# Staff Development Committee Meeting Minutes

**Thursday, February 19, 2009**  
**LC-135, 3:30pm**

## Present:
- Ray Algiere  
- Carl Bengston  
- Robert Buschauer  
- Rocio Casillas  
- Carmen Garcia  
- Monica Lopez  
- Sunday Obazuaye  
- Suzie Payne  
- Debbie Thomas

## Absent:
- Ni Bueno  
- David Fabish  
- Cristian Galvez  
- Jason Macias  
- Ceci Medina  
- Vykki Morgan  
- Stephanie Murguia  
- Hagop Najarian  
- Beverly Thompson  
- Frank Vega

## Guests:
- Alva Acosta  
- Liz Castelo

### 1 – Welcome
At 3:38pm Carl Bengston greeted everyone and began the meeting.

### 2 – Approval of Minutes - Tabled
Do to a lack of a quorum the November 19th, 2008 minutes were tabled until the March 19th, 2009 meeting.

### 3. Update on TECH ED Conference, March 22-25, 2009
Debbie Thomas announced that do to lack of funds the Tech Ed Conference was not approved for this year.

### 4. Employee of the Month Proposal for Group Awards
Carl Bengston opened the discussion on the proposal presented to the Staff Development Committee for group awards. Mr. Bengston mentioned that he met with Steve Richardson, Executive Director of the Foundation, and he explained that the award was originally designed for awarding single individuals and that the Foundation would not support a group award. Mr. Richardson said he felt that giving a group the Employee of the Year Award would dilute the intent of the award and the Foundation would not honor a group annual award. Mr. Bengston suggested the possibility of giving a yearly group award without the monetary gift.

Debbie Thomas, in response, suggested modifying the Staff Development yearly award to include groups.

Ray Algiere added that he was the one that nominated the last group because they had done a great job. He expressed that he was saddened by the fact that these three people could not be honored.

Suzie Payne suggested that maybe, instead of a group award; each of the people nominated could be nominated consecutively for different months.
Ray Algiere responded by saying that he didn’t think it was fair that possibly some and not all, would get awarded.

Alva Acosta added that she believed that if a group is not recognized as a group and has to wait until the end of the year to be recognized, it would dilute their extraordinary contribution. She said, she believed that a group should be nominated and awarded the same month.

Debbie Thomas shared that there use to be group awards but the groups became too big, as big as whole departments, and that’s why it was stopped. Ms. Thomas once again suggested modifying the Staff Development Award to include group nominations. Ray Algiere responded by saying that the Staff Development Award wouldn’t carry the same prestige.

Carl Bengston reminded the committee that nothing can be done about the Foundations decision not to honor a group award. He added that the only thing the committee could do is come to a consensus on what it wants to do with that recommendation and then take that forward to the College’s Coordinating Committee.

Debbie Thomas added that the Classified Awards were originally made to mirror the Faculty Awards, which don’t include group awards. Monica Lopez responded by saying that it was her understanding, that the original mission of the Employee of the Month Committee was to award an individual. She expressed that she also understood Mr. Algiere’s frustration but that a group award wasn’t part of the committee’s original mission. Ms. Lopez suggests that maybe a yearly group award could just be a plaque or certification, without the money.

Carl Bengston also suggested that maybe the process could be modified to allow groups to be nominated for the monthly employee award and just award individuals at the end of the year.

Suzie Payne responded to that by saying that the Coordinating Committee might consider those recommendations to be discriminatory.

Ray Algiere suggested trying to nominate a small group for Employee of the Month and then go forward from there. Carl Bengston replied by saying that he doesn’t know how the Foundation would react to that because his conversation with Mr. Richardson did not go that far.

Ray Algiere suggested possibly setting up a sub-committee for group awards. Carl Bengston responded by saying that he believes that the current sub-committee could handle group nominations and expressed that he would not be in support of creating another sub-committee.

Suzie Payne added that she believed it should be a one group yearly award. Ray Algiere responded by saying that it would be better if the groups could be acknowledged the month they were nominated and it be done campus wide.

Carl Bengston again expressed that he believes that it would be a good idea to begin by including group nominations for the monthly Employee Award. Debbie Thomas added that the Employee of the Month Award only acknowledges classified employees. She continued by saying that if the group nomination would happen to include a faculty member or someone other than a classified employee, that unlike the Employee of the Month Award, the Staff Development Award could include those individuals.
Carmen Garcia suggested that maybe groups awarded the Employee of the Month award could just be recognized at the end of the year. Ray Algiere requested that the people awarded be posted online on the Staff Development website and include a description of their great deed for the whole campus to see every month. Mr. Algiere believes that by the details being out in the open, that that would give the award legitimacy. Debbie Thomas replied that that definitely could be done once the nominee has been presented to the Board. Carl Bengston added that in light that the committee hadn’t met a quorum to make an official vote on the issue at hand, he asked the committee to come to a consensus on what plan of action it wanted to take.

The Committee agreed that they wanted to allow group nominations for the Employee of the Month Award but not for the annual award. The committee also agreed to table the motion until next month’s meeting for voting.

5. **Employee of the Month Committee Criteria**

Carl Bengston announced that there were some modifications made to the committee’s criteria. Mr. Bengston asked the committee to look over the criteria. Voting to approve the document was tabled until next month’s meeting due to lack of a quorum.

6 – **Past & Upcoming Events**

Debbie Thomas went over past and upcoming events listed on the agenda each was discussed at length.

Ray Algiere, in regards to Staff Development events asked Debbie Thomas what was the process used in determining what events to do and where to go on field trips during Flex Week. Debbie Thomas replied that she was basically at the mercy of whoever was willing to do workshops for free and on their own time. The field trip to the Natural History Museum was chosen because it was free, other than the cost of the bus.

Monica Lopez suggested for the committee to broadcast in the Daily Falcon, or something of that nature on campus, that it’s looking for talent to present in future Staff Development events.

Ray Algiere asked if it would be possible for the committee to get an update on the budget so that it can better make decisions on future events. Carl Bengston replied that he was fine with transparency and would have more information on the budget to present to the committee at next month’s meeting.

Suzie Payne suggested that it might be a good idea, for a future event, to have the Culinary Arts do an in-service to cook during a student free week. Ms. Payne added that they wouldn’t charge a fee to teach the class but would only charge for all the raw materials needed.

7 - **Meeting Adjourned – 4:44pm**

Prepared by: Liz Castelo