2012 Evaluation Visit

March 19-22, 2012

Interviewee: Joann Muna

Interviewer(s): Dr. Roger Welt, Milton Higa, and Dr. Anthony Zambelli

Venue: SSA Rm#2109

Other Participants: None

**Tuesday – March 20, 2012, 11:00 am**

Impromptu visit at HR – Dr. Roger Welt visited the HR Staff in the HR reception office. Dr. Welt spent a few minutes talking with Rose Siguenza. He questioned her about how long she worked for GCC. He was surprise to learn that she started her work career here at GCC after graduating from HS here; how she worked up the ranks and completed her AS through the GCC Staff Development Program. He was impressed with her positive comments as a staff and her statement that *“GCC is a wonderful place to work and I can’t image working anywhere else”*. Dr. Welt also visited me in my office for 10 minutes. He talked briefly about his past work experience with CCM and NMC. He commented that HR appears to doing very well.

**Tuesday – March 20, 2012, 3:55pm**

Impromptu visit to HR – Dr. Anthony Zambelli was instructed by the Dr. Roland Chapdelaine to see the HR Administrator and inquire about the faculty pay for performance structure and process. I informed Dr. Zambelli that I had a 4:00 pm schedule meeting with Mr. Milton Higa. I requested to wait until 4:00pm to respond to the question with both present. He agreed.

**4:00 pm**

Schedule meeting at HR – Mr. Milton Higa agreed to start with the discussion faculty pay for performance structure and process. Dr. Zambelli had explained to me that all the members of the visiting team are very impress with the fact that we have a faculty pay for performance structure. He stated that they would like to move in that direction but they are all having challenges getting there.

I explained the GCC process on how and why we have a faculty pay for performance structure. I gave a brief history of our difficulty in recruitment and ability to retain faculty based on a 1991 pay structure; our work with the Compensation Consultant; our working relationships with faculty and our long and aggressive negotiations with faculty union. They questioned me about the negotiations of salary. I explained to them that under 4GCA and Guam PERMA, government of Guam employee salary is not a negotiable item. That seemed to be the big difference between GCC and Colleges the visiting team members work for. At this time, Dr. Zambelli stated that he had to leave to do other follow-ups with other individuals.

Mr. Higa inquired about the Administrators New Performance Evaluation Tool. I went over briefly on that process.

Mr. Higa inquired about Staff pay for performance. I gave a brief history of the updated Hay Compensation Study that was implemented with Governor Camacho in Oct. 2010 and rescinded by current Governor Calvo in Jan. 2011.

He inquired about MIS and training opportunities. I explained in detail our Staff & Administrator Development Program and how every application period the committee always makes it a point to approve a few of the MIS requests. I did inform him that GCC does not have the resources to approval all of the MIS training request. I did state that a strong MIS training plan is needed and that some functions in MIS may need to be outsource as oppose to always sending MIS to training; simply because technology changes so rapidly.

Mr. Higa stated that he is very impressed with HR. Meeting ended at 5:05 pm.