

the globe

Success Through Worldwide Connection



Newsletter of the Association of College and University Clubs

May 2009

Inside this Issue

President's Message 1

News From Region IV 2

UD Closing Blue & Gold Club 3

Survey Results: Where is ACUC Headed? 4

The Question Corner 4

Hot Topics in Legislative and Regulatory Affairs 5

ACUC Web site
www.acuclubs.org

Greetings ACUC Colleagues!

How do we weather the storm? This seems to have become the number one topic of conversation. It's even replaced the weather. It is important that we stick together as an Association and address challenges as a team.



I was very sad when I heard the Blue and Gold Club will be closing their doors (see page 3 for details). This and other similar situations are all the more reason to come together as an Association.

We can work together to help one another out in these challenging times.

We are pleased to announce that regional directors will be hosting monthly conference calls (no calls during the summer). This will be a great way to stay connected and the bonus is that there is no extra cost in travel or time away from your club.

We had an overwhelmingly positive response to the idea of merging our bi-annual summer workshop with CMAA and CSCM conferences (see survey results on page 4). We will be offering ACUC educational opportunities and social gatherings during the conferences. ACUC is very fortunate to have special relationships with CMAA and CSCM; these Associations help to provide us with the tools that we need to access vital information to help support the core competencies of club management.

I would like to thank Marisu Jimenez from Cal Tec. who has offered to host the next Workshop in conjunction with CMAA's World Conference in San Diego. We will spend one day at Cal Tec. and there will be a social as well. More details will be provided in the near future, so please stay tuned.

We also have a great board of directors and regional directors who are at your service. This is an exciting time for the ACUC and I look forward to meeting the challenges that lie ahead.

Leanne Pepper
ACUC President

President

Leanne Pepper, General Manager

Faculty Club, University of Toronto
41 Willcocks St.
Toronto, Ont. M5S 1C7 Canada
Phone: (416) 978-6399
Fax: (416) 971-2062
e-mail: leanne.pepper@utoronto.ca

Vice President

Ed Kasky, Director

USC University Club
645 W. Exposition Blvd.
Los Angeles CA 90089-1161
Phone: (213) 740-2030
Fax: (213) 740-1890
e-mail: kasky@usc.edu

Secretary-Treasurer

Bill Hiser, House Manager

Faculty Club, Ohio State University
181 S Oval Dr.
Columbus, OH 43210
Phone: (614) 292-2262
Fax: (614) 292-1144
e-mail:
BillH@ohio-statefacultyclub.com

Immediate Past President

Thomas Mignano, Executive Director

Ida & Cecil Green Faculty Club
University of California/San Diego
9500 Gilman Dr. #0121
La Jolla CA 92093-0121
Phone: (858) 534-0876
Fax: (858) 534-5719
e-mail: tmignano@ucsd.edu

News From Region IV

Submitted by Ann Holt
Region IV ACUC
Executive Director
The Campus Club of the University of Minnesota
(612) 624-6626
acholt@umn.edu

Greetings from Region IV, which is made up of clubs located in the north and central United States. Currently, there are eight members of ACUC in Region IV, including a new member, the University of Iowa Athletic Club in Iowa City. Richard Geer, Director of Dining Services is overseeing the renovation and conversion of the athletic club. A warm welcome and best wishes to Mr. Geer!

Discussions with my colleagues make clear that we all face similar challenges: budget cuts and cancelled programs affect our membership numbers and food and beverage revenues. Here at the Campus Club of the University of Minnesota our membership is down about 2%, and lunch revenues and event revenues are down about 20%. However, attendance at wine classes, theme dinners and other special events has never been higher. We completed a member survey using SurveyMonkey in March and were delighted with the kind words and enthusiasm about the Campus Club. Perhaps people are saving money at lunchtime but are more willing to spend it on a special evening. Perhaps our ability to provide high quality food, service and entertainment helps raise morale among our campus constituents. Whatever the reason, reports from around Region IV echo this experience. Our members respond to good service, creative partnerships and interesting events. Below are brief updates from clubs manager in Region IV.

Jeff White, Executive Director, The Ohio State University Faculty Club writes: *We held our 5th annual art auction to benefit the club's Building Fund, raising over \$28,000. This has been a very successful event for us with over 150 people in attendance and contributions totaling around \$100,000 over the lifetime of the event.*

Easter was a smashing success, beautiful weather and 555 people in attendance, not counting all the babies. Great to see a new generation. Now we just need to figure out how to get kids and grandkids to join the club.

