

post_id	bbcode_uid	post_subject	post_text
1	69693d9777	General Discussion	Welcome to the board.
2	6a25c38565	Weather Related Closing	Please use this topic to discuss the wisdom and reasoning behind CCBC's decisions regarding amended hours due to inclement weather.
3	146bbac949		I don't know what the criteria are for deciding to close, open/close on time or amend hours. It seems very arbitrary and subjective. We'll stay open today for worse weather than we closed for a week ago. I don't know if different people are making those decisions, but it seems rather inconsistent. Aside from that, the "alert system" works well...I get a voicemail AND a text message. We used to have a rational policy but now it's all based on SK's ego.
4	d2a3512929		Can you imagine the elitist arrogance of someone who moves to Rome and then expects the Romans to do as they do instead of the other way around?
5	c4616922d2		Heck. That sentiment seems to be more widespread than just with SK's ego.
6	21e4e1e1ac	Consultants	Does anybody have any idea how many consultants are currently doing work for the college and how much CCBC is spending on these guys? How about for the past year...or proposed for the upcoming year?
7	2c911f7622	Re: Consultants	<p>It seems like everybody has a say in it except for the department or personnel being evaluated.</p> <p>[quote:2c911f7622="Bill Dingby"]Does anybody have any idea how many consultants are currently doing work for the college and how much CCBC is spending on these guys? How about for the past year...or proposed for the upcoming year?</p> <p>It seems like everybody has a say in it except for the department or personnel being evaluated.[/quote:2c911f7622]</p> <p>Well, let's see...I heard that campus works, having screwed up IT thoroughly, was doing a review of human resources - but I don't know how that went or what it resulted in. I don't know if they're involved in any other department. And there was a consultant reviewing cable TV but I'm not sure of others.</p> <p>Your last sentence is spot on, though. It's really an insult to our employees and a betrayal of the idea of self-governance which many have worked very long and hard for, to disregard local achievement and ideas in favor of some corporation's for-sale template.</p> <p>The current college admin likes to sling around the word "community" but apparently that community doesn't include the people whose years of service and work have made the college what it is.</p> <p>These outside for-profit companies are a negative privatizing influence on public non-profit institutions. They have no loyalty to the college nor any sense of its history or established culture, but they're quick to insist on allegiance to their "corporate culture". They're bulls (and all that goes with bulls) in the china shop. And even as their decisions represent the outsourcing of our own self determination, they will outsource as many other functions as they can. You can bet there's some mutual back scratching going on, and it might have a paper trail.</p> <p>Really, so far the current administration seems more like a hostile occupying force than colleagues engaged in common endeavor.</p> <p>And the strategy in general seems pretty much a declaration of incompetence. If you knew how to do the job you were hired for, you'd go ahead and do it, not farm it out at great and unnecessary expense to third party "consultants" while discounting the advice and help of your own people right out of the gate.</p> <p>The whole thing smells mighty fishy.</p>
8	d56436a685	Re: Consultants	<p>Yeah, I know how IT was totally clusterf***ed. I understand there's been a consulting crew looking at the bookstores. Does anyone know if it is all of auxiliary services, or just the bookstores? With no store manager at Dundalk (and apparently no hurry to get one) and the director of aux services position STILL vacant, it'll be interesting to see how it pans out.</p> <p>Anybody else know of any departments "under review"?</p>
9	ec55cba8d1	Re: Consultants	<p>[quote:ec55cba8d1="Bill Dingby"]Yeah, I know how IT was totally clusterf***ed. I understand there's been a consulting crew looking at the bookstores. Does anyone know if it is all of auxiliary services, or just the bookstores? With no store manager at Dundalk (and apparently no hurry to get one) and the director of aux services position STILL vacant, it'll be interesting to see how it pans out.</p>

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			<p>Anybody else know of any departments "under review"?[/quote:ec55cba8d1]</p> <p>Well, lord help your department if they follow the campus works model. The college now has a chief technology officer with no background in technology and zero people skills.</p> <p>Hired to, among other things, increase efficiency, the CIO is techno-insecure enough to require the attendance of multiple techs at his presentations. Efficiency?</p> <p>And while going through the new help center for support - the plan mandated by the CIO and the administration - is good enough for faculty, staff and students, the same administration that decreed it won't use it and side steps it routinely, and pulls rank to get service before anyone else. It's clear what hypocrites these people are. The idea of following their own rules is apparently out of the question.</p> <p>It's too bad that people at that level don't have to really earn the respect the rest of us are forced to fake.</p>
10	6f5ab1346c	consultants	<p>...current records indicate that campus works is on a three year 2.7 million dollar run with your money...\$95,000 just this month (feb 09) was doled out to MGT of Florida for consulting on step and grade wages...</p> <p>remember "A consultant is someone who says to you 'can i borrow your watch so i can tell you what time it is"</p> <p style="text-align: center;">Mark Twain</p> <p>[/quote]</p>
11	6e770c455a	Re: Consultants	<p>[quote:6e770c455a="Bill Dingby"]Does anybody have any idea how many consultants are currently doing work for the college and how much CCBC is spending on these guys? How about for the past year...or proposed for the upcoming year?</p> <p>It seems like everybody has a say in it except for the department or personnel being evaluated.[/quote:6e770c455a]</p> <p>These are the key words, "It seems like everybody has a say in it except for the department or personnel being evaluated.[/quote]". Like others, I am still waiting to find out the "real" job" and it is now February 2009. Just think if it had it taken any of us this long to complete a project, Aso, it appears only certain select parties (favorites) were authorized to be involved in receiving key information for their own personal gain. Or so it appears.</p>
12	276a9cdb47	Union Busting Thoughts	<p>I am curious as to just how many folks who might have been requestede/mandated to train others not as part of their usual duties, then had to hand their jobs over to the other folks later upgraded or replaced by the parties the employees were mandated to train (with no compensation or acknowledgement) or far worse to come, possible replacement all due to union bustng strategies along with down-sizing, outsourcing and/or a combination thereof based on the premise of resstructuring to create a better organization. :-)</p>
13	af8946c95c		<p>If half of the administration at CCBC disappeared, no one else would notice, and the college's "business" of education would go on unabated - and a good deal better funded.</p> <p>The college structure has long been top-heavy, which was one of the things the consolidation of the campus sites was supposed to fix, and which it didn't.</p> <p>Sometimes a leech is just a leech, and cannot masquerade as a medicinal poultus.</p>
14	9e5cdbb60e		Amen!
15	d5abed0e08		...there are 27 members of the \$100,000 club...one in the \$200,000...
