

the globe



**Success Through
Worldwide Connection**

Newsletter of the Association of College and University Clubs

July 2008

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ACUC Web site
www.acuclubs.org

Greetings ACUC Colleagues!

Greetings ACUC colleagues! I am writing this message with mixed emotions. After two years of serving as the President of this fine Association, I am passing the torch on to Ms. Leanne Pepper. It has been such a privilege to be a part of this organization for 15 years and I have been able to see first-hand how it has grown into what it is today.



I would like to take this opportunity to thank everyone who has played such a crucial role in making this Association a huge success. Let me start with The Board of Directors: Leann Pepper, Vice President; Alicia Bogart, Secretary-Treasurer; William R. Rothballer, CCM, Immediate Past President; and Erwin Bernhart, Membership Director. Thank you for all of your hard work. It has been a pleasure working so closely with all of you and I know that the Association is in excellent hands.

Many thanks to our Regional Directors: Donna Cram, Dennis Scott, Bill Hiser, Ann C. Holt and Ed Kasky. Your dedication to this Association is greatly appreciated.

Thank you to Association historian Liz Latoszewski, Sara Pietrzak, Managing Director and the crew at CMAA Headquarters that help support our communications and our financial good health.

I am so pleased that many of you made the trip to the ACUC's Bi-Annual Workshop that was held recently in La Jolla, CA. Please be on the lookout for highlights from that workshop in the next issue of *The Globe*.

Once again, thank you for allowing me to serve as your President. It has been an honor and a privilege, and I look forward to working with all of you in the future.

Cheers!

Tom Mignano
ACUC President

Save the Date!

We hope to see you at the 82nd World Conference on Club Management to be held in New Orleans from February 6-10, 2009. Please visit www.cmaa.org/conf for more information.



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Welcome to Our Newest Members!

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Take Advantage of Professional Coaching Opportunities!

Did you know that as an ACUC member, you can take full advantage of CMAA's coaching program? Did you even know that CMAA has a coaching program to offer? If not, you might not know these other tidbits either.

CMAA's Coaching Program:

- Was developed to make the club manager's career as powerful as possible.
- Is designed for every manager, not just ones in between jobs or struggling with their career;
- Attracts managers who are the stars of the industry;
- Affords ACUC members up to three one-on-one coaching sessions at no charge as a benefit of their membership;
- Affords managers access to monthly coaching teleclasses which enable learning without the traveling; and
- Offers one-on-one face-to-face coaching sessions at the World Conference on Club Management.

Ok, all that sounds good, but what is coaching? Coaching is a process that is designed to support and enhance the best efforts of the person that uses it. Coaches are being used by top performers in businesses throughout world. Coaching is *not* a process that is designed to fix someone who is broken. Those who aspire to be the best in any field or endeavor realize that they are often too close to see from the inside what someone else can see from the outside. Men and women who strive for continuous improvement use coaches to:

- Set better goals;
- Reach their goals faster;
- Make significant changes;
- Become more financially successful;
- Design and live the life they want to lead;
- Get ahead professionally;
- Make better decisions;
- Have someone with whom to collaborate;
- Improve their relationships and family;

Take Advantage of Professional Coaching Opportunities! (cont.)

- Make a bigger impact;
- Simplify their life;
- Strengthen their personal foundation;
- Reduce stress;
- Increase income or revenue; and
- Be a better leader.

To gain some first-hand knowledge, there are two coaching services in particular that, if experienced, will give you a strong basic understanding of coaching and how it can benefit and support you, your peers and your club. Kevin MacDonald, the coach for CMAA offers two ways to do so:

1. Book a one-on-one coaching session.

There are a lot of reasons why many of the top leaders in the corporate world today use the resources of an executive coach. In a world where boards are expecting more and more from the leadership of the organization, the top positions can become a very lonely place. Many top executives find that they have no one to talk to about their concerns, challenges, fears or confidential ideas. In club management, your fellow ACUC members and circle of friends can provide this outlet but the reality for many club managers is that they will not be totally honest. They may fear it coming back to haunt them or they could be sharing information with their future competition for a job.

