MDC Strategic Plan 2004-2010
Theme 5: Employees and the College Committees

Theme Area Champion: Jesse Alvarez, ViceProvost

**Career Ladder Committee**

**Objective:** Research and develop a “career ladder” process for support staff to advance within job classification.

Chair: Marlene Gomez

Sem Alvarez            InterAmerican Campus
Iliana Castillo-Frick  HR liaison
Vincent Frost          North Campus
Tirza Gomez            Kendall Campus
Monique Harris         Homestead Campus
Roberto J. Hernandez   Kendall Campus
Kiomara Hidalgo        Kendall Campus
Carl Jean Charles      Medical Campus

**Diversity Committee**

**Objectives:**
- Implement strategies to ensure that the College hires a workforce that reflects the diversity of Miami-Dade County.
- Implement a management succession plan that will provide leadership opportunities within the College to all qualified employees, including women and minorities.

Chair: Dr. Joy Ruff

Shamsha Karim          Kendall Campus
Odessa Orro            District at Kendall
Ricardo Power          Kendall Campus
Dr. Melinda Prague    InterAmerican Campus
Elizabeth Smith        Kendall Campus

**Performance Evaluation Process Committee**

**Objective:** Enhance the performance evaluation process to encourage goal-setting, accountability, and innovation.

Chair: Pat Schwartz

Bettye Cepeda          North Campus
David Paul             Medical Campus
Elizabeth Samuels      Wolfson Campus
Linda Saumell          Kendall Campus
Yvette Sheran          InterAmerican Campus
**Salary & Rewards Subcommittee**

**Objective:** Review and revise the salary and reward systems to motivate employees and reward high performance.

Chair: Bill Kornegay

- Lisa Ard  
  - Kendall Campus
- Silvia Betancourt  
  - InterAmerican Campus
- Yadira Codina  
  - Wolfson Campus
- Yvonne Coffie  
  - North Campus
- Janik Collin  
  - Kendall Campus
- Juanita De La Rosa  
  - Homestead Campus
- Chester Fair  
  - Kendall Campus

**Training & Development Committee**

**Objective:** Ensure that adequate training and development opportunities are available to support employee growth and advancement.

Chair: Marie Nock

- Christina Bennet  
  - HR, Kendall Campus
- Andrea Davis  
  - InterAmerican Campus
- Elizabeth Garcia Granados  
  - Kendall Campus
- Gaby Leon  
  - CCIR, Kendall
- Gloria Lambert  
  - Community Education
- Rafael Vadia  
  - North Campus