16	1526392fd2	CCBC Facilities, Amenities	<p>Remember back when personal responsibility was taken for granted and we had faucets that actually ran hot water and would stay on until you turned them off? It's nearly impossible to find hot water or a manual faucet anymore.</p> <p>Then there were johns that wouldn't flush until you wanted them to instead of deciding themselves when you needed a bidet wash? For those who like to decide for themselves, here's a guerilla hygiene tactic: take some paper towels and wrap them around the optical sensor, disabling automatic operation.</p> <p>Anyone else have any observations?</p>

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17	d821a6c8f8	CCBC Sodexho Food Services	<p>Aside from lousy food at high prices, a lack of healthy offerings and inadequate operating hours, what else is there to know about Sodexho, CCBC's favorite food services monopoly?</p> <p>In May of 2006, War Resisters International awarded Sodexho their "War Profiteer Of The Month" award: <a href="http://www.wri-irg.org/node/563">http://www.wri-irg.org/node/563</a></p> <p>-----</p> <p>Sodexho is a multinational corporation with a record of anti-unionism.</p> <p>From <a href="http://www.labournet.net/world/0209/sodintro1.html">http://www.labournet.net/world/0209/sodintro1.html</a> -</p> <p>"Sodexho has a dismal record in Europe and the United States, where it has been called on the carpet for many safety and cleanliness violations as well as cost overruns. In Canada the company has also come under fire for the quality of their service."</p> <p>-----</p> <p>And from <a href="http://www.corporatewatch.org/?lid=347">http://www.corporatewatch.org/?lid=347</a></p> <p>"Sodexho has also been criticized not only for opposing organized labor, but for going one step further. In 1998, its handbook for managers on how to fight unions in the workplace was leaked to the International Hotel Employees and Restaurant Employees Union.</p> <p>So war, prisons, anti-unionism and oil. All this and so much more."</p> <p>-----</p> <p>More, you say? Like this from  <a href="http://query.nytimes.com/gst/fullpage.html?res=9903E0DB1031F93BA15757C0A9639C8B63&amp;n=Top%2FReference%2FTimes%20Topics%2FSubjects%2FF%2FFood">http://query.nytimes.com/gst/fullpage.html?res=9903E0DB1031F93BA15757C0A9639C8B63&amp;n=Top%2FReference%2FTimes%20Topics%2FSubjects%2FF%2FFood</a> -</p> <p>"Sodexho, the food services company, agreed yesterday to pay \$80 million to settle a lawsuit brought by thousands of black employees who charged that they were routinely barred from promotions and segregated within the company. The company said it had agreed to resolve the litigation to avoid prolonging the case, which was set for jury selection today in Federal District Court in Washington. It admitted no wrongdoing. The suit was filed in March 2001 against the company's predecessor, Sodexho Marriott Services. Sodexho, based in Gaithersburg, Md., is a unit of Sodexho Alliance of France. The settlement will mean payouts to 10 lead plaintiffs and to as many as 3,000 other black salaried workers who worked at the company between 1998 and 2004."</p> <p>-----</p> <p>And a comprehensive link <a href="http://www.corporatewatch.org/?lid=834#uni">http://www.corporatewatch.org/?lid=834#uni</a></p> <p>-----</p> <p>How does the college benefit from the choice of Sodexho (also known as Sodexo) as our sole provider of food services? If they offer a competitive product, then why aren't other vendors allowed to compete with them, offering students, faculty and staff greater choices?</p> <p>That's the American way, we are taught. Apparently, it's not the CCBC way, though.</p> <p>Does the college benefit financially from allowing only this one vendor offering less than stellar food at high prices?</p>
18	309929c855		<p>Yet they will not refill two empty custodian positions at \$17,000 per and tell you how much money they're saving.</p>
19	79a4515585		<p>Yeah, Sodexho has a horrible reputation world-wide!</p> <p>I am surprised they haven't convinced admin to ban all non-Sodexho food on campus...including whatever anyone (staff or student) brings back from going off-campus for lunch or even what we brown-bag from home!</p> <p>I see where some of their vending machines now take plastic. With the prices they've slapped on</p>

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			the stuff, I can see why!
20	9b95fd0b00	FY'09 PERFORMANCE REVIEW PROCESS FOR NON-FACULTY	I see that because of our "fiscal challenges", we won't be getting a COLA for 2010.  How much do you want to bet that these same fiscal challenges will not prevent admin from granting themselves the usual salary increases and bonuses? And for what - a job well done? Well.....no, it can't be that, can it?
21	b1fe004a3f		Yeah. They are "fiscally challenged" when it serves them and free-spending, wheelin'-and-dealin' when they want to be. It all depends on which side of their mouth they're talking out of. Singing the fiscal blues and giving yourself a raise...didn't the Mayor of Baltimore try that?
22	5a68d22629	Less for more	And the new ATM in the Community Center is really an improvement, huh? Lower cash withdrawl limits, a higher fee, and poorer performance compared to the previous machine. Sometimes it's not tooooooo slow, but other times, you might as well pull up a chair.  Anyone remember the college's stated reasons for downgrading this service?
23	a1b5b2f01e		I can't believe I remember where to find this stuff! Here's the "official" notice of the ATM change posted on the Innerloop 12/19/2008...  Recently we were advised by Baltimore County Savings Bank that they planned to discontinue their ATM services on our campuses. In order to continue to provide ATM services to all students, faculty, and staff, we have engaged the services of a new ATM vendor. The new vendor, DBI Financials, was selected as the new provider as they offered the service at all three campuses, with the lowest cost to the customers. The old ATM machines will be replaced with the new ones during the winter break as to not interrupt service. The new machines will be operational as of January 5, 2009. Please be advised that the surcharge for cash withdrawals will increase from \$ 2.00 a transaction to \$ 2.35 a transaction. We look forward in continuing to provide the convenience of having an ATM machine on each campus.
24	6d1f40ae6b		[quote:6d1f40ae6b="Bill Dingby"]Yeah, Sodexho has a horrible reputation world-wide!  I am surprised they haven't convinced admin to ban all non-Sodexho food on campus...including whatever anyone (staff or student) brings back from going off-campus for lunch or even what we brown-bag from home!  I see where some of their vending machines now take plastic. With the prices they've slapped on the stuff, I can see why![/quote:6d1f40ae6b]  ----- And then have to go to the ATM first to get cash out and pay the new ATM fees to boot (that may have went out on the Innerloop but am sure very few saw) and only found out by actually going to use one to not starve to death because you can't go off campus to get something to eat because you might be called down because you might have taken longer than the allotted lunch break, then might be accused of not being at your assigned station or longer than you are supposed too. :-)
25	5b93f4d40c	Union Meetins	I had a question concerning union meetings. I heard after the fact that there may have been a union meeting one day earlier this week on the Catonsville campus. I did not receive an email as well as other union members did not see any email either.  Someone else told them about the meeting. They told me later that she didn't get anything either and asked if I knew of one. I had not.  I explained to her that it might have been trapped in her CCBC killspam as mine has before. I found out a while back and I don't generally have time nor always remember to go in there to constantly check so was just wondering if anyone knows of anyone else who may not think about checking this just in case. Especially for members who are extremely tech savvy users. Just curious if anyone has heard or is aware of any occurrences of this.
