



**Meeting Minutes – September 20, 2006
Employee Lounge, District Office**

PSA President, Rene'e Young called the meeting to order at 1:35 PM. Ground rules were reviewed and a quorum was established.

Our guest was Rory Gilbert, Diversity Training Coordinator for MCCCCD. As the newest member of the Employee and Organizational Learning Team, focusing on MCCCCD's diversity training initiative, Rory brings to Maricopa an unbeatable package of experience, professionalism and dedication. A memorable quote from Rory during her presentation, "We don't DO diversity, we ARE diverse." On issues relative to diversity and inclusion, please call Rory at 18211. The Diversity Advisory Council has been revived and each college has a Diversity Coordinator: MC – Janet Felton; SM – Raul Monreal; GW – Marie Fenski; SC – Dee Dugan; EM – Dan Meador; RS – Beatriz Cohen; PV – Ken Clark; PC – Kelly Loucy; GC – Debbie Krumtinger; CG – Carol Miro.

Committee Reports

- PEL (Sue Blackwell) – Updated applications are available.
- FAC (Alyssa Brown) – No report
- Diversity Council (Stephen Zipperer) – No report
- EBAC (Sandia Hayes) – If you are injured or hospitalized out of state, call the phone number on the back of your insurance card listed for CCN - \$500 deductible.
- Early Retirement Committee (vacant) – This report was tabled until we have more information from Dianne Johns about the ER incentives.
- Web Committee (Elizabeth Buckton) – Report any changes to Elizabeth, she will gather and give them all to Doug Nelson who is our webmaster and has oversight of our website.
- PSI (Madison Walker) – No report
- PSD (Juliane Roybal) – Updated application are available for Tuition and Travel.
- CPD (Anita Dusek) – No report, meeting will be held on October 2.
- Summer Conference (Chris Hoeffler) – Quotes for the 2007 Conference will be reviewed and a site chosen by the end of the week. 12 quotes were received this year.
- Service Committee (Don Jensen-Bobadilla) – Volunteer efforts will be reported at the October meeting.

New Business

- Retreat Update(Rene'e Young) – 37 PSA employees attended the Retreat (see notes attached and listing on back page)
- Approval of 2006-07 Budget (Marsha Carlen)
 - On a motion and a second and a unanimous vote, the 2006-07 PSA Budget was approved.
 - On a motion and a second and a unanimous vote, the increase of the Summer Conference to \$6,000 was approved.
- Open Committee positions were filled – EBAC – Sandia Hayes; Service Committee – Don Jensen-Bobadilla.

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- Refreshment Sign-up list:
 - October 18: MCC
 - November 15: CGCC
 - December 7: Holiday Luncheon
 - January 24: RSC
 - February 14: PC
 - March 21: EMCC
 - April 18: GWCC
 - May 16: GCC
 - June 29: DO
 - July 20-21: 25th Annual PSA Summer Conference

Old Business

- Unit Announcements:
 - SCC – Gold Books are for sale - \$1 per book will benefit PSA Scholarship.
 - MCC – Holiday Boutique will be held on November 30 – NO Food will be sold.
 - SMCC – Silent Auction with themed gift baskets will be held November 29.
 - PC – Meeting next week.
 - CGCC – PSA Cookbook and Thank You grams will benefit PSA Scholarship.
 - DO – Meeting next week. Holiday Luncheon, December 7 (Thursday).
 - GCC – Cookbooks for sale.
 - PVCC – Meeting next week. PVBay an online auction, picnics and car washes are planned.

