

the globe

Success Through Worldwide Connection



Newsletter of the Association of College and University Clubs

Winter 2010

Inside this Issue

President's Message 1

The Pillars to a Better Tomorrow 2

Developing a Personal Chef Brand Brings on Another F+B Venue to the University Club of Missouri 4

Hot Topics in Legislative and Regulatory Affairs 4

ACUC Web site
www.acuclubs.org

Happy New Year



I hope everyone had an enjoyable holiday season with their family and friends. We are so lucky to have this time off. It gives us a chance to spend time with our families – our foundation that allows us to give to our members and staff. Our job is very demanding and most of us spend more time at work than at home. Take time to thank your loved ones who support you and put up with your long hours.

As we reflect back on 2009, I'm sure we can all say this past year has been very challenging. Let's not look back but move forward and hope for a successful year ahead. We have a lot to look forward to in the upcoming months.

The board is planning for the upcoming Conference in San Diego. Thank you to Tom Mignano for hosting a reception. Please let us know if you are planning on attending.

The regional directors have started hosting monthly conference calls. It's worth taking your time to connect. This is a great way to get new ideas for your own club.

Coming your way soon is a new and improved Web site. Thanks to Ed Kasky and Ann Holt. If you have any suggestions, please share this with your board. Hope to see you in San Diego.

Cheers!

Leanne Pepper
ACUC President

CMAA University: Learn... Experience... Connect



CMAA invites ACUC members to the 2010 World Conference in San Diego, California to experience the variety of opportunities that are available, including Pre-Conference Workshops, seminars, management clinics, round-table discussions and keynote addresses by distinguished speakers. The 83rd World Conference on Club Management and Golf Industry Show, in San Diego, February 8-13, 2010, will provide strong educational, networking and business opportunities, helping you learn, experience and connect with colleagues and vendors in the club industry. For more information, including schedules, speakers and events, please visit www.cmaa.org. For information on attending, please contact ACUC Managing Director, Sara Thom, for exclusive ACUC scholarships.

ACUC Board of Directors

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

Membership Director

Marisu Jimenez, CCM, General Manager

The Athenaeum
California Institute of Technology
551 South Hill Ave.
Pasadena, CA 91106-3443
Phone: (626) 395-8200
Fax: (626) 356-0784
e-mail: Marisu.Jimenez@cattech.edu

The Pillars to a Better Tomorrow

By Elan Andurs
Nevada State College

Here at Nevada State College, we students enjoy many wonderful opportunities on campus. We are a small school, and that means that our class sizes are smaller, we have more personal access to our Professors, and the chance for making new lifelong friends is only limited by the number of days until graduation. But, as with anything, there are downsides as well. Many students yearn for the opportunity to join myriad clubs and organizations, to have a forum for discussions with their peers, ranging in topic from modern politics and ancient religion to literature and film. The question is, who will share your dream? Who can help you shape your ambition into reality? Look no further than Jerica Turek, Student Activities Adviser and Business Manager.

Many of you are already familiar with her work, if not with her optimistic and encouraging personality, even if you don't know it yet. Have you been to an orientation here at Nevada State? If so, you can thank Jerica Turek for the planning and layout. Taken part in one of our welcoming and social barbecues or luaus? Yep, thanks go again to Ms. Turek. In fact, the extent of her position here at Nevada State is staggering, "I do the work here, where at UNLV there would be at least four people." But surely orientations and barbecues aren't the extent of her hard work. She also manages the finances of the Nevada State Student Alliance, as well as provides the helpful insight and leadership training she gained while earning her Psychology degree, as well as her Masters in Student Affairs Administration.

In addition to all this, she has a different role as well, a role which could well shape the Nevada State College of tomorrow. The position of Activities Advisor might seem like a fairly rigid role to some, and indeed, at many large institutions the role tends to have less to do with individual students and more to do with bolstering the ranks of long standing organizations and fraternities. Let us not think these large, long standing groups are in any way bad, in fact they provide valuable social interactions and focus on heritage. Here, however, Ms. Turek has quite a bit more opportunity than her University counterparts. With the number of clubs and groups on campus surprisingly low, Ms. Turek is quick to remind us that we have the amazing opportunity of a blank slate, a fresh palette, if you will, with which to create our ideal college experience.

