

Reengineering News

JULY 1997

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 **MIAMI-DADE
COMMUNITY COLLEGE**

*Update on
1996-1997 Reengineering Projects*

Recommendation Phase Ends

The two Human Resource Development Process Teams, the Maintenance Process Team, and the Budget and Planning Process Team began work a year ago in June 1996. Numerous meetings, countless discussions, extensive research and productive interactions with colleagues resulted in a series of recommendations on hiring, training, performance management, maintenance, and budgeting and planning.

Following successful presentations to Executive Committee on June 30 and President's Council on July 2, each reengineering process team reported its findings and recommendations to the District Board of Trustees on July 15, 1997. The reports were well received and the administration was given Board approval to proceed with implementation.

If you would like a copy of any or all of the reengineering team reports call the Reengineering Hotline at 7-7050.

Implementation Phase Begins

Many of the recommendations made by the reengineering teams suggest substantial changes to processes the College has been following for many years. With approval having been given to proceed, the next step is to design and execute a plan to make these changes operational. Responsible parties, time lines and essential activities and other details need to be identified. Members of the Reengineering Coordinating Team and others at the College will play important roles in finalizing and carrying out plans.

One key aspect of the planning process will be to keep you informed of progress and to seek input from those who will be involved in these processes.

Thank You To.....

The individuals whose names appear on the reverse of this page comprised the 1996-1997 reengineering teams. They were called upon to take a fresh look at some long standing College practices, to set personal histories and biases aside, to creatively problem solve, to search diligently for answers to difficult questions and to juggle the demands of their job responsibilities with the expectations of this assignment. They freely gave of their time, energies and expertise to produce the reengineering recommendations on hiring, training, performance management, maintenance, and budgeting and planning. Many thanks are due them.

PROCESS TEAMS

Human Resources Development Process Team - Hiring

Armando Ferrer
Ivan Figueroa - Vice Chair
Karen Hayes
Janice Kline
Lorren Oliver
*Marty Pinkston - Chair
Judy Schmelzer
Ted Levitt, Coordinating Team Liasion

Human Resources Development Process Team - Training and Performance Management

Carol Deitrick
Joan Gosnell
Delia Lopez
Eugene McDonald
Marie Nock
Joy Ruff
Anita Small Johnson
Mardee Jenrette, Coordinating Team Liasion

Maintenance Process Team

Luis Beltran - Vice-Chair
Darlene Berger
Sally Buxton
Gina Cortes-Suarez - Chair
James Cox
Gary Gosnell

*M. Pinkston served as HR chair until reassignment in November 1996, at which time I. Figueroa assumed chair duties.

Maintenance Process Team (cont.)

Nanette Haynes
Prospero Herrera
Peggy Howse
Marilyn Kern-Ladner
Joyce Milmed
Richard Prentiss
Tom Prescott
Sue Skidmore
Carmen Vasquez
Wilfredo Zarrabeitia
Kim Porter, Coordinating Team Liasion

Planning and Budget Process Team

Wil Bailey
Gail Hawks - Chair
Dulce Hernandez - Vice-Chair
Wiley Huff
Brad Lawrence
Barbara Nogueiras Fernandez
Cristina Mateo
Mercedes Quiroga
Randy Schleef
Bettie Thompson
Fred Wolven
Gale Woolley
Bob Exley, Coordinating Team Liasion
Rene Garcia, Coordinating Team Liasion

Hotline

237-7050

The Reengineering Hotline is still available to provide updates on the implementation process. If you have any questions you can call Helen before noon at 7-3845 .