Everybody Has a Story—Mike Voisine

Everybody Has a Story is back this month and while we could call this feature “A Day in the Life of a Bates Security Officer,” such a title does little justice to this security officer’s story! Mike Voisine, Bates Security Officer (also known as the “parking guy” to some), is a 13 year employee whose history at Bates extends beyond his employment here.

Mike grew up in a neighborhood near campus and recalls spending his youth fishing at “the pond,” riding his bike on the Quad and eating at the Den. For as long as he can remember, he’s been connected to Bates.

What most people don’t know is that the time spent away from Bates is perhaps the most intriguing. He’s been in the security arena for over 20 years, and in addition to his campus security experience, he has spent time in both personal protection and event security; he is self-described as having this work “running through his blood.”

If you have an odd unmet desire to chat about the likes of classics like Sammy Hagar, Meatloaf, Aerosmith, ZZ Top, or the more recent Beastie Boys, Cake, Creed, Kid Rock or Axel Rose, Mike Voisine is the guy you want to connect with. Mike spent approximately 9 years as a security officer to the stars while they toured venues up and down the East coast. Believe it or not, we have among us an employee who has spent a significant amount of time with some of the biggest rock stars of our time! Who knew?

But, alas, the call of family responsibilities was louder than screaming concert goers and Mike returned home to take on the more challenging job of being a dad. There are two things that are very clear when you talk to Mike; he loves his son Konnor and he loves working at Bates. Like most, he cites the sense of community as the biggest draw for him. He’s proud of the fact that he works with kind, hard-working people who care about what they do.

The consummate professional, Mike couldn’t let me get away without passing on a few messages about parking at Bates. While he’s aggressive at his job, he considers himself fair; after all, most parking regulations are in place for safety reasons and he’s committed to protecting the campus community. However, should you find yourself with a little piece of paper under your windshield wiper, he wants you to know—it’s not personal, it wasn’t about you; it was really your car that was the problem...

New Employees—September

Andrew Doyle, Dining Room Attendant, Dining Services
Nicole Hastings, Assistant in Instruction, Physics
John Oliver, Sanitation Worker, Dining Services
Kathleen Rose, Administrative Assistant, Office of College Advancement—Alumni & Parent Programs

Compensation Study Update

In October, the Human Resources staff will begin a comprehensive review of all professional positions on campus. Professional positions at Bates are defined as those that belong to a specific profession by virtue of having completed a required course of studies and/or practice, and whose competence can usually be measured against an established set of standards. This study will not include those professional positions that supervise other employees. Professional positions that supervise other employees will be reviewed in the Management Study in 2010-2011.

The purpose of the review is to update job descriptions, create a job classification system with corresponding salary ranges, and to determine the competitiveness of our salary ranges in the labor market. This study will follow the same steps as the previous studies for the Administrative Support and Service Groups.

During the winter months, Human Resources will be conducting interviews, slotting positions, collecting salary surveys, analyzing the market data, and reviewing internal equity. The number of positions within this group is substantial and there are a wide range of positions and professions that are included. As a result, this study will take longer than the previous two studies.

The study will conclude with notification to all employees included in the study of the results. Each position will be slotted to a specific band and assigned a salary range. Any adjustments to pay as a result of this study will be implemented effective May 1, 2010.

We would like to thank the individuals in each professional group and their supervisors in advance for their participation, as they are an integral part of this process.

Coming in October: The Desktop Directory

Each year the campus community eagerly awaits the publication of the Directory. This year, the Directory will not be published in hard copy; we are currently working to create a Desktop Directory. The Desktop Directory will contain most of the information you now see in the printed Directory, with a few minor changes. Specifically, the Desktop Directory will include three (3) sections: Faculty, Administration, Staff and Students and listing by Department. The directory of offices and the yearly calendar will be separate from the Desktop Directory and will be made available to each office. The Desktop Directory should be available in mid to late October; the campus will be informed via e-mail when the Desktop Directory is live and available for use. The Desktop Directory—a Cost Savings Initiative proposal that results in savings of $3,000 annually!
Fire Door—Keep Closed?

Have you ever noticed the signs which are often stuck on doors across campus that say Fire Door—Keep Closed? How about those automatic door closers? Quite the nuisance, right? It’s frustrating to have to keep opening doors to pass through or to prop open a door in order to get a draft from a stairwell window. Frustrating and uncomfortable as this may be, disregarding these instructions and disabling or overriding these devices is a fire code violation and can be deadly. The National Fire Prevention Association has determined that fire doors are critical components in a building’s system designed to slow the spread of smoke and fire if a fire starts. Open doors provide a source of oxygen for fire. Those of who have been through the fire extinguisher training will remember that oxygen, fuel, and a heat source are the trio of requirements for a fire to start and be sustained. There is no shortage of fuel in our surroundings and oxygen is in the air we breathe. The control of airflow can play an important part in preventing a smoldering fire from turning into a raging inferno. A combination of properly maintained smoke detectors and controlled drafts in a building result in a much higher likelihood that building inhabitants will hear the alarm and get out before the fire can become fully engaged. Automatic closers ensure that doors shut behind those exiting the building.

The important thing to remember is when talking about fire-related injuries and deaths is that most victims are killed by toxic gases and superheated gases in the form of smoke. Limiting the spread of smoke by keeping fire doors closed allows more inhabitants to escape before being overcome. Stairwells, in particular, act as chimneys for the transport of smoke when fire doors are left open. Given that stairwells are usually the primary route of exit in an emergency, the problem is very rapidly compounded when doors at the entrance of hallways are propped open.

~Ray Potter

LifeBalance Consultant 24/7

Did you know you have a LifeBalance Consultant available 24/7? LifeBalance provides a host of materials and information on topics such as: Health, Emotional Well-Being, Addiction & Recovery, Parenting & Child Care, Education, Midlife & Retirement, Older Adults, Financial Legal, Everyday Issues, Work, Managing People and Disability. LifeBalance Online provides you with useful information and resources to help you balance your work and family life. For example, if you would like to talk to a LifeBalance consultant for assistance with issues related to Parenting & Child Care topics, you can call 877-259-3785 (TTY/TDD access is available at 800-999-3004) any time 24/7 or just go online to: www.lifebalance.net

User Id: bates
Password: bwell

Sample Parenting/Childcare Topics:
Adoption/ Becoming a Parent/ Child Care/ Children's Health/ Children's Mental Health/ Infertility/ Parenting Skills/ Special Needs/ Stages of Development

This Employee Assistance Program is free and completely confidential.

The Tobacco Support Group

www.healthyandroscoggin.org

WHO: Open to anyone who desires to become tobacco free.
WHAT: Find the support you need to make this attempt at a tobacco-free life your last attempt!
WHEN: Meets every Thursday from 6:00 to 7:00 p.m.
WHERE: LePage Conference Center at St. Mary’s Regional Medical Center, 99 Campus Avenue, Lewiston.
FMI: Call Healthy Androscoggin at 795-5990

Notes from the Bates College Staff Association

Greetings from the Bates College Staff Association Steering Committee. We will be holding election for the BCSSA Steering Committee soon so watch your mail boxes for nomination forms! The Publicity and Events Committee is planning an event for October break. Details to come!! We want to remind staff of our webpage presence on the Bates College website.

www.bates.edu/bcsa.xml

Don’t forget to take advantage of the online suggestion tool to submit your thoughts or ideas.

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*This and future issues of the Communicator will feature lessons learned from those who participated in the class “Live, Learn and Pass It On” during Staff Enrichment Week.