We are still struggling this fiscal year; however, we did hit budget in March, and April should be in time with last year, if not with budget.

Liz Latoszewski, Project Manager, the University Club of Michigan State University writes:

The University Club is celebrating it's 80th anniversary in 2009. Several successful promotions have been tied to the anniversary theme. In response to the worsening state of the economy, we announced an "Economic Stimulus Package" for club members. A letter went out to all members updating them on the club's status and announcing the economic stimulus bonuses the club will be offering throughout the year.

Phase 1 of the stimulus package is based on a promotion featured at the CMAA Conference Idea Fair called "The Golden Envelopes." This promotion allows members to choose a gold envelope from a decorated basket at the end of their dinner that contains a coupon for a discount off their next dinner at the Club. This has been a real boost for our dinner business. Easter Brunch was a huge success, with an attendance of 1,308.

News From Region IV (cont.)

Because banquet business dropped substantially in January and February, we've really had to tighten our belts. The Club's monthly newsletter has now been re-formatted to be seasonal, mailed only five times per year. More information is being sent to members via e-mail and the Web site. A big push to encourage members to pay their bills online and opt out of the paper statements sent by mail has resulted in just over 250 members signing up for online statements and electronic statements, which is saving labor and postage. Promotions like the Golden Envelopes are going a long way toward making things fun at the Club for members and keeping them coming back. (Having a basketball team that made a fabulous run at the national championship has been a big boost for all of us in Michigan, too!) Go Green!

Sheila Remer, General Manager, the University Club of Indiana writes: *We celebrated our 50th anniversary this year with a Lincoln Celebration on February 22. William Bartelt who wrote There I Grew Up, a book about Lincoln's early years in Indiana, was a featured guest speaker. In March, we held our annual meeting dinner followed by Americana music from several excellent Jacobs School of Music singers and musicians. Monthly speaker luncheons have been held in the Presidents' Room of our Club. We look forward to more events that are planned with Meadowood Retirement Center this spring and summer. Churchill Downs is always an annual favorite in addition to theatre in Brown County and Indianapolis.*

Thanks to my colleagues in Region IV for their time and updates. Please do not hesitate to contact me if you have questions about Region IV, ACUC, or the Campus Club of the University of Minnesota.

UD Closing Blue & Gold Club

NEWARK, Del. (AP) The members-only dining club serving the University of Delaware community, the Blue & Gold Club, is closing its doors.

Officials are blaming declining membership, an operating deficit and increasing operation costs. It's the latest of the steps university administrators are taking to cut costs.

The club was established in 1971 and is open to faculty, staff, alumni, students, parents and friends. It will close July 1.

Officials say the club was already running a yearly operating deficit before the recession. Raising membership fees or food prices was considered but, administrators said that action would not be enough.

Information from: The (Wilmington, Del.) News Journal, <http://www.delawareonline.com>.



Regional Directors

Region I - Asia, Australia, Europe and Canada

Donna Cram, Manager

The Faculty Club
University of Saskatchewan
Box 888, RPO University
Saskatoon, SK S7N 4J8
Canada
Phone: (306) 966-7774
Fax: (306) 966-7770
e-mail: Donna.Cram@usask.ca

Region II - Northeast U.S.

Dennis Scott, General Manager

The University Club
University of
Massachusetts/Amherst
243 Stockbridge Rd.
Amherst, MA 01003
Phone: (413) 545-2551
Fax: (413) 577-0196
e-mail:
dscott@mail.aux.umass.edu

Region III - Southeast U.S.

John LaRocca, General Manager

University Club of Missouri,
University of Missouri
107 Reynolds Alumni Center
Columbia, MO 65211
Phone: (573) 882-2586
Fax: (573) 884-7831
e-mail: laroccaj@missouri.edu

Region IV - North/Central U.S.

Ann C. Holt, Executive Director

The Campus Club
University of Minnesota
403 Coffman Memorial Union
300 Washington Ave., SE
Minneapolis, MN 55455
Phone: (612) 624-6626
Fax: (612) 624-4443
e-mail: acholt@umn.edu

Region V - Western U.S. and Mexico

Alicia Bogart, Director

The Campus Club
AT&T Hotel and Conference Center
1900 University Ave.
Austin TX 78705
Phone: (512) 471-8611
Fax: (512) 471-5057
e-mail: abogart@mail.utexas.edu

Managing Director

Sara Pietrzak

ACUC
1733 King St.
Alexandria, VA 22314
Phone: (703) 299-2630
Fax: (703) 739-0124
e-mail: sara.pietrzak@acuclubs.org

Survey Results: Where is ACUC Headed?

