



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



What a great start to the fall semester! Congratulations to the campuses on terrific enrollment numbers and to all faculty and staff districtwide for making our District *the place* students want to attend.

On another note, I invite you to stop by and meet with me starting next month during my "Vice Chancellor Open Office Hours." Look for times and locations in future editions of *The Loop* and in Cuyamaca's monthly staff announcement.

## Employment Services

### PeopleAdmin – Coming in February to a Computer Near You

We are thrilled to be implementing a new online job application and applicant tracking system! **PeopleAdmin** is currently in use at over 100 community colleges across the country and we are happily joining the ranks. Our job seekers will be able to apply online using a customized employment application tailored to the needs of our District. The system will also provide automated notification to applicants both online and via email regarding their status in our process. Additionally, Employment Services will be able to route applications and any other attachments to search committee members online – saving time and trees!

## Human Resources

### District Administrators Saw Red...and Blue and Green!

During a recent session of the Leadership Training & Development Program, nearly fifty administrators spent a half day together learning about leadership style. A facilitator guided participants through the Strength Deployment Inventory (SDI), a self-scoring assessment tool that is designed to reveal how one deploys his/her strengths in relating to others. Participants charted the results of their personal inventory on a color-coded "Interaction Triangle." One could land in the **Red: Assertive-Directing** (*doing things quickly and efficiently*); **Blue: Altruistic-Nurturing** (*concerned about human aspects and feelings of people involved*); **Green: Analytic-Autonomizing**, (*doing things with thoughtfulness and planning – not speed*), or a combination of all three colors. Be sure to ask *your* administrator where he/she landed on the triangle.

**Congratulations!**

Kudos to Yvonne Reid-Hairston who just received a scholarship from the Society for Human Resource Management (SHRM). This will allow Yvonne to pay the exam fees for SHRM's nationally recognized certificate program. **Way to go, Yvonne!**

**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 charts on this page reflect a portion of that analysis for the 2007-2008 year and are 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.**

**Labor Relations**

**Collective Bargaining Update**

**Administrators' Association** – The Administrators' Association and the District have started negotiations for 2008-2009.

**CSEA** – CSEA and the District are at impasse for 2007-2008 negotiations and will begin the mediation process on October 3.

**United Faculty** – The Board recently accepted the factfinder's recommendation and parties will begin negotiations for 2008-2009.

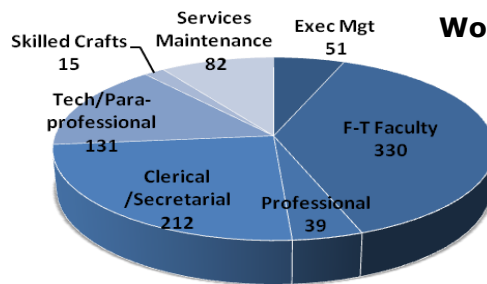
**Risk Management/Benefits**

**CalSTRS Workshops for Faculty**

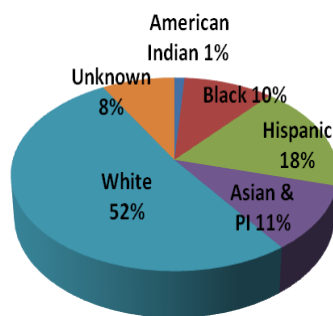


CalSTRS recently notified the District that they have expanded their retirement workshop offerings to include sessions that specifically address all career stages: early career, mid-career, and late career. Their current schedule of workshops runs through December. For detailed descriptions and frequently asked questions about these workshops, please refer to their website at [www.calstrs.com](http://www.calstrs.com). Workshops are held at the San Diego County Office of Education and members will need to pre-register either online or by calling 800-228-5453.

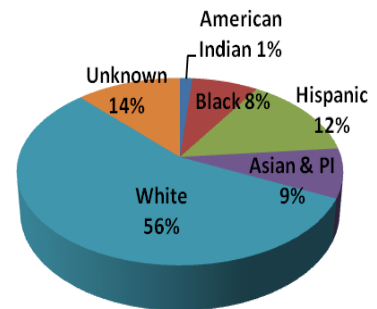
**Demographics**



**Workforce (FT) by Job Type**



**Classified Staff Applicant Pool**



**Faculty (FT) Applicant Pool**