26	4d366e9720		I guess we'll get a first-hand look at their reasoning and decision-making over the next day or two, huh?
27	90d935bd12		I don't know what to say about their reasoning or rationale, but the alert system didn't work this time...no text message, no voicemail, no e-mail, no nothin'!
28	efc8627937	Job reclassification	This whole job questionnaire and job description thing through MGT...is it directed towards everybody in the college system...from the top down? Is administration...the upper echelon...those in "The Tower"...part of this process are is it from a certain hierarchy level down?  If everybody is doing it, it'll be interesting to see who gets reclassified and/or upgraded and if there is a pattern. If admin from a certain level upwards is not part of the process, how were they

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29	e661b710c8	Reclassification	<p>deemed exempt?</p> <p>It is also interesting that this reclass is based on "assigned" subject matter experts and where these "experts" came from and who decided they were the "experts" and what premise the choice were based on.</p> <p>It will also be very interesting as far as who gets promoted, moved around, demoted or remain the same on these subjct matter experts information provided and who might even be let go in the whole process for whatever rationale might be used.</p> <p>Patterrns already exist.</p>
30	4b1de0a673	CSI CCBC	<p>According to the "continuing saga" on the SharePoint, CCBC will save \$20,000 per year by contracting with Corporate Mailing Services to process our mail. I am sure that CMS is not doing this out of the kindness of their heart, so has the cost of this venture been factored into this \$20,000 per year savings?</p> <p>What's the cost of this service vs. the alleged savings?</p>
32	0697bb1e6c	Missing Post	<p>Hey!! There was a pretty lengthy, yet really good, post here the other day from Augur, and now it's not here. Did Augur remove his own post or are we being censored?</p>
33	57a17ea63b	Re: Missing Post	<p>[quote:57a17ea63b="Bill Dingby"]Hey!! There was a pretty lengthy, yet really good, post here the other day from Augur, and now it's not here. Did Augur remove his own post or are we being censored?[/quote:57a17ea63b]</p> <p>Admin has not removed a post. Only admin and the poster can delete posts.</p>
34	6a8e3596dc	How To Save The College Money	<p>[i:6a8e3596dc][b:6a8e3596dc]I recall that not too long ago there was an item on the inner loop asking for staff suggestions on how to save the college money. I'm sure there were many suggestions that staff members had at ready but did not feel comfortable suggesting, perhaps like getting rid of about a third of our eternally top-heavy administrative structure.</p> <p>So why not post your real ideas on this thread?[/b:6a8e3596dc][i:6a8e3596dc]</p> <p>I'll start: Dissolve the division of Instructional Technology and absorb its functional areas and technical personnel into other, already existing administrative areas.</p> <p>This idea embodies the same spirit of efficient streamlining that the idea of merging the campus sites does, and who could dispute the wisdom of that brainstorm? There simply is no longer a compelling need for a separate, system level Instructional Technology administrative structure and budget line with a highly paid director, secretarial staff, etc. Here's why:</p> <p>[b:6a8e3596dc]THEN – A History:[/b:6a8e3596dc] From an organizational chart point of view, it's been amusing to watch the evolution of how CCBC has dealt with media and technology issues and support over the years. Back before the merging of the three campus sites, various technology related resources bounced around to different departments every few years when the obligatory reorganizations realigned the territorial fiefdoms.</p> <p>Even before the digital revolution began the reinvention of all wheels and absorbed the analog media technologies into computer based systems, media support sometimes was under Instructional Technology and other times under the library and sometimes subtly merged with cable television.</p> <p>By the time the colleges decided, 'till death do they part and for better or worse, to merge into one big happy administrative family, the technological revolution was in full swing and PCs had become ubiquitous throughout media support, library systems, the classroom and television production. Information Technology (although I'm not sure it was actually called that then), which previously had dealt mostly with the unwieldy mainframe computers of yore, gradually began to absorb the tasks of PC support, deployment, network design and implementation, and so forth until these responsibilities branched off from Applications Development. Before this point, there were decisive distinctions between the missions of Instructional technology and other computer services' helpdesk-like support. Few if any of these distinctions any longer exist.</p> <p>[b:6a8e3596dc]NOW – The Real World:[/b:6a8e3596dc] The Instructional Technology Department has three main functional areas that I can discern – Smart Classroom and Emerging Technologies (such as videoconferencing, for example) Support, Instructional Design/Software Training Support and Cable Television.</p>

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			<p>1. Smart Classroom and Emerging Technologies: The fact is that there is virtually nothing done in the name of Smart Classroom support by Instructional Technology that is not duplicated by support offered by Information Technology's help desk personnel, and the help desk personnel have an equal or higher level of training in many cases, as suggested as preferred experience or knowledge in those job descriptions. Since the latest of our perpetual reorganizations, Instructional Technology has successfully offloaded some of its previous responsibilities to the helpdesk. This trend is worthy of note and expansion and is demonstrative of the validity of this proposal. Merge this area of Instructional Technology into the helpdesk.</p> <p>2. Instructional Design/Software Training Support:  a. Instructional Design – As we can see through products like WebCT/Blackboard and the idea of developing standardized instructionally oriented user interfaces, the momentum of this effort is leaning towards form-based products. Move this area to Applications Development.  b. Software Training Support – Again there's not much being done by Instructional Technology that isn't being duplicated by the Helpdesk. The main difference is that traditional training classes addressing several people's software needs at once are offered by Instructional Technology while the Helpdesk addresses the identical needs on a one-to-one or one-to-few basis. Instructional Technology personnel periodically request the helpdesk to assist in software oriented problems that they cannot solve themselves. Merge this area into the Helpdesk. Some applications training could also be done by Applications Development.</p> <p>3. Cable Television: Some functions of Cable TV seem more related to Public Relations than anything else, and some other of its functions are not easily distinguished from Media Services, which though no longer known by that name, is now, in reality, under the helpdesk and as busy as ever. Merge it with the Helpdesk and give it its own queue, much like the old "media services" functions now.</p> <p>Anyone have some other ideas on how to trim the fat?</p>
35	ee0d9b054d		Let's not throw all of IST out. There are a few good components. :-)
