughter or parent being on active duty or having been notified of an impending call or order to active duty in the Armed Forces. Leave may be used for any “qualifying exigency” arising out of the service member's current tour of active duty or because the service member is notified of an impending call to duty in support of a contingency operation. As an example, an eligible employee might use this leave to assist the covered military

member with personal or business “loose ends” such as arranging for childcare, transferring a bank account, or preparing or updating a will or living trust.

**Caregiver Leave for an Injured Service member**—This benefit provides 26 weeks of FMLA leave during a single 12-month period for a spouse, son, daughter, parent, or nearest blood relative caring for a recovering service member. A recovering service member is defined as a member of the Armed Forces who suffered an injury or illness while on active-duty that may render the person unable to perform the duties of the member’s office, grade, rank or rating.

NOTE: The new FMLA leave covers members of the National Guard or Reserve components or retired members of the Regular Armed Forces but NOT members of the Regular Armed Forces.

## **The ADA (Americans with Disabilities Act) Gets a Major Facelift**

A little history-----

In 1990, the US Congress decided that laws were needed to more fully protect some 43 million Americans with one or more physical or mental disabilities. Historically, society has tended to isolate and segregate individuals with disabilities. Congress concluded that the continuing existence of unfair and unnecessary discrimination and prejudice denied such people the opportunity to compete on an equal basis. Thus the ADA was created.

The ADA defined “disability” in three ways:

1. A physical or mental impairment that substantially limits one or more of the major life activities of an individual
2. Being regarded as having such an impairment
3. A “qualified” individual with a disability can (1) satisfy the requisite skill, experience, education and other job-related requirements and (2) perform the essential functions of a position with or without reasonable accommodation.

Although the ADA of 1990 was somewhat effective, Congress decided that it did not do enough to help disabled Americans; that the concept of “disability” was defined too narrowly.

The ADAAA of 2008 (ADA Amendments Act)

Simply put, the amended ADA sends a clear message that the concept of “disability” is to be more broadly interpreted.

Basic provisions:

1. Changes the definition of “substantially limits” to “significantly restricts” one or more of the major life activities of an individual.
2. Specifically includes as disabled those persons who have an impairment that is episodic or in remission if the impairment would significantly restrict a major life activity when active.
3. Allows persons who are discriminated against on the basis of an actual or a perceived disability to pursue a claim under the ADA regardless of whether the actual or perceived impairment limits or is perceived to restrict a major life activity.

In closing, employees with disabilities must meet the same production standards, whether quantitative or qualitative as non-disabled employees in the same job title. Lowering or changing a production standard because an employee cannot meet it due to a disability is not considered a reasonable accommodation. A reasonable accommodation may be required only to assist an employee in meeting a specific production standard.

*Although the ADA has changed the ADA and the way courts will interpret the law, good common-sense practices such as promoting a respectful work environment and being open-minded and thoughtful when employees request reasonable accommodations will help us comply with the law and avoid liability. Thanks for reading!*

## Student Excellence Awards

Once again it is that time of year to submit your nominations for the Student Excellence Awards. We will be honoring 10 recipients at the annual awards convocation on April 18th. To nominate a student, a nomination form **MUST BE** completed and returned to Bill Lanier by Thursday, February 14, 2008. For a nomination form please go to: <http://www.msun.edu/stuaffairs/asstdeanstatus/docs/ExcellenceNominationForm.doc>

For more information regarding the Student Excellence Awards please go to:  
<http://www.msun.edu/stuaffairs/asstdeanstatus/excellence/index.htm>

In the coming weeks, nomination forms will also be placed in mail boxes in Cowan Hall. Forms will also be made available at the information desk in the SUB, Cowan Hall 213 or by contacting Bill Lanier.

## Computer Tips

### Outlook 2007: Modify the Scope of Your Calendar Work Week

By Marianne Hoppe

By default, the Work Week calendar view displays the five days of the traditional business week, Monday through Friday. To include Saturday and Sunday in that view:

1. On the **Tools** menu, choose **Options**
2. In the resulting **Options** dialog box, click **Calendar Options** in the Calendar section.
3. In the **Calendar Options** dialog box, check Sat and Sun in the **Calendar Work Week** section.
4. Click **OK** twice to return to the Calendar.

You can also set the “first day of the week” and “start time” on this screen. For instance, if you work from 7am to 4pm you can customize your calendar to match your schedule.

You don't have to view a seven- or traditional five-day work week. Check the days of the week that apply to you for a custom work week view. For example, if you work Wednesday through Sunday, you can make those selections to build a view that reflects your schedule.

## Rumor Busters

There has been a vicious rumor around campus that the ball is such a “hoity-toity” event that you would need to rent a tux and a limo just to fit in. That simply isn't true. People do tend to dress up but most do not go too crazy, after all, you want to be able to dance. We do want to confirm that last year Mike Ley and John Donaldson were spotted wearing ties. Most believe they did not remain on for the entire evening. Will it happen two years in a row? – come and see.

## Tid Bits

By Bill Lanier

Earlier this week Skylight basketball player Stacie Barker was named the women's Frontier Conference and the NAIA National player of the week. Stacie has been named the conference player of the week three times in the last month.

Speaking of basketball, former Northern Lights basketball coach Jay Pivec is currently coaching the Minneapolis Community & Technical College (MCTC) men's basketball team. MCTC is currently the number one ranked team in Division III of the NJCAA (National Junior College Athletic Association). Jay has been at MCTC since 1990 and has a record of 410-108 during his tenure at MCTC.

## Upcoming Events

### Jan. 16

Get your Northern Showcase Concert Association tickets half off  
Lights Wrestling @ Clackamas Community College 1:00 PM - 2:30 PM  
Skylights Basketball @ University of Great Falls 6:00 PM - 7:30 PM  
Lights Basketball @ University of Great Falls 8:00 PM - 9:30 PM

### Jan. 17

Lights Wrestling @ Clackamas Open

### Jan. 19

Martin Luther King Day ~ No Classes, Offices Closed

### Jan. 20

Wall Climbing 6:00 PM - 8:00 PM  
Rock Band Game Night 7:00 PM - 10:00 PM

### Jan. 21

Step Aerobics 10:00 AM - 11:00 AM  
Yoga 11:00 AM - 11:30 AM

### Jan. 22

ChiAlpha Meeting 7:00 PM

### Jan. 23

Get your Northern Showcase Concert Association tickets half off  
Step Aerobics 10:00 AM - 11:00 AM  
Yoga 11:00 AM - 11:30 AM  
I/R 5 on 5 Basketball Rosters Due 5:00 PM  
Skylights Basketball @ Montana Tech 6:00 PM - 7:30 PM  
Lights Basketball @ Montana Tech 8:00 PM - 9:30 PM

### Jan. 24

Lights Wrestling @ Jimmie Open  
Skylights Basketball @ UM-Western 6:00 PM - 7:30 PM  
Lights Basketball @ UM-Western 8:00 PM - 9:30 PM