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 Liaison

**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 Liaison

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

**Maintenance Process Team (cont.)**
- Nanette Haynes
- Prospero Herrera
- Peggy Howse
- Marilyn Kern-Ladner
- Joyce Milmed
- Richard Prettis
- Tom Prescott
- Sue Skidmore
- Carmen Vasquez
- Wilfredo Zarrabeitia
- Kim Porter, Coordinating Team Liaison

**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 Wollen
- Gale Woolley
- Bob Exley, Coordinating Team Liaison
- Rene Garcia, Coordinating Team Liaison

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**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.