36	210ef777c8		<p>One that would ahve saved a lot of moeny and laods of hassle. Managemetn should ahve never been invovled in any reorg or restructuring.</p> <p>If they wanted something new and wanted it to WORK everyone should have been involved with open discussion and not a handpicked selection of gamers and pre-schoolers going to the back of the schoolyard bullying people and knifing them in the back and so on.</p> <p>Open discussion and participation might have got the job done and perhaps we wouldn't need so many reorgs.</p> <p>Get rid of management. Is that possible? Because when these leave others will take their places. :-)</p>
37	4f5ed4849f		<p>[quote:4f5ed4849f="duhgal"]Let's not throw all of IST out. There are a few good components. :-)[/quote:4f5ed4849f]</p> <p>Not denying that, and this is not about most of the IST staff - they're just caught up in the same ongoing bad administrative joke. But what does IST do that IT does not already do or that does not logically fall within the mission of other depatment. I say "nothing".</p> <p>Grand Pooh Bear had a dog and pony show in one of the IST areas recently. Guess which department set it up and responded to the usual "loose nut behind the wheel" errors on the part of one of the college's highest tech authorities? Hint - it wasn't IST which apparently is not expected to actually do their own jobs.</p>
38	464312ec4b	Not Found In The Daily Post	<p>CCBC in the (real) news:</p> <p><a href="http://talk.baltimoresun.com/showthread.php?s=4cef953a60f03ecff75d44a4a62bcfdf&amp;p=4669517#post4669517">http://talk.baltimoresun.com/showthread.php?s=4cef953a60f03ecff75d44a4a62bcfdf&amp;p=4669517#post4669517</a></p>
39	e6b3c8370b	IT, IST, CCBC ??????	<p>It would have made more sense to simply have one department that does what most departments were originally intended to do ;; help folks. Yes, this does appear to have many directions for everyone which appear to be quite complex and secretive to this day and it's been how many years.</p> <p>Yes, most folks do the same exact thing so I do agree.</p> <p>IT, IST, HELP Desk, Media Services - we're supposed to be there for the same thing but who knows. It's a big secret too. :-)</p>

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40	73147af2d7	Interesting Reading	That was an interesting thread.
41	e44ac46316	Knock, knock	Who's there?  I had to come and see you in person because my damn e-mail hasn't worked for three freakin' days!!
42	1654c8a90f	Re: Knock, knock	[quote:1654c8a90f="Bill Dingby"]Who's there?  I had to come and see you in person because my damn e-mail hasn't worked for three freakin' days!![/quote:1654c8a90f]  Yep. The worst technology failure in the college's history! And with the highest impact possible during finals week.  That's what you get when you hire CWI. Will they accept the responsibility, declare failure and bow out gracefully? No, only an honorable firm would do that.  Then the president's statement assures us that we won't have hardware failures like this again (a SAN) since we're going to new software (Active Directory). Duh! Apples and oranges.  The blind hiring the blind.  The beatings will continue until morale improves. And morale isn't going to improve.
43	0685fb022f		Are these the same people who decided to remove all of the trash compacters/dumpsters from campus?
44	f310a8e19a		[quote:f310a8e19a="Bill Dingby"]Are these the same people who decided to remove all of the trash compacters/dumpsters from campus?[/quote:f310a8e19a]  I don't think CWI had anything to do with that stroke of genius, but who knows?
45	0ca9fd4adc		Has CWI cluster****ed other places they have been? What's the opinion of them and what's their reputation outside of the CCBC circle?
46	126dfdbd43		[quote:126dfdbd43="Bill Dingby"]Has CWI cluster****ed other places they have been? What's the opinion of them and what's their reputation outside of the CCBC circle?[/quote:126dfdbd43]  Gee, there's an interesting conversation going here.  Well, there's a lot to be told in this regard. For starters, recently CWI was one entity among several bidding on a contract for IT services at Empire State College - <a href="http://www.esc.edu/">http://www.esc.edu/</a>  Their bid there was defeated after college community members researched and presented evidence to their appropriate college committees concerning the nature and character of CWI and the performance of CWI at other institutions.  Quoted below are portions of a recent UUP (United University Professionals) Newsletter published at Empire State College. You might note a remarkable similarity to our experience here at CCBC with CWI:  <hr/> "Chapter President's Report Jay Gilbert April, 2009  I want to take this opportunity to inform our entire membership about the details of two major issues that have been ongoing at the college, one that has been ongoing for years and one that has arisen since the arrival of President Davis. The first is the issue of improper appointment letters provided by our college for all of its part time employees. The second concerns a review this past Autumn of the systems and technology that support all of our current college activities. President Davis is now responsible for process and outcome of both. For both, I need to ask -  [b:126dfdbd43]What is the President thinking?[/b:126dfdbd43]  II. The preparation and aftermath of the "second opinion":

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The President has had no further meetings with OET professionals.</p> <p>The college spent approximately \$30,000 to bring in CampusWorks consultants during the fall of 2008 for their "second opinion". In January, an additional estimated sum of nearly \$20,000, (based on CampusWorks' published NYS OGS contractual hourly rate of \$306.83) was paid to this company, at President Davis' sole discretion, to compensate one of their high-level executives for eight days of his "professional" services. The President appears not to have known that for contract awards above \$30,000, State regulations guiding SUNY campus contracting practices require a request for proposal (RFP) to be prepared. A SUNY campus is required to "solicit a minimum of three informal quotations or proposals from responsible vendors offering such commodities or services." Once again, I have to ask - did the President consult with legal and policy advisors available to him at SUNY? 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They have assembled many future-directed recommendations based on their extensive experience with our educational delivery models.</p> <p>A leader desiring real change and improvement involves and engages those with a stake in the outcome; President Davis did not permit any participation in the analysis of ESC's systems by his experienced and dedicated staff. A leader desiring real change and improvement keeps the process open and transparent; so everyone can "buy-in" to the eventual outcome; President Davis kept the process secret.</p> <p>The sad part of all of this is the unnecessary wreckage that has been left behind over the past 8 months by the President's approach to IT change at the college. It takes a long time and sustained positive effort to build a good reputation, one that permits people to trust what you say, that permits people to understand and agree with your goals, that makes people willing to work for you and follow your leadership. 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			<hr/> <p>More info and further details pending....</p>
47	6782bc4c94		<p>Wow!! You could could cut-and-paste "CCBC" every place there's an "ESC" and pretty much tell the same story. "It's like deja vu all over again!"</p> <p>I don't know how much "trust" there is in the brain trust, but "confidence" is sure on a slippery slope!</p> <p>Let's all cull the internet and see what other "glowing recommendations" are out there about this company...and share what we find...</p>
48	a60215eb05	Campus Works	Wow, good info; not so good company. Go figure. Agree, it is exact mirror.