The importance of these clubs and social groups cannot be overstated, as Leanne Pepper, the President of the Association of College and University Clubs will gladly tell you. "Clubs play a very important role in the college experience, especially in today's world." Not only do they provide an outlet to express and explore ones own interests and passions, but they allow for a unique, and valuable social experience. "As we move ahead in life, we will continually draw on these connections as a source of friendship and stability. The clubs and organizations are really the heartbeat of the student population." She is also gracious in her advice to students, encouraging them to "Look every day for those opportunities to show you have a face, a personality."

With the obvious benefit that joining clubs, social groups and organizations can provide, we can see just how valuable having a strong voice of reason and optimism are to Ms. Tureks position, and let it be said that the position has never been better staffed. Fueled by a love of enabling and encouraging personal growth, of

The Pillars to a Better Tomorrow (continued)

showing others the real worth and possibilities of their dreams, and of each and every student becoming the architect of their own future. Jerica Turek embodies the traits needed to transform Nevada State College into the rich, vibrant community that it can only become if we all do our best to help. Don't know how to help? Take the advice of Ms. Turek herself, "Immerse yourself! Get involved! If you can't find what you want, make it happen. All you need is five people and an adviser. There isn't any better time than now, because we are responsible for building the foundation, today, that will enable the Nevada State of tomorrow to be the best it can be."

Developing a Personal Chef Brand Brings on Another F&B Venue to the University Club of Missouri

By Chef Daniel Pliska, CEC, and John LaRocca

As we are all facing difficult economic times, I think we should keep in mind what we do best. As I tell potential members to our club, we don't have a golf course or tennis courts. What we do excel at is food and liquor. How much better does it get than that?

I personally use my executive chef as our "Poster Boy." We use him in all of our marketing and brochures. Below is an article that he wrote explaining how our use of branding has paid off. I encourage you to look at ways to brand what you excel at and take advantage of your strengths.

In these times of economic cut backs and shrinking revenues one thing that has helped us here on the campus of the University of Missouri has been our continued success as the best culinary operation in the area. At our second annual Food Summit and ACF state conference I outlined the benefits and techniques at a "Club Chef Branding Seminar" along with Joe Barks Editor of *Club and Resort Business*. These techniques have yet again helped us to grow in a non-conventional area for club operations. This happened this past July when I was approached by one of our fraternity houses on campus to take over their kitchen operation. This occurred due to the continued development of spreading our culinary reputation through our personal chef brand that of "Chef Daniel." Evidence of this happened when the long time kitchen manager of the Phi Kappa Theta house suffered a medical condition and was not able to continue the operation of the kitchen. The fraternity house manager asked a local kitchen supply company if they knew of anyone who he should contact to find a replacement. The manager of the store then replied to him that he should go see "Chef P, at the University Club," since he has trained most of the culinary talent in the city. That week I received a call looking for suggestions of a kitchen manager to take over the house. Instead I offered him the idea of us operating the facility as a partnership with the University Club, another satellite operation if you will. After a quick two weeks of meetings with our GM John LaRocca we had all of the details planned out and added yet another venue for cross utilizing menus, prep and personnel. The partnership will also help to defer some of our senior management fixed costs and open a door for more houses to come on line as our reputation spreads through the culinary chef branding initiatives that we continue to market.

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

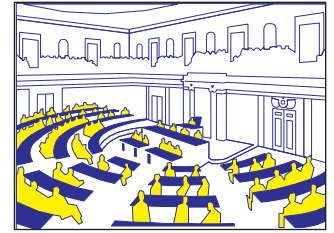
Sara Thom

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

Hot Topics in Legislative and Regulatory Affairs

ICE Announces More Employer Audits

Announced on November 19, 2009, US Immigration and Customs Enforcement (ICE) launched an expanded audit initiative of 1,000 employers across the country. Each employer will receive a Notice of Inspection which triggers an I-9 audit. The notices alert business owners that ICE will be inspecting their hiring records to determine whether or not they are complying with employment eligibility verification laws and regulations.



