

VOICES

(Operational Committee – Reports to College President)

Purpose

The VOICES Committee is a resource for identifying, developing, and communicating employee recognition to enhance employee performance and well-being.

Function

1. To establish a culture of celebrating employee achievement at Mt. SAC.
2. To support existing and encourage new recognition programs across campus.
3. To develop effective communication tools and processes for highlighting employee achievement.
4. To collaborate with Professional and Organizational Development on matters of employee recognition consistent with the College's Mission, Vision, Core Values and Goals.
5. To develop, plan, support, implement, and communicate recognition activities and employee achievement.
6. To enhance employee performance and well-being through engagement opportunities.

Membership (9)

	<u>Position Represented</u>	<u>Name</u>	<u>Term</u>
1.	Academic Senate appointed position	Dianne Rowley	2016-18
2.	Faculty Association appointed position	VACANT	2016-18
3.	CSEA 262 appointed position	Marlene Espina	2016-18
4.	CSEA 651 appointed position	George Gutierrez	2016-18
5.	Classified Senate appointed position	Eva Figueroa Morales	2015-17
6.	Director, Professional and Organizational Development (or appointee)	Lianne Greenlee	On-Going
7.	Management (appointed by Management Steering Committee)	Julie Laverty	2015-17
8.	Confidential (appointed by Confidential-Steering Committee)	LaToya Bass	2016-18
9.	Member, At-Large (appointed by the President)	Ashley Gallegos	2016-18

Membership Meeting Times:

COMMITTEE TYPE	CHAIR(S)	MEETING SCHEDULE	LOCATION	TIME
Operational	Marlene Espina and Eva Figueroa Morales	Second Tuesday	Founders Hall Dining Room	12:00-1:00 p.m.

Person Responsible to Maintain Committee Website:

Ashley Gallegos
agallegos40@mtsac.edu ext. 4243

College Website Link and Last Time Website Was Updated:

<http://www.mtsac.edu/governance/committees/voices/>

Last Updated March 30, 2017

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Rationale for Membership Changes:

Per recommendations by the Professional Development Council, VOICES is reducing term limits to two years and also reducing its membership size.

The following changes allow for equal representation of employee groups across campus while maintaining a manageable committee size.

1-2) Instead of three faculty members appointed by Academic Senate, VOICES will have one faculty member appointed by Academic Senate and one appointed by Faculty Association.

5) VOICES is moving from two Classified Senate appointees to one.

6) The Director of Professional and Organizational Development (POD) will be the manager on the committee since POD is the Administrative Home for the committee.

7-9) VOICES has created three Members, At-Large positions in order to allow other interested employees to participate on the committee. These positions will have voting rights.