49	bc95b85785	Campus Works (Not)	<p>So I see that every facet of Information Technology, Instructional Technology, Distance Learning, and even Media Services suffered in this year's Employee Survey results, compared to last year's results.</p> <p>Why? One of the main changes during this period was the contracting of Campus Works Inc. (CWI) – corporate cronies at work at your own place of work, your community and your college.</p> <p>Previously, these IT wizards said there would be no post-reorg need at all for Media Services, but of course there is, they were wrong, and Media is busier than ever - even if Media was, as the survey reflects, better able to do their job(s) before our new president chose to outsource IT services design and authority to CWI. Why exactly is still a real mystery.</p> <p>And it's only costing us upwards of \$3,000,000 to screw it up this bad.</p> <p>That's an expensive transformation from something that worked to something that doesn't.</p> <p>So I'm starting this topic specifically to discuss the nature and history of Campus Works, Inc. (Copied from the topic "Knock, Knock")</p> <p>For starters, recently CWI was one entity among several bidding on a contract for IT services at Empire State College - <a href="http://www.esc.edu/">http://www.esc.edu/</a></p> <p>Their bid there was defeated after college community members researched and presented evidence to their appropriate college committees concerning the nature and character of CWI and the performance of CWI at other institutions.</p> <p>Quoted below are portions of a recent UUP (United University Professionals) Newsletter published at Empire State College. You might note a remarkable similarity to our experience here at CCBC with CWI:</p> <hr/> <p>"Chapter President's Report Jay Gilbert April, 2009</p> <p>I want to take this opportunity to inform our entire membership about the details of two major issues that have been ongoing at the college, one that has been ongoing for years and one that has arisen since the arrival of President Davis. The first is the issue of improper appointment letters provided by our college for all of its part time employees. The second concerns a review this past Autumn of the systems and technology that support all of our current college activities. President Davis is now responsible for process and outcome of both. For both, I need to ask -</p> <p>What is the President thinking?</p> <p>II. The preparation and aftermath of the "second opinion":</p>
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51	fc0e0a9adb	Gross Fraud	<p>From:  <a href="http://www.eastbayexpress.com/gyrobase/no_business_like_no_bidness/Content?oid=283911&amp;amp;page=1">http://www.eastbayexpress.com/gyrobase/no_business_like_no_bidness/Content?oid=283911&amp;amp;page=1</a></p> <p>[b:fc0e0a9adb]No Business Like No-Bidness[/b:fc0e0a9adb]</p> <p>[i:fc0e0a9adb]A firm founded by an ex-con wins contracts from local college districts whose top brass have acted as its consultants. Coincidence?  By Will Harper  July 24, 2002  Anna Kuperberg [/i:fc0e0a9adb]</p> <p>Ronald J. Temple turned to CampusWorks at the Peralta Community College District, despite past problems with the company's founder.</p> <p>You won't find Fred Gross' name prominently featured on his company's promotional material. His firm's Web site doesn't list him as one of its executives -- or even as an adviser. Company executive Liz Rocklin goes so far as to say that Fred Gross "has no responsibilities for the company and is not on the board of directors."</p> <p>But make no mistake: CampusWorks is Gross' baby. He's named in a March 14, 2002 corporate filing as a secretary and director. Buried in a 2001 company press release is the revelation, "CampusWorks is the brainchild of Fred Gross." And up until mid-April, Gross' home phone number was listed on company letterhead as the number for its headquarters.</p> <p>Rocklin and her colleagues have a good reason for downplaying Gross' role in CampusWorks. Controversy has followed the ex-con for almost two decades.</p> <p>For a corporate executive convicted of securities fraud whose companies' contracts have drawn intense scrutiny across the country, Gross has been remarkably successful in attracting big names to CampusWorks, including current and former college chiefs. Recently, the growing computer-consulting company has landed multimillion-dollar contracts with two Bay Area school districts. And in both cases, Gross boasts a cozy relationship with the heads of the districts.</p> <p>At the Peralta Community College District, Gross won a lucrative no-bid contract blessed by a chancellor who used to serve on CampusWorks' board of directors. And now the former chancellor of the Chabot-Las Positas Community College District, which also signed a contract with Gross' company, is working as a consultant for Florida-based CampusWorks. Both districts refuse to release records of how the money has been spent, because CampusWorks has threatened them with legal action if they release so much as an invoice. What do they have to hide?</p> <hr/> <p>Fred Gross made his fortune managing information technology systems for school districts and other public agencies.</p> <p>He founded Systems &amp; Computer Technology Corp. in 1968, and by the early '80s it was emerging as an industry leader with annual earnings upward of \$40 million. But just as the company appeared poised to become a darling of stock analysts, it was rocked by a series of scandals over its business practices.</p> <p>A civil grand jury in Fresno County concluded that county officials improperly steered the firm a 1982 contract worth \$1.37 million by providing it with confidential information and letting a company employee adjust a competitor's bid so it appeared higher. Meanwhile, an investigation by the Detroit News published in January 1984 showed how a \$3.3 million computer-consulting contract that Wayne County Community College awarded without competitive bidding ballooned to \$9 million because of cost overruns and mismanagement.</p> <p>The News quoted former college presidents accusing other school administrators and trustees of having "personally profited" from the arrangement with SCT. In a recent interview, former Wayne County Community College president Reginald Wilson recalled that the firm helped pay to fly at least six college administrators to Egypt -- birthplace of the school's executive vice president who negotiated the deal -- where it pitched them on a proposal to manage the college's computer systems and develop software. SCT also briefly took over management of Peralta's data center in</p>

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			<p>1984, only to be let go after its troubled track record caught up with it.</p> <p>Gross abruptly resigned as SCT's president in February 1985. Later, it surfaced that the company's board had demanded he quit after an auditor found irregularities in the firm's books. Federal investigators reportedly accused him of inflating the company's earnings by doing things such as counting income from binding contracts that didn't exist. At the time, Gross owned more than two million shares, or a reported sixteen percent of SCT's total value, and prosecutors argued that Gross was trying to improperly raise the company's stock value. A jury ultimately convicted him of conspiring to defraud investors and filing false quarterly reports with the Securities and Exchange Commission. He was sentenced to two years in prison and fined \$100,000, according to The Legal Intelligencer.</p> <hr/> <p>Ronald J. Temple inherited the technological headaches caused by SCT when he became president of Wayne County Community College in 1985. Yet the experience didn't sour him on Gross. In 1994, after Temple had moved on to run Chicago City Colleges, his institution signed a \$7.5-million contract to overhaul and manage school computers with a new company bankrolled by Gross, Technology Specialists Inc. Within three years, Temple was suffering from a new set of computer headaches, as his ambitious-but-flawed plan to upgrade the district's technology culminated in an [i:fc0e0a9adb][b:fc0e0a9adb]untimely computer crash during spring registration.