ICE has already conducted 654 employer audits pursuant to an initiative announced in July of 2009. From these audits, 61 Notices of Intent to Fine (NIFs) have been issued, resulting in \$2,310,255 in fines. In addition, 267 cases are currently under review.

In April, ICE implemented a new, comprehensive strategy to reduce the demand for illegal employment and protect employment opportunities for the nation's lawful workforce. Under this strategy, ICE is focusing its resources on the auditing and investigation of employers suspected of cultivating illegal workplaces by knowingly employing illegal workers. The nationwide initiative being launched is a direct result of this new strategy.

More information is available at www.ice.gov/pi/nr/0911/091119washingtondc2.htm.

Immigration Reform Is on the Horizon

In a November speech, Homeland Security Secretary Janet Napolitano announced the President's commitment to comprehensive immigration reform and further explained that the measure must include a commitment to workplace enforcement, increased access for legal immigration and visas and a path to citizenship for the existing 12 million illegal immigrants in the country.

Workplace enforcement has been a priority for Homeland Security during 2009 and the Secretary highlighted the success of enforcement efforts and the continued employer enrollment in the E-Verify program. In addition, Napolitano called on Congress to include increased penalties for illegal employment. The future flow of workers must be addressed and Napolitano cited specific shortages in the technology, agriculture and service industries. It is the amnesty for existing illegal immigrants which has already caused outcry in Congress. Twelve Republican senators led by Senator Orrin Hatch (R-UT) have publicly decried this measure citing existing double-digit unemployment figures.

Given the expected size of this legislation, expect major debate in the House and the Senate with Administration involvement and extensive grassroots and constituent involvement.

FMLA Expansion under DOD Authorization

On October 28, President Obama signed into law the Defense Department Fiscal Year 2010 authorization act. This measure expands the Family and Medical Leave Act of 1993 (FMLA) provisions related to exigency leave and military caregiver leave.

Under the exigency leave provision, families of active duty military may utilize FMLA for the management of their family member's affairs during their active duty service. Previously, these provisions only applied to families of members of the National Guard and Reserve. Exigency leave, which qualifies under FMLA, would include pre- and post-deployment activities and events as well as financial and legal management appointments.

The law also extends caregiver leave provisions to family members of veterans. Employees with a family member who was injured or became ill during active duty would be eligible to take up to 26 workweeks of unpaid leave during a 12-month period under FMLA. The leave will be available to eligible employees for up to five years after the veteran is discharged.

For more information, please visit the Department of Labor's FMLA Guidance Web site for employers at www.dol.gov/compliance/laws/comp-fmla.htm.

Hot Topics in Legislative and Regulatory Affairs (continued)

OSHA Announces New Emphasis Program

On September 30th, the Occupational Safety & Health Administration (OSHA) announced a new Injury and Illness Recordkeeping National Emphasis Program (NEP). The purpose of this new directive is to target employers in high-incident industries with low instances of injury to determine how OSHA can better determine under-reporting of accidents and injuries. The high-incident industries that will be targeted are mainly manufacturers but also include construction, poultry processing, the scheduled passenger airline industry, couriers, nursing care facilities and pet/pet supply stores.

Approximately 300 employers will be inspected under this one year-program. Although clubs and their facilities will not be directly targeted under NEP, it is important to note the new inspection methodology, which OSHA is undertaking through the program.