Beyond having someone to talk to in confidence, coaching offers a venue where a manager can access a different level of thinking than he or she would get from their normal environment. Their focus can be changed and they have the ability to reframe what they have been seeing and thinking. It is interesting to see what can happen when a high level club manager allows someone to challenge them and hold them accountable. When you are at the top of an organization, you may think you get enough challenges from the board that you work for, but I am talking about challenges that come from a different agenda. When you are dealing with a coach, the agenda is yours. It is about giving you what you need to operate at your best. You create the agenda with the coach and it is designed to make you win.

Often after a coaching session a manager says that they have never felt so listened to. When a trained listener is listening and is able to ask powerful questions in a safe environment, he or she can hear more than the words that are spoken. The result is that as a team, the coach and the manager can quickly get to a belief or a pattern of behavior that can be slowing down or getting in the way of their ultimate success.

The coach is in a position to ensure the manager takes accountability and the performance management that follows can help to bring the plan to fruition.

2. Participate in the Monthly Coaching Teleclass.

Kevin McDonald has been running a teleclass on the third Thursday of each month. During these classes, Kevin helps managers understand the services that are available to them, give them a coaching tip to help them to understand how to use coaching in their role as a leader and then focus on one coaching issue that can help them personally. It is a chance for people from all over North America to come in and learn from the teleclass leaders as well draw great insights from the other participants.

Kevin MacDonald is the coach for CMAA. You can contact Kevin at (604) 507-1288 or via e-mail at kmacdonald@dccnet.com. To sign up for the CMAA coaching electronic newsletter please visit www.clubcareers.org and add your name to the mailing list.

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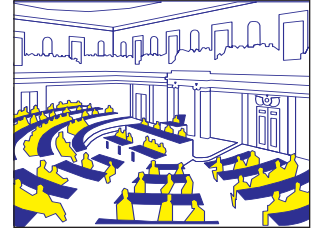
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Hot Topics in Legislative and Regulatory Affairs

Senate Kills H-2B Amendment

The U.S. Senate has eliminated an amendment to H.R. 2642 – the Iraq war supplemental spending measure – that would have extended the H-2B returning worker program for three years. This program, which expired at the end of Fiscal Year 2007, exempted returning seasonal workers who have utilized an H-2B visa in the past three years from the annual H-2B visa cap of 66,000 workers.

According to sources, Senate Majority Leader Harry Reid (D-NV) removed the amendment in a move to placate the Senate Republican leadership who strongly opposed any visa-related amendments to the spending measure.



U.S. Citizenship and Immigration Services (USCIS) announced as of January 3, 2008, that it received a sufficient number of petitions to reach the congressionally mandated H-2B cap for the second half of Fiscal Year 2008. At present, USCIS will reject petitions for new H-2B workers seeking employment start dates prior to October 1, 2008. Shortages of H-2B visas are expected to have a major impact on the hospitality, tourism and agricultural industries. For more information about the H-2B work program, please visit www.uscis.gov.

DOL Proposes New Rules for H-2B Visa Program

The U.S. Department of Labor (DOL) has proposed rules to modernize the application process and enhance worker protections under the H-2B temporary labor certification program. The changes respond to the administration's August 10, 2007, promise to review and update foreign worker program regulations.

The proposed rule would reform the application process so that employers would attest, under threat of fines and other penalties that they have complied with all the program's requirements. These proposals would alter the current certification process. The proposed rule also would eliminate duplication of effort by state workforce agencies (SWAs) and the Department of Labor's Employment and Training Administration (ETA). Instead of applying first with their SWAs, employers would file their H-2B applications directly with ETA under the proposed process. Furthermore, employers would obtain from the Labor Department instead of SWAs the applicable prevailing wage determinations for their specific job opportunities.

In addition, the department seeks to enhance protections for U.S. and foreign workers. For instance, employers would be prohibited from passing along application and other costs to foreign workers participating in the H-2B program. The Department of Labor also proposes to debar for up to three years employers, attorneys and agents found to have committed fraud or willful misrepresentation concerning the H-2B employment-based immigration program, or failed to cooperate in Labor Department audits or investigations.