[/b:fc0e0a9adb][i:fc0e0a9adb]</p> <p>Around the same time, the board of trustees decided not to renew Temple's contract. But once again, Temple chose not to blame his woes on Gross. Instead, in 1999, he agreed to serve as a director and principal consultant for Gross' newest venture: CampusWorks.</p> <p>A few months later, Temple took over another school district with major technology shortcomings: Oakland's Peralta Community College District, which oversees Laney and Merritt colleges in Oakland, Vista College in Berkeley, and the College of Alameda. At the time, Peralta still relied on an ancient mainframe computer system. Temple and his colleagues bypassed the competitive-bidding process and turned directly to CampusWorks to come to the rescue. In January 2000 the board of trustees, following the recommendation of Temple and his staff, approved a no-bid, one-year \$650,000 service contract with CampusWorks.</p> <p>It was a sweetheart deal: It amounted to paying two full-time CampusWorks employees \$325,000 a year each to run the district's information technology division. But former Peralta trustee Tom Brougham recalls that Temple argued that the no-bid deal was an emergency stop-gap measure necessary to address the district's immediate computer shortcomings. "It was presented to us as a temporary thing," Brougham recalls. "There was no intent to make it a perpetual situation."</p> <p>Yet in spite of Temple's initial assurances, within a year he was pushing to hire a consultant like CampusWorks on a long-term basis. In early 2001, as CampusWorks' first contract was about to expire, the district sent 59 companies a "request for qualifications," the first step toward establishing a long-term contract to overhaul and manage the district's computer systems. Companies didn't have to submit financial bids or even estimates, just a résumé and a sales pitch. As Temple told the board of trustees, a more formal bidding process "might produce a lowest-bidder company with whom the district does not wish to work."</p> <p>But the process was not as competitive as one might have hoped. The mailing list was out of date; in several instances, the district sent the requests to the wrong address. At least eleven other firms on the list said they never got the notice. Two firms were going out of business and one other recipient didn't even do computer consulting. There also were errors of omission. CollegisEduprise, an educational industry bigshot and CampusWorks' main rival, didn't receive a notice from Peralta, a spokesman says.</p> <p>Some of the CampusWorks competitors that did get the correspondence felt the process was biased toward one company. Ned Chapin of the Menlo Park computer consulting firm InfoSci, said the document's jargon made him suspect it was already a done deal -- leading his company to opt out of the process. "We took a sniff of it and we felt that the decision had been made and they were just looking for paperwork to fill their file," Chapin said. "It didn't sound like the usual boilerplate that most public agencies send out."</p> <p>As it turns out, it wasn't: CampusWorks had a hand in crafting the document's language. George Herring, Peralta's former senior vice chancellor for financial services, told the board of trustees that</p>

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			<p>"portions of" the agreement that CampusWorks had negotiated with Peralta in 2000 were included in the school's subsequent request for a new consultant. But while Herring downplayed CampusWorks' involvement, Gross apparently wasn't so modest. After the district sent out its request for qualifications, Kathy Neal, the head of Kneal Resource System Alliance of Oakland, said she had a phone conversation with Gross in which he referred to the RFQ "we wrote."</p> <p>In the end, only three of the 59 firms even took the time to respond. Kneal went ahead and sent in a sales pitch to the district, as did CampusWorks and a third company, eCollege of Colorado. An independent consultant retained by Peralta to evaluate the three responses recommended eCollege over CampusWorks.</p> <p>But a Peralta employee who reports to Temple came to a different conclusion.</p> <p>Internal auditor John Shaffer tilted in favor of CampusWorks, citing the company's previous experience with the district as a major factor in his reasoning. Perhaps not surprisingly, Temple concurred, and on May 22, 2001 he recommended the board of trustees approve what was then to be a three-year, \$3.7 million consulting contract.</p> <p>By that point, disgruntled faculty members were openly questioning whether Temple had a conflict of interest because of his earlier ties to CampusWorks. Temple explained himself at an ensuing meeting of the district board, saying he had been affiliated with CampusWorks for less than three months and that he had openly disclosed his relationship to members of the board before he was hired. "I've never been compensated one penny for that relationship ... not even reimbursements," Temple said.</p> <p>The board initially refused to sign off on the deal, complaining about the sloppiness of the proposed contract. Instead the board extended the previous no-bid deal for another year while Temple and his crew worked out the contractual kinks with CampusWorks. Finally, on March 12 of this year, Temple and his team came back with a slightly modified deal, spanning four years and costing \$3.9 million. Despite the objections of trustees who wanted local firms to have a chance to bid on the contract, the board narrowly approved the CampusWorks deal the second time around.</p> <p>Trustee Darryl Moore recalls that there was a very happy visitor in the audience that night. His name, of course, was Fred Gross -- the guy who supposedly has nothing to do with CampusWorks anymore.</p> <p>Through his spokesman, Temple declined to elaborate on his relationship with Gross and CampusWorks. Gross and his colleagues, meanwhile, declined several requests to discuss his relationship with Temple. CampusWorks also is trying to keep Peralta and other school districts from releasing any documents describing the work they have completed or billed for.</p> <p>Three months ago, a letter sent from Gross' fax machine warned Peralta not to release "any information furnished to the college which was either proposed or contracted that relates to scope of work, costs, staffing, and contract terms and conditions." The letter, signed by Liz Rocklin, head of the company's community college division, said CampusWorks was trying to prevent its rival, CollegisEduprise, from obtaining any of its trade secrets. Peralta officials complied, refusing to release a variety of materials, including invoices, monthly status reports, internal memoranda, and even the sales pitch the company used to help it land the multimillion-dollar contract .</p> <hr/> <p>In early 2000, the neighboring Chabot-Las Positas Community College District, which oversees Hayward's Chabot College and Livermore's Las Positas College, signed its own \$1.4 million consulting contract with CampusWorks. Officials there received a separate written warning from CampusWorks, and consequently won't even release their contract with the firm. But district spokeswoman Jennifer Aries says CampusWorks did exactly what it was hired to do -- installing upgraded administrative software and recruiting information technology directors for the two colleges and the district office.</p> <p>CampusWorks, however, has come under fire from some campus IT professionals for taking credit for work done by district employees. CampusWorks "did absolutely nothing for our district, especially Chabot," says Shari Jacobsen, a student counselor at Chabot and membership representative for the faculty association. "They were a waste of time and money."</p> <p>Former Chabot-Las Positas chancellor Ron Kong has been quite complimentary of the company's work and is quoted in its promotional literature. But Kong isn't exactly an objective source. Shortly</p>