Submitted by Leanne Pepper

Last month, Jeff White and Cem Baraz put together a survey that helped the board in making a very difficult decision: "What direction should we take the ACUC Summer Workshop?" Thank you to all who took the time to complete the survey.

Here are some of the comments from the survey:

- Consider regional meetings – maybe every few months – rather than one annual meeting that may be too costly or too far to travel for some clubs.
- It's very important to keep the ACUC alive ... by whatever means necessary, even subsidies, the Association must have a periodic conference/workshop.
- I think relationships with the larger associations are critical to our remaining useful for member clubs.
- I very much value my connection with ACUC and have benefited from the Association. However, for the most part, CMAA is out of range for small clubs like mine who don't have the budget or the amenities of larger clubs. If anything, I would like ACUC to return to full size bi-annual conferences. At the very least keep the bi-annual summer workshops; the people who attend these all have a lot in common; we are all based in Universities, and that makes a HUGE difference.
- ACUC is very important to our members and the networking and support is so important for managers. CMAA and CSCM are very important for our own personal growth and education.
- Members believe in the educational process and feel that the opportunities provided by both CMAA and CSCM are far more reaching than ACUC can provide. ACUC should piggyback off of these organizations and provide to the membership educational opportunities related to our clubs during these national conferences.
- It is getting increasingly difficult to justify the cost of two conferences a year and the board wants review of educational opportunities with my annual evaluation. I think a merger with both the CMAA & CSCM Conferences is a good idea.

From the results of the survey it was clear that most clubs would be reducing their budgets in the areas of education and travel for the next fiscal year. And also that the majority would be attending either one or both Conferences.

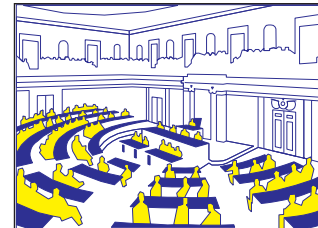
The Question Corner

*Is your club facing a certain issue? Would you like to know how other clubs may have handled that issue? If your answer to those questions was "yes," then you have come to the right place. Please send your questions to Ed Kasky at kasky@usc.edu. He will notify you if your question has been chosen and when it will be featured in *The Globe*. We're looking forward to hearing from you and making this new feature a tool we can all use in running our clubs.*

Hot Topics in Legislative and Regulatory Affairs

The Future of “Card Check”

The public statements made by Senator Arlen Specter (R-PA) in late March have spurred other Senators to voice their opposition to H.R. 1409/S 560, the Employee Free Choice Act (EFCA) better known as the “Card Check” bill. In remarks made on the Senate floor, Senator Specter stated, “In June 2007, the vote on the Employee Free Choice was virtually monolithic: 50 Senators, Democrats, voted for cloture and 48 Republicans against. I was the only Republican to vote for cloture. The prospects for the next cloture vote are virtually the same. No Democratic Senator has spoken out against cloture. Republican Senators are outspoken in favor of a filibuster. With the prospects of a Democratic win in Minnesota, yet uncertain, it appears that 59 Democrats will vote to proceed with 40 Republicans in opposition. If so, the decisive vote would be mine.” He later noted that “The problems of the recession make this a particularly bad time to enact Employees Free Choice legislation. Employers understandably complain that adding a burden would result in further job losses.”



The number of Democratic Senators who do not fully support the proposed legislation numbers at seven. On April 2nd, Senator Thomas Carper (D-DE) stated that “card check elections are not a reliable way to determine the true wishes of employees, while the secret ballot method remains the fairest way.” While Senator Carper supports debate on this issue, he has indicated that he would not vote favorably for final passage.

Other Senators who are not fully supportive of the measure include Senators Blanche Lincoln (D-AK), Mark Pryor (D-AK), Dianne Feinstein (D-CA), Ben Nelson (D-NE), Michael Bennet (D-CO) and Mark Udall (D-CO). Without the support of these Senators, it is highly unlikely that “Card Check” will pass the Senate in its current incarnation which is relieving news for the various industries including hospitality which could be significantly impacted by this measure.

