



# FALL 2009 PSA NEWS

## *Fall 2009 PSA Leadership Retreat*

By Deanna Pritchard  
PSA Executive President

### Inside this issue:

<i>Leadership Retreat</i>	1
<i>PSA Executive Board</i>	
<i>Fall 09 meetings calendar</i>	2
<i>Create your own reality</i>	
<i>Wildly Important Goals</i>	3
<i>Campus/Unit PSA Presidents</i>	4
<i>PSD Information</i>	

The Professional Staff Association held the Fall 2009 Leadership Retreat. On September 16th at the Willow Room on PC's campus.

We started the morning with Stephen Zipperer, PSA Past President. He presented the ice breaker activity which focused on communication styles. The activity helped us to recognize if we are victims, passengers or leaders. We finished up with telling at least one thing we love about our job. Some of the responses were: our co-workers, our boss, our interaction with students, hours, flexibility and general good feeling of providing a valuable service to our

college/MCCD/community.

Our guest speaker was Teresa Toney, Manager of the Office of Public Stewardship. She continued our theme of communication. Her presentation concentrated on email guidelines. She urged us to use the following guidelines. Be professional, Do not include emotion, state only facts, state only what needs to be stated, assume that any email you send could be shared with others and don't spread rumors. She reminded us that email records are subject to public records requests. We are the custodians of our email accounts. Act with integrity and communi-

cate openly and honestly.

The Executive Board and I shared the PSA District wide Wildly Important Goals (WIGs) with everyone. We also encouraged campus/unit leadership to adopt these WIGs or create specific goals for their unit. more information can be found on page 3.

Deanna Pritchard



*You're the only one who can make the difference. Whatever your dream is, go for it.*

**Earvin Magic Johnson**

The PSA Web Site has been updated, go take a look  
<http://www.maricopa.edu/psa/index.shtl>

## *2009-2010 PSA Executive Board!*

Deanna Pritchard, DO	<i>President</i>	1-8396
Anna Fives, GCC	<i>President-Elect</i>	5-3160
Stephen Zipperer, DO	<i>Past-President</i>	1-8587
Scarlett Perry, GCC	<i>Secretary</i>	5-3977
Marsha Carlen, EMCC	<i>Treasurer</i>	5-8479
Anita Dusek, MCC	<i>Policy Chair</i>	1-7551



## Fall 2009 Upcoming Meetings

<b>10/21</b>	12:45-1:45P	All PSA President's Meeting	RIO Conference Center
	2:00-3:30P	PSA Executive Council/General Meeting Phoenix College providing refreshments	RIO Conference Center
	3:30-4:30P	PSA Summer Conference Meeting	RIO 2 <sup>nd</sup> floor meeting room
<b>11/18</b>	12:45-1:45P	All PSA President's Meeting	RIO 2 <sup>nd</sup> floor meeting room
	2:00-3:30P	PSA Executive Council/General Meeting GateWay providing refreshments	RIO Conference Center
	3:30-4:30P	PSA Summer Conference Meeting	RIO 2 <sup>nd</sup> floor meeting room
<b>12/2</b>	TBA	PSA Holiday Luncheon - GCC Hosting	GCC

## You create your own reality

You have created the reality that you find yourself in; what you tolerate in life, the beliefs you have that limit you, your attitudes, these and other of your influences have all created your reality. The sooner you accept this, the sooner you take responsibility for your current situation, the sooner you can take responsibility for changing it for the better. We may not always have direct control of the world around us but we are always free to choose how we think and feel. It's not what happens that makes the biggest difference but how you deal with what happens. No one can take this inner freedom, this inner power, unless we choose to give it away.

Attitude is an emotion that all people get when they have other emotions.

A positive reality comes from positive emotions about a person, behavior, or event.

Peter Senge says in his book "The Fifth Discipline": *"We do not describe the world that we see; we see the world we can describe."*

The greatest thing that any of us will ever choose in life is our attitude towards it. And that is how you have created the reality you find yourself in now. If you believe that you will live the fullest life you can, you will.

