

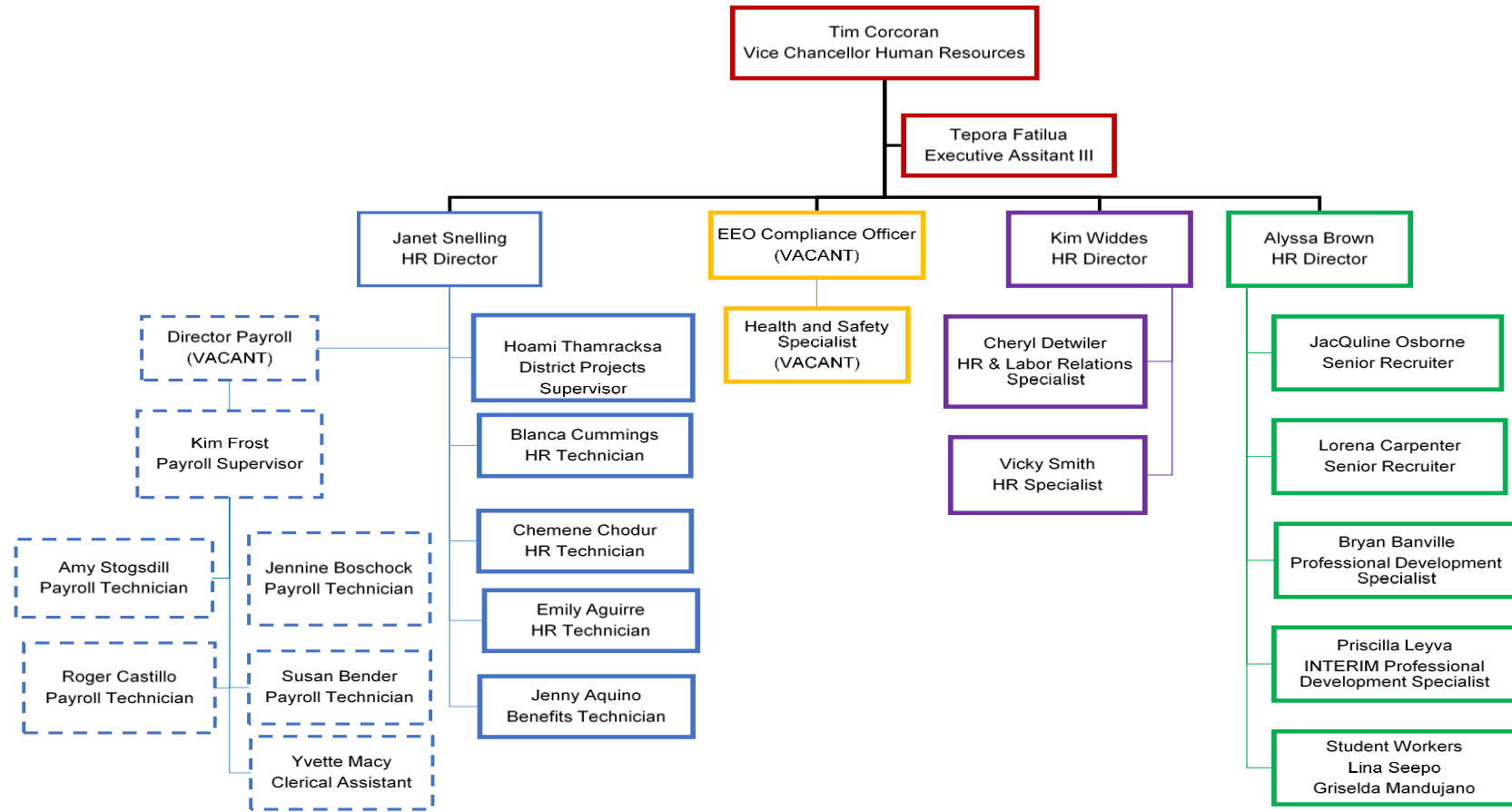
District Services Human Resources

2018 Overview



GROSSMONT-CUYAMACA
COMMUNITY COLLEGE DISTRICT

District Services Human Resources



Blue: HR Operations & Payroll

Orange: EEO Compliance & Health and Safety

Purple: Employee Labor Relations; Unions & Leaves of Absence

Green: Recruiting & Professional Development

5 Big Bets For 2018



BET #1 - Recruiting

Status

- Complete Overhaul
- Streamline, Expedite, Improve
- New Automated System with Workday
- Taskforce in place
 - Search and Hire

Challenges

- Change is difficult
- Need buy-in from constituents



BET #2 – Professional Development

Status

- Strong need and desire on all fronts
- Important to development of the District
- Taskforce in place
 - Professional Development

Challenges

- Getting everyone on the same page
- Prioritizing all competing interests



BET #3 – Negotiations



Status

- Administrator's Association & American Federation of Teachers (AFT) Open
- CSEA Longevity
- Each extremely time consuming

Challenges

- AFT major difficult
- Administrator's Association – new leadership in place
- CSEA – Involvement from state leadership

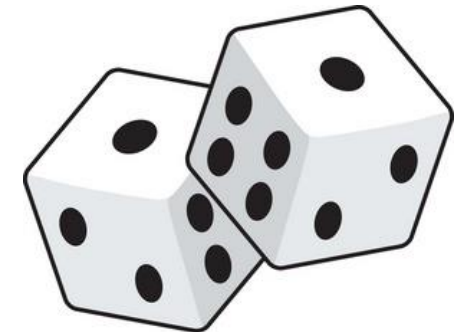
BET #4 – Human Resources Information Systems (HRIS)

Status

- Workday basics implemented for 1 year
- Need to increase efficiencies
- Need to develop other Workday modules – Recruiter; Talent; Leaves of Absence

Challenges

- Need expertise from Workday
- Time consuming with programming and testing



BET #5 – Structure under Vice Chancellor

- Need to create and recruit for position – Look at title of EEO Compliance Officer
- December 2017 moved Payroll Dept. under Human Resources
- Need to analyze Payroll Dept. structure
- Need to develop new HR Directors
 - Janet Snelling 80% new staff
 - Kim Widdes 50% new staff
 - Alyssa Brown 83% new staff



Support from Governing Board

- Continue open dialog
- Understand the controversy and political nature of Human Resources work
- Continue the course but complete current projects