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			<p>after retiring from the district in July 2001, he joined CampusWorks as a consultant and member of its executive advisory board.</p> <p>Reached by phone at his home in the South Bay, Kong said CampusWorks recruits many current and retired community colleges chancellors like himself to serve on its executive board as a public relations move. "I think most of us act as references," he said. Kong couldn't recall exactly how and when CampusWorks recruited him. But he says he generally isn't compensated for his services, although the company will spring for travel expenses to conferences where he networks and describes his positive campus experiences with CampusWorks. Kong says he hasn't done a lot of consulting work for CampusWorks and hasn't talked to anyone from the company for about two months.</p> <p>However, Jacobsen described the former chancellor's career move as bordering on "cronyism."</p>
52	35fa18bccb	Northern Essex Community College	<p>It's a small world, eh?</p> <p>Check out:</p> <p><a href="http://www.mass.gov/sao/Audit%20Reports/2003/200102014c.pdf">http://www.mass.gov/sao/Audit%20Reports/2003/200102014c.pdf</a></p> <p>This is a long document, and it's all fairly interesting reading, most especially in light of our own experience with CWI.</p> <p>But I found pdf pages 17 through 43 or so to be Déjà vu all over again.</p> <p>Of particular note are numerous comments about inadequate documentation concerning how CWI was chosen, an apparent lack of a fair and competitive bidding process, the suspiciously sloppy nature of the contracts themselves, billing for "related expenses" and estimates of how cost-ineffective (to put it nicely) the college's relationship with CWI turned out to be.</p> <p>Perhaps CCBC's contract(s) with CWI deserve a long second look.</p> <p>It's also curious that one of the alleged strengths of CWI was their familiarity with SCT Banner - a company noted in the previous post as having some troubled history associated with CWI's founder - convicted felon Fred Gross.</p>
53	3083c70c55		<p>For a continued discussion of Campus Works, see the topic "Campus Works (Not)":</p> <p><a href="http://cybermessageboard.fatcow.com/cwaloc/viewtopic.php?t=15">http://cybermessageboard.fatcow.com/cwaloc/viewtopic.php?t=15</a></p>
54	cb5eafd12a	Extremely Informative	<p>Great reading material and extremely informative.</p>
55	3f3579be73	And the beat goes on...	<p>Another CWI casualty:</p> <p>From <a href="http://www.yosemite.edu/trustees/M-NOVEMBER2004-Final.pdf">http://www.yosemite.edu/trustees/M-NOVEMBER2004-Final.pdf</a></p> <p>[b:3f3579be73]In summation, Ms. Joan Day [i:3f3579be73](CampusWorks representative)[/i:3f3579be73] stated that the performance of the system and CWI's response time has been unacceptable, and that CWI should have recognized that early in the fall and should have started corrective action at that time. She stated that the CWI team is here to do that.[/b:3f3579be73] Some of the performance issues will be taken care of immediately with completion by the middle of January. Ms. Day pointed out that there are some Oracle/Datatel bugs which the Datatel team will work on, as well as provide training. She said that they have compiled a list of items to address, with the performance issues at the top of the list. The last item on their list is the transition plan development which is usually done in the last year of a contract. Ms. Day stated that a proposal has been made to the District for an accelerated resource allocation, wherein additional resources will be put in place for a shorter period of time, at no extra cost to the District. She said that they will continue to work with Datatel and do what is needed to get the job done. She recommended that the consulting team report to an oversight committee and suggested the committee be comprised of the college presidents, Executive Vice Chancellor Scott, and anyone else the</p>

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			<p>Board deems appropriate. Ms. Day assured the Board that CWI is allocating the resources necessary, they are accountable, and are putting their best experts on campus. It is CWI's and Datatel's goal to make YCCD a model Datatel/Oracle operation in California. Ms. Day said she hoped that the Board would make the right decision and allow them to go forward with their proposal.</p> <p>[b:3f3579be73]Susie Agostini, Dean of Admissions and Matriculation, stated that she was surprised to hear that set up problems had occurred, and that implied that college teams were not doing their jobs. Dean Agostini said that assumption is unacceptable because staff have worked extremely hard for the last year and a half. She said training was not provided to them, rather, they were provided information about the systems and were given alternatives on how to set up a single database at a multi campus system. Dean Agostini indicated that their expectation of the new system had been much higher than what the new system provided.[/b:3f3579be73] She said they expected the system to be fully automated like the old DSK system.</p> <p>[b:3f3579be73]Trustee Dean assured Ms. Agostini that trustees had only heard good things about staff's efforts. Trustee DeMartini stated that Dean Agostini's comments reflect what she had heard. She was perplexed as to how things got so bad, and she asked to hear any other comments from the audience. [/b:3f3579be73]Trustee Rojas said that he heard that the major problem was lack of communication.</p> <p>[b:3f3579be73]He said if staff had not complained, the Board would have been ignorant about the problems. Ms. Day said she agreed with everything said, and she did not want anyone to think that anything was done incorrectly by the college staff. She suggested that staff are doing a lot of extra work because the system is not working properly. She reiterated that there had been a breakdown in communication and it was CWI's fault.[/b:3f3579be73] It was their responsibility to manage the vendor throughout the implementation process. They want to rectify the problem and Ms. Day asked that the Board allow them to do that. She said the vendor needs to address the software issues, and CWI needs to address the communication and vendor management issues.</p> <p>[b:3f3579be73]Trustee Neumann said he wanted to concentrate on resolving the issue of low morale which has existed for over a year. He said he expected CWI to manage the vendors throughout the process. He now wanted to know if CWI would be able to go from managing the project to operating as a consultant only.[/b:3f3579be73] Ms. Day stated that they would be able to work in the capacity that the Board saw most appropriate. She repeated that CWI's goal is to leave the District in the best possible shape.</p> <p>Trustees Flores and Schrimp asked about an accountability plan and how many resource people would be working on the project. Ms. Day explained that a proposal has been made to add resources and accelerate the process to finish the project by the end of February as opposed to the end of June.</p> <p>[b:3f3579be73]Some students shared specific problems they have encountered while trying to register for classes. Some faculty voiced their concerns with the lack of adequate training, the difficulty in accessing the system, and the consultant fees.</p> <p>Chair Schrimp said that many negative things had been voiced, and explained that the Board wanted CWI to hear the frustration staff were going through. [/b:3f3579be73]She thanked Ms. Day, Ms. Miller-Finn,</p>

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			and Mr. Hemsteger for their presentation and professionalism. Student Trustee Cerritos commented that she had concerns with CWI's departure in February. She felt they should stay through the semester to see the whole registration process through. Executive Vice Chancellor Scott explained that the Board of Trustees had asked CWI for a plan of departure earlier than June. She said the original agreement ends in June. Trustee Hallinan commented that if CWI serves in a lesser capacity that their fee should be lower as well. Chair Schrimp stated that CWI fees will be discussed under the purchase orders section of the Consent Agenda.