<http://www.lifeusersguide.com/?s=you+create+your+own+reality>



## 2009-2010 Wildly Important Goals — #1 Unity

### UNITY

**Purpose:** Unite PSA and all MCCCCD in a spirit of cooperation and collaboration by working with other policy and constituency groups, encouraging participation in PSA meetings and events, celebrating our diversity, and creating a Professional Staff Association with a strong uniformity of purpose.

#### Unity - Action Plan

*Initiate planning meetings with constituency groups (MACHE, AACHE, APIA, etc.)*

*PSA is all of these groups*

*At least 2 collaborative events per year (Prof Dev Days, and/or other training)*

*Visit all units throughout the year*

*By-laws in synch for each campus*

*Update each campus website (all campuses should have a website)*

*Communicate PSA Goals and Concerns with CEC to create buy-in*

*Call for agenda items (send to Executive Secretary)*

*Restructure monthly meeting agendas and reporting guidelines*

## 2009-2010 Wildly Important Goals — #2 Growth and Development

### GROWTH and DEVELOPMENT

**Purpose:** Encourage employees to take advantage of learning opportunities – whether through PSD, PSI, PEL, EOLT, MOSAIC, Creative Pathways, attending PSA meetings, or becoming an officer/representative at the unit or district-wide level.

#### Growth & Development - Action Plan

*Campus leadership (President, President-Elect) attend President's meeting @ month*

*Gather data on training needs of professional staff*

*Review professional growth guidelines and policies to maximize stewardship of resources*

*Leadership Retreat*

*Encourage attendance/completion of District offered programs (Navigate Maricopa, etc.)*

*"DID YOU KNOW" (FAQ's) before meetings relative to agenda items*

*Expert Guest Speakers at Monthly Meetings*



development

unity

growth

How do we measure?

Are these goals reasonable and attainable?

How do we hold each other accountable?

Are these truly our Wildly Important Goals?

## One Maricopa

MCCCD Professional Staff Association

2411 W. 14th St.

Room 423

Tempe, AZ 85281

Phone: 480-731-8396

Fax: 480-731-8853

E-mail: [psa.president@domail.maricopa.edu](mailto:psa.president@domail.maricopa.edu)



## Campus PSA Presidents, 2009-2010

- |                     |  |                      |                                     |
|---------------------|--|----------------------|-------------------------------------|
| • Chandler Gilbert  | Lizabeth Price                         | • Phoenix College    | Cecilia Quiroz                      |
| • District Office   | Donna Warner                           | • Paradise Valley    | Elizabeth Buckton                   |
| • Estrella Mountain | Donna Owens                            | • Rio Salado         | Inhye Peterson                      |
| • Glendale College  | Dawna Kremin                           | • Scottsdale College | Mary Gibbons &<br>Kathleen Lueppker |
| • GateWay College   | Patty Kirchner                         | • South Mountain     | Michael Burtch                      |
| • Mesa College      | Ontonio Ballard &<br>Monica Margaillan |                      |                                     |



***The ear of the leader must ring with the voices of the people  
Woodrow Wilson***

## PROFESSIONAL STAFF DEVELOPMENT funds are available

The total maximum amount for 2009-2010 Fiscal Year for approved professional growth activities registration and related travel expenses and tuition is \$3,000.00. Reimbursement will be made to regular part-time employee up to half of the total maximum award amount (s) which is \$1,500.00. This is different than in years past. The professional growth funds are no longer separated between activities, travel and tuition (separate applications still required). Eligible PS employees will have a fiscal year maximum of \$3,000 to use in the area they choose. Applications are now being accepted, go to <http://www.maricopa.edu/psa/psd.shtml> for further details and applications. Your PSD Committee members are:

Lizabeth Price	CGCC	Angela Ford	DO
Marsha Carlen	EMCC	Sally Hervey (Chair)	GCC
Andrea Romo & Tricia Phillips	GWCC	Delia Vital	MCC
Mary Davison	PC	Elizabeth Buckton & Lori Espinoza	PVCC
Melanie James	RSCC	Susan Ells & Mirna Rosas	SCC
Crystal Rodriguez	SMCC		