However, Senate Democratic supporters have indicated that they will likely begin drafting compromise legislation on this subject.

Homeland Security Will Shift Enforcement Focus

According to officials at the Department of Homeland Security, federal agents will soon begin to focus more on pursuing the arrest and prosecution of American employers rather than illegal workers. This marks a substantial departure from policy under President Bush.

This new directive follows campaign rhetoric from President Obama who expressed that enforcement efforts were not successful because they focused on the illegal immigrants and not the employers. Without the willingness of employers to hire these workers, no incentive would exist for their immigration. As one official who was quoted by the *Los Angeles Times* stated, “There is a supply and a demand side. Like other law enforcement philosophies, there is a belief that by focusing more on the demand side, you cut off the supply.”

It is unlikely that the Agency will end the employment raids like the August 2008 raid at a manufacturing plant in Laurel, MS, which arrested 595 illegal immigrants which were part of the Bush Administration enforcement strategy. However, agents will be held to a higher standard of probable cause for conducting these types of raids. A recent raid by ICE in Washington State which was based on suspicion of the employment of illegal immigrants, caught the notice of both Congress and Homeland Security Secretary, Janet Napolitano.

In her comments to Congress, Secretary Napolitano stated “In my view, we have to do workplace enforcement. It needs to be focused on employers who intentionally and knowingly exploit the illegal labor market.”

New I-9 Form for New Hires

On December 17, 2008, in the *Federal Register*, the Department of Homeland Security (DHS) announced the amendment of regulations governing the types of acceptable identity and employment authorization documents and receipts that employees may present to their employers for completion of the Form I-9, Employment Eligibility Verification. The purpose of this rule is to improve the integrity of the employment verification process so that individuals who are unauthorized to work are prevented from obtaining employment in the United States.

Hot Topics in Legislative and Regulatory Affairs (cont.)

Under this rule, employers will no longer be able to accept expired documents to verify employment authorization on the Form I-9. This rule also adds a new document to the list of acceptable documents that evidence both identity and employment authorization and makes several technical corrections and updates. Foreign passports containing specially marked, machine-readable visas and documentation for certain citizens from the Federated States of Micronesia and the Republic of the Marshall Islands will now be acceptable in List A.

All employees should be using the new I-9 Form (Rev. 02/02/09) for all new hires as of April 3, 2009. The new form can be downloaded at www.uscis.gov/files/form/i-9.pdf.

COBRA: Answers for Employers

The American Recovery and Reinvestment Act of 2009 includes changes to the health benefit provisions of the Consolidated Omnibus Budget Reconciliation Act of 1985, commonly referred to as COBRA. The new law will affect former employees and their families, employers and others involved in providing COBRA coverage. Under the new law, eligible former employees, enrolled in their employer's health plan at the time they lost their jobs, are required to pay only 35 percent of the cost of COBRA coverage. Employers must treat the 35 percent payment by eligible former employees as full payment, but the employers are entitled to a credit for the other 65 percent of the COBRA cost on their payroll tax return.

For more information, please visit the IRS's Web site for Answers for Employers at www.irs.gov/newsroom/article/0,,id=204505,00.html or the Department of Labor's site which includes FAQs, model notices and fact sheets at www.dol.gov/cobra.

Short Cuts From Around the Country

- **Employers' health care cost increases** are expected to remain steady for 2009 at 6 percent according to Watson Wyatt and the National Business Group on health.
- According to the U.S. Centers for Disease Control and Prevention, as many as a quarter of Americans suffer a **food-borne illness** each year. However, only a fraction of those cases are linked to the high-profile outbreaks like the recent salmonella-scare related to peanuts.
- According to analysts for State Net, more than 100,000 bills have already been introduced in state legislatures this year. Two of the top issues so far are **data privacy** and **foreclosure**.
- The state of **Virginia** has enacted a smoking ban in restaurants and bars beginning December 1, 2009. Private clubs would be exempt from the measure.
- The **North Carolina** House has approved a measure that would bar smoking in most workplaces and restaurants.
- The legislature in the state of **Kansas** has approved a measure that would raise the minimum wage to \$7.25 per hour.
- The **Iowa** House has passed a bill that would allow restaurants to seal and bag an opened but not empty bottle of wine for customers to take home.
- The **Tennessee** House endorsed legislation that would allow people with concealed-carry handgun permits to bring their weapons into establishments that serve alcohol.