Inspectors will be required to conduct employee interviews. For establishments with 100 or fewer employees, at least 10 interviews must be conducted. For establishments with 101 to 250 employees, 15 interviews should be conducted. For establishments with more than 250 employees, the inspector must conduct a minimum of 20 interviews. The selection of employees to interview is not random. The inspector will identify employees likely to be injured or become ill from those working in high-hazard areas. Employees will be asked about any work-related injury or illness that they may have experienced during 2007 and 2008 and if they knew whether their employer reported the incidences. In addition, employees will be asked about the OSHA Form 300 and the use of "safety incentive programs, contests or promotions or any disciplinary programs" in their workplace and how they affect their decision to report incidents.

If during the course of these employee interviews, the inspector learns of any company policies that may discourage recording injuries and illnesses, these should be noted. For example, if the officer learns that there is an awards program tied to the number of injuries and illnesses recorded on the OSHA Log, the program is to be detailed in writing. If the employer's policy on such an incentive program is detailed in writing, the inspector is required to obtain a copy of the policy.

The complete directive can be viewed at OSHA's Web site at http://www.osha.gov/OshDoc/Directive_pdf/CPL_02_09-08.pdf.

Federal Short Cuts

- The US Equal Employment Opportunity Commission (EEOC) has revised its "Equal Employment Opportunity is the Law" poster. This new version reflects current federal employment discrimination law (including the Americans with Disabilities Act Amendments Act of 2008). The poster was revised to add information about the Genetic Information Nondiscrimination Act of 2008, which is effective November 21, 2009. The revised poster also includes updates from the Department of Labor. Federal law requires an employer to post notices describing the laws prohibiting job discrimination based on race, color, sex, national origin, religion, age, equal pay, disability and genetic information. The poster is available in English, Arabic, Chinese and Spanish. Access the new poster at <http://www1.eeoc.gov/employers/poster.cfm>.
- The Environmental Protection Agency (EPA) has officially deemed greenhouse gases (GHGs) - six specific gases, including carbon dioxide and methane - a threat to the public health and welfare of the American people as well as the environment. In this much-anticipated announcement, the EPA stated that it would begin drawing up regulations to reduce those emissions. Learn more at <http://yosemite.epa.gov/opa/admpress.nsf/d0cf6618525a9efb85257359003fb69d/08d11a451131bca585257685005bf252!OpenDocument>.
- To address pandemic concerns regarding H1N1, Senator Chris Dodd (R-CT) and Representative Rosa DeLauro (DCT) have introduced S. 2790/ H.R. 4092, which would allow workers to earn up to seven paid sick days to use for their own care, for medical care, for the care of a sick child or unexpected childcare emergencies due to the closure of school or daycare facilities related to the flu.

Hot Topics in Legislative and Regulatory Affairs (continued)

- The General Services Administration has created a business guide for seven cost-effective strategies for saving energy in facility operations. GSA oversees 8,300 federally owned or leased buildings. These recommendations include replacing air filters on schedule with higher performance filters and upgrading windows for better energy performance. To review the entire report, please visit www.gsa.gov/graphics/pbs/GSA_SevenStrategies_090327screen.pdf.
- Representative George Miller (D-CA) has introduced H.R. 3991 that would grant five paid sick days to employees who were sent home or instructed to stay home by their employer in relation to a contagious illness. This would apply to businesses with 15 or more full- or part-time employees who do not currently receive at least five days of paid sick leave.

Short Cuts From Around the Country

- According to economists at Moody's Economy.com, 11 states are out of the recession. Evaluation criteria included employment rates, home prices, residential construction and manufacturing production. Alaska, Idaho, Indiana, Iowa, Louisiana, Mississippi, Missouri, Montana, Nebraska, North Dakota and South Dakota are recovering from the recession.
- According the Pew Center, 10 other states are experiencing "fiscal peril," which could have significant impact on the national economy. Arizona, California, Florida, Illinois, Michigan, Nevada, New Jersey, Oregon, Rhode Island and Wisconsin will face major budget troubles in 2010.
- Workplace robberies are on the rise according to a recent article in *The Wall Street Journal*. The article warned that thieves are targeting many unsuspecting location including office buildings and industrial parks. According to the Federal Bureau of Investigation, robberies increased by 3.6 percent from 2004 to 2008.