



GROSSMONT-CUYAMACA  
COMMUNITY COLLEGE DISTRICT

# THE HR PULSE

**Vision Statement: Provide Services and Strategies that assist GCCCD in achieving World Class Status**  
**Mission Statement: Create Human Resources systems that assist the District's mission of "The Way Forward"**

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## From the Vice Chancellor



- ☞ Spring is in the air and our district's enrollment numbers continue to grow!
- ☞ A warm welcome to our new chancellor, Dr. Cindy Miles, the eighth leader in our district's history.
- ☞ Congratulations to Dr. Omero Suarez on his retirement after nearly eleven years of service to our district.

## Employment Services

### PeopleAdmin Has Arrived!

It's official – our job application process has entered the 21<sup>st</sup> century! Job seekers can now apply online, 24/7, utilizing our newly implemented online application system from PeopleAdmin, Inc.

In addition to ease of use, this web-based system will provide automated notification to applicants both online and via email regarding their status in our process. Additionally, Employment Services will be able to electronically route applications and attachments to screening/interviewing committee members. Several training sessions have already been conducted on this new process for hiring managers and support staff.

*Current employees please note: use the link in the email announcements sent by Employment Services in order to access in-house openings.*

## Human Resources

### STARS is Back – Brighter Than Ever

On April 6, at Classified Staff Appreciation Day, the STARS classified staff development program (Staff Readiness and Training Seminars) will kick off another series of workshops. Look for STARS-sponsored workshops on April 6 as well as email announcements of future sessions.



### Did you know...?

...men are 20% more likely than women to sneeze in a dusty room.

...whispering when you're hoarse is actually worse for your vocal cords than speaking normally.

Source: TopHealth Newsletter, May 2009

### GCCCD Demographics

Districts are required to provide various reports analyzing hiring practices. One analysis is the number of persons from monitored groups for: those who are currently employed in the district's workforce and those who have applied for employment. The chart on this page reflects a portion of that analysis for the 2007-2008 year and is provided for your information.

If you have a topic or question you would like to see addressed in **THE HR PULSE**, please contact **Marci Jahn** at extension **7572**.

## Earth Hour 2009



At 8:30 p.m. on Saturday, March 28, people ("human resources" in action!) from all corners of the world will turn off their lights for one hour – **Earth Hour**.

Earth Hour began in Sydney in 2007, when 2.2 million homes and businesses switched off their lights for one hour. In 2008, the message had grown into a global sustainability movement, with 50 million people switching off their lights. The goal for 2009 is 1 billion people! For more information, visit [www.earthhour.org](http://www.earthhour.org).

## Labor Relations

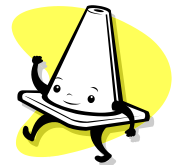
### Collective Bargaining Update

All employee groups – Administrators' Association, CSEA Chapter 707 and United Faculty – are currently in negotiations with the District for 2008-2009.

## Risk Management/Benefits

### Welcome Aboard, Martin DuBord

Last month, Marty DuBord joined the Risk Management/Benefits department as our Environmental Health and Safety Coordinator. Marty first joined the district in 1980 and has worked at both Cuyamaca and Grossmont Colleges in the Grounds Department. You can reach Marty in his new position at ext. 7712.



## Demographics

### Percentage of GCCCD Students and Full-Time Staff (2007-2008)

Demographic	Students	Exec/ Admin/ Mgt	Prof/Non- Faculty/ Mid-Mgt	Faculty	Classified
American Indian/ Alaskan Native	1.2	3.9	0	1.2	1.9
Asian/Pacific Isl.	11.1	9.8	10.3	7.6	8.9
Black Non-Hispanic	8.2	3.9	12.8	3.6	6.6
Hispanic	19.4	9.8	7.7	14.2	17.1
White Non-Hispanic	49.3	72.5	69.2	73.3	64.9
Male	42.6	49.0	38.5	47.0	36.6
Female	56.3	51.0	61.5	53.0	63.7

(Based on Spring 2008 data. Source: Excerpt from GCCCD Environmental Scan Update 2007-2008 - Districtwide Academic, Student, Planning and Research Services)