Finally, the proposal contains a new Department of Labor enforcement program for H-2B in the event the Department of Homeland Security delegates its statutory authority for enforcing the H-2B program to the Department of Labor. Congress vested the Department of Homeland Security with H-2B enforcement authority in 2005.

The proposed rule appears in May 22, 2008, edition of the *Federal Register* and can be found at <http://edocket.access.gpo.gov/2008/pdf/E8-11214.pdf>.

Congress Considers Paid Leave

Since 1993, federal law has required employers with 50 or more workers to allow those employees to take up to 12 weeks a year of unpaid leave under the Family and Medical Leave Act. Congress is now considering legislation which would provide paid leave for employees.

H.R. 5873 entitled the Family Leave Insurance Act would establish a trust funded by employees and employers. Employees would be paid a portion of their salary for up to 12 weeks for the care of a newborn or adopted child, care for an ill family member, treatment of their own illness or an emergency due to military deployment. This measure defines a family member as a child, parent, spouse, domestic partner, sibling, grandchild or grandparent. This bill is currently assigned to the House Subcommittee on the Federal Workforce, Post Office and the District of Columbia.

Hot Topics in Legislative and Regulatory Affairs (cont.)

Senators Christopher Dodd (D-CT) and Ted Stevens (R-AK) introduced a similar bill in the Senate last June, S. 1681. This measure would be applicable to companies with 50 or more employees and would be funded by employee, employer and the federal government. Eight weeks of paid family leave would be available during a one-year period and benefits would be paid based on salary in a tiered system. It was referred to the Senate Committee on Finance on June 21, 2007, and is currently awaiting action.

For more information on these measures, please visit CMAA's Legislative & Regulatory Summary at <http://www.cmaa.org/legislat/summary/legislation.asp>.

Next Step of Minimum Wage Increase to Take Effect

Effective July 24, 2008, the federal minimum wage will increase to \$6.55 per hour. Signed into law on May 25, 2007, HR 2206 enacted a 70-cent increase to take place over a two year period. Ultimately, the minimum wage will become \$7.25 on July 24, 2009.

All clubs are reminded that every employer of employees subject to the Fair Labor Standards Act's minimum wage provisions must post, and keep posted, a notice explaining the Act in a conspicuous place in all of their establishments so as to permit employees to readily read it. The content of the notice is prescribed by the Wage and Hour Division of the Department of Labor.

Download your club's free poster online in color or black and white at <http://www.dol.gov/esa/regs/compliance/posters/flsa.htm>.

Child Labor Penalties Increase

H.R. 493, the Genetic Information Non-Discrimination Act was enacted in law on May 21, 2008. This measure prohibits employers from firing, refusing to hire or otherwise making adverse employment-related decisions regarding employees on the basis of any genetic information that it may have.

The bill includes amendments to the Fair Labor Standards Act regarding penalties for child labor violations. Penalties for violations increase to \$11,000 per violation. In addition, the Labor Department may now assess penalties up to \$50,000 when a violation results in serious injury or death with the possibility of up to \$100,000 in cases of repeat violations. Civil penalties would also increase to \$1,100 in cases of repeated or willful violations of minimum wage or maximum hours requirements.

For additional information on this measure, please visit CMAA's Legislative and Regulatory Summary at <http://www.cmaa.org/legislat/summary/legislation.asp>.

Protect Your Employees as Temperatures Increase

The sun and warm weather of summer can also bring special hazards for those working outdoors. The combination of heat, humidity and physical labor can lead to fatalities. The two most serious forms of heat-related illnesses are heat exhaustion (primarily from dehydration) and heat stroke, which could be fatal. Signs of heat exhaustion or heat stroke need immediate attention. Recognizing those warning signs and taking quick action can make a difference in preventing a fatality.

Utilize these OSHA Resources available at www.osha.gov to educate your staff:

[Avoiding Heat Stress](#)

[Heat Stress Card](#)

[Heat Stress Card \(Spanish\)](#)

[Protecting Yourself Against Harmful Sunlight](#)