PLUS

Kept on track
Finished early
Final budget approved
Emily was great
Stay on top of website

DELTA

Kevin leaving

Next Meeting: Wednesday, October 18 – MCC – Kiva Room – 1:30 to 3:30 PM
Guest Speaker: Carol Garcia – Human Resources Analyst

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Leadership Retreat Notes – September 20, 2006

The PSA Leadership Retreat is intended to reinforce goals and objectives set each year for our members. This year's leadership plan of action is to assess and focus on the needs of PSA, set our goals in motion, and establish a plan of action for PSA. The WIG's (Wildly Important Goals) for 2006-07, set at the Leadership Summit this past summer, are:

- Increase Dues Paying Membership – In order to show support, involvement and commitment to PSA, we need to increase our numbers of dues paying members; and to show our District that PSA is in support of our association, current changes as it pertains to our policy. Numbers make a difference. We have 1400 PSA employees and less than 50% pay dues. A recommendation for an incentive to pay dues: lanyards for our ID badges with PSA Member imprint. Each college has different events to increase awareness of the advantages of being a dues paying member of PSA, i.e, individual contact, bring a buddy to a meeting, wear a certain color twice a year, picnic, wear an MCCD shirt on meeting day, late evening social for evening employees, PSA stickers, plaques, etc.
- Communication – To continue to inform PSA employees whenever changes occur. We'll have an open dialogue session employees can attend and where they can feel comfortable discussing issues or challenges they are experiencing. Our district-wide website will be updated by October 18 with current officers and phone numbers and a counter for the number of hits the website receives. How we communicate with our members, i.e., sandwich boards announcing meetings, bookmarks, Happy Birthday greetings, Did You Know..., emails from Executive Board, post-it-notes, etc.
- Reclass Process – We will continue to work on this process. Each employee group has a process in place, to aid us when changes are made or need to be made. All PSA employees have job/position descriptions. Job descriptions were written 20 years ago and are still in use. In order to be successful when going through the reclass process, knowledge about the process is imperative. Information on the Reclassification Process can be viewed and printed at: <http://www.maricopa.edu/hrweb/wagesal/reclass/index.htm> and at: <http://www.maricopa.edu/hrweb/wagesal/infor.htm>

Emily Weinacker facilitated the morning Leadership Retreat and reminded us that PSA reimburses 50% of the cost for Covey Courses. During the ice breaker exercise, we discovered we had 359 years of service, ranging from 1 year to 26 years at MCCD (with 37 attendees) or an average 9.5 years of service per attendee.

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Name	College	Retreat 9/20/06	Meeting 9/20/06
Badone, Cheryl	PC		X
Barrera, Maribel	GW	X	X
Buckton, Elizabeth	PV	X	
Cambron, Della	CG	X	X
Carlen, Marsha	EM	X	X
Carpio, Romana	CG	X	
Clark, Cindy	CG	X	X
Click, Rosie	MC	X	X
Cota, Rosa	SM	X	X
Crossley, Kathy	CG	X	X
Czech, Sandee	PV	X	
Dean, Millie	RS	X	
Dodds, Helen	RS		X
Dusek, Anita	MC	X	X
Ellis, Luis	GW	X	
Fives, Anna	GC	X	
Flynn, Michael	GC	X	
Gonzales, Carmen	DO	X	X
Gurney, Karen	SM		X
Hayes, Sandia	RS	X	X
Hoeffler, Chris	SC	X	X
Hoeg, Darlene	SC	X	X
Ivy, Joseph	GC	X	
Jacques, Jim (+2 proxies)	SC	X	X
Jensen-Bobadilla, Don	PC		X
Klein, Sheri	RS		X
Koetzle, Kathryn	RS	X	X
Mary, Lynn	PC	X	X
McCullough, Marianna	SC	X	X
McKeever, Mary	SC		X
McMiller, Cora	PC		X
Mittler, Jim	EM	X	X
Park, Cindy	PC		X
Perry, Scarlett	GC	X	
Roadlander, Chris	EM	X	X
Rosenhan, Danielle	CG	X	X
Saling, Richard	PC	X	
Scott, Tammy	DO	X	X
Sindel, Mary	GC	X	
Singh, Harry	GC	X	
Vahle, Kevin	EM		X
Vital, Dee	MC		X
Vogt, Janet	MC	X	X
Warner, Donna	DO	X	X
Watermolen, Jean	MC	X	X
Young, Rene'e	DO	X	X
Zipperer, Stephen	DO	X	X