56	b9ee189679	Gotta tell you	Some people are very good at fiction writing. That's all I have to say about that.
57	bd44cec367	5 weeks	It has been 5 weeks since the last post. Does that mean that everything's OK and everyone is happy?
58	1a38eb0e4f		Is this a trick question?
60	a6bafc1028	SOP	I mean we still have at the helm a harebrained monarchist wannabe posturing as a liberal, and her right hand man still dreams of having her very own hammer some day as the technology reorganization continues to spiral out of control, changing policies weekly.  The left hand honcho of the crooked crown offers a refreshing counterpoint, wisely assessing that the instructional technology in place is a joke, doesn't work and isn't good enough for his faculty. Too bad nothing is likely to happen quickly to change that.  Meanwhile the queen's salary, already shamefully extravagant, is scheduled to DOUBLE in a year or so. When is the last time your salary doubled for hiring corporate weasel know-nothing consultants, outsourcing your own people's jobs and wrecking college vehicles?  I guess you could call that screwing things up "royally".  I am CCBC too.
61	34eb373a93		...you have a "me too" clause in your contract that stipulates ( and i para-phrase)...if any employees on the yard receive a cola, we receive a cola...unit one receives a cola 1 jan 2010...by contract we do also...(the only caveat to that might be a negotiated item --for instance a 1% for the 2010 fiscal year instead of 2% at the 1 jan date)...
62	5eb438293a		OK. So classes start in less than a week. We get our new job descriptions, minus titles, for our review, via e-mail. We are supposed to review them and make any comments, corrections, or suggestions forwarded by September 8. On top of everything else that is going on during the week before...and the week of...the beginning of the semester, we're supposed to add to that reviewing our job descriptions? Jeez...why don't I stick a broom up my @\$\$ and sweep the floor too? Something as important as reviewing our job descriptions, and we're supposed to do that while we're preparing for the biggest enrollment jump in our...alleged...50+ years?  Does somebody in the higher-ups think this is not important, or are they trying to bums-rush it through?
63	c616381de8		[quote:c616381de8="Bill Dingby"]OK. So classes start in less than a week. We get our new job descriptions, minus titles, for our review, via e-mail. We are supposed to review them and make any comments, corrections, or suggestions forwarded by September 8. On top of everything else that is going on during the week before...and the week of...the beginning of the semester, we're supposed to add to that reviewing our job descriptions? Jeez...why don't I stick a broom up my @\$\$ and sweep the floor too? Something as important as reviewing our job descriptions, and we're supposed to do that while we're preparing for the biggest enrollment jump in our...alleged...50+ years?  Does somebody in the higher-ups think this is not important, or are they trying to bums-rush it through?[/quote:c616381de8]  Bums' rush is the correct answer. Now normally that would infer that we are the bums getting the rush, but here the rush is originating from a bunch of overpaid bums who had every opportunity to get this done earlier. THEY [b:c616381de8]CHOSE[/b:c616381de8] NOT TO DO SO. This is intentional foot-dragging and deserves the same in response.  Look, first things first...disconnect the phone and do not check your email or any other aspect of workflow until this priority is accomplished.

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			<p>And take your time and do a thorough job. Then take your time again and review it. Cross all the t's and dot all the i's; twice. Then and only then worry about any other assignment, no matter how "critical".</p> <p>That is the path I will be taking and I encourage the entire brotherhood of the local to do likewise.</p> <p>You don't cooperate in good faith with us; we don't cooperate in good faith with you.</p> <p>Tell the world too.</p> <p>We are CCBC.</p>
64	d2fa2420be	Where do Ex-College Presidents go to cash in...	<p>So where do Ex-College Presidents go to cash in on their collusion with corporate thug types which characterized their administrations and compromised the quality and morale of the institutions foolish enough to have employed them?</p> <p>Any guesses?</p> <p>OK - Campus Works, Inc.</p> <p>I know, it's a big surprise, huh?</p> <p><a href="http://www.campusworksinc.com/index.php?option=com_content&amp;task=view&amp;id=16&amp;Itemid=33">http://www.campusworksinc.com/index.php?option=com_content&amp;task=view&amp;id=16&amp;Itemid=33</a></p> <p>You will note that several of the institutions mentioned therein are those mentioned above as having been less than thrilled with CWI's "services".</p> <p>But who cares when the payoff for selling out your own people is a cushy position at CWI?</p>
65	590deaa710		<p>We are supposed to review them and make any comments, corrections, or suggestions forwarded by September 8. On top of everything else that is going on during the week before...and the week of...the beginning of the semester, we're supposed to add to that reviewing our job descriptions?</p> <p>"This is intentional foot-dragging and deserves the same in response." This says it all.</p> <p>The timing is most definitely so and as was the possibility of it being done at the time of the original survey's timing and vehicle of submission whereas job descriptions allegedly were not available at survey submission time among other aspects. Getting a jd? Interesting concept.</p> <p>It amazes me as tax payers much less employees that our taxes pay for THIS. If we hired them why are we doing all this work? We are not getting paid as management consultants nor management services.</p>
66	de07fc2f24	Re: 5 weeks	<p>[quote:de07fc2f24="Bill Dingby"]It has been 5 weeks since the last post. Does that mean that everything's OK and everyone is happy?[/quote:de07fc2f24]</p> <p>Read: PostPosted: Sun Aug 09, 2009 10:25 am Post subject: SOP - Auger :lol:</p>
67	2614539b70	JD Line	<p>Does anyone see any peculiar lines in the jd's that is common to all of them? In the signature area? Maybe? Maybe not? :twisted:</p>
68	663265e0a6		<p>So, just what did these goofs at MGT do? I mean, we do [b:663265e0a6]all[/b:663265e0a6] the work to fill out all of their forms, on their timeline...wait, wait, wait, now do it today by noon...and this is what we get back? It is exactly...exactly...what I submitted. Right down to the typos and misspellings. You mean my tax dollars went to this company for what was basically a cut-and-paste job? WTF??? I need a gig like that!</p>