

MCC website update



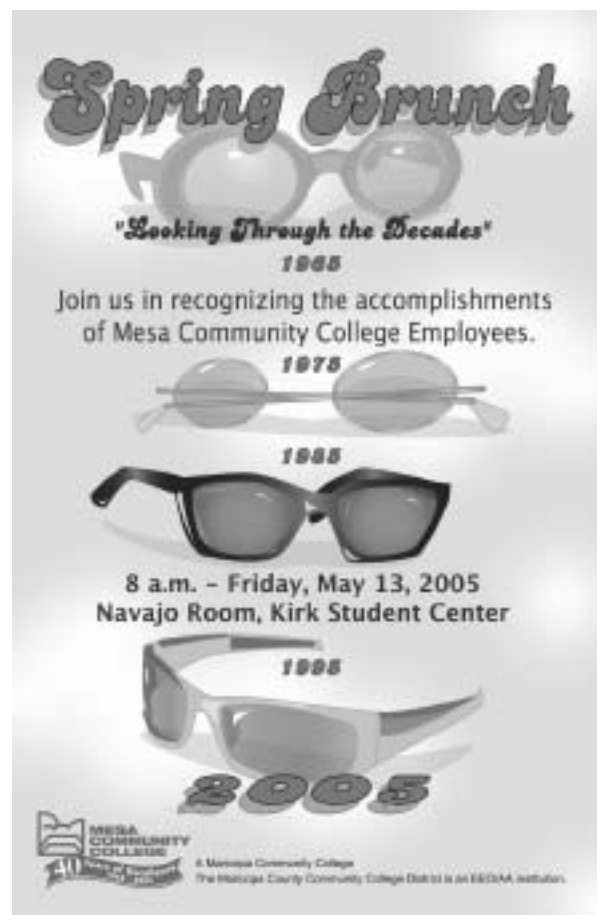
The Web Oversight Committee is making great progress on the redesign of MCC's website. Their goal is to have the home page and all first tier pages completed by the end of May. The first tier pages are: About MCC; Student Services; Academics; Employees; Administrative Services; Newsroom; Getting Started at MCC; Community, Alumni, and Friends.

The Web Oversight Committee is currently working with an independent design firm, Propeller Communications, who is assisting in the development of graphics and navigation standards for the site as a

whole. Propeller Communications recently hosted a "branding" workshop with about 24 participants consisting of students, alumni, faculty, staff, management, and administration from various MCC sites. Propeller will use the information collected in the workshop to help determine the look and feel of the homepage. Propeller will then design three to four versions of the homepage and present them to the Web Oversight Committee who will then make a selection.

Once the homepage and first tier pages are complete, the rest of the MCC web site will be changed gradually to conform to the new standards. Propeller will produce a web standards handbook as a guide for MCC's web designers and technicians to maintain the integrity of the site.

For more information about the redesign and to view a list of frequently asked questions, please visit www.mc.maricopa.edu/other/employees/webdesign/.



The *Bulletin* is published by the Office of Institutional Advancement every other Thursday from September to April for employees of Mesa Community College. Please visit www.mc.maricopa.edu/alumni for submission deadlines and publication dates.

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The Maricopa County Community College District is an EEO/AA Institution.

APR 28 '05

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Bulletin



Celebrating 40 Years

MCC's first graduating class of 27 students held their commencement ceremony on the Phoenix College athletic field on June 10, 1965.

Bulletin moves to Web

Beginning in the fall, the *Bulletin* will be distributed electronically. *Bulletin* readers will be greeted with larger photos available in full color and the ability to link directly to the articles they wish to read via an interactive menu. "We hope that the new features will improve the format currently being used by making information more accessible and timely," stated Sonia Filan, Director of Institutional Advancement.

The decision to move to online publication was made based on survey data received from MCC employees in 2003. When asked whether they preferred to receive the *Bulletin* electronically or in print, employees were divided almost equally, with 51% favoring print. After a review of budgets and the possibilities offered by publishing electronically, the decision was made to move away from print.

The *Bulletin* will continue to be published every two weeks throughout the academic year, with issues announced via email every other Thursday.

For those who prefer print for readability and archival purposes, each issue will be available via PDF. We hope you enjoy the new format next fall, and we look forward to your feedback!

To view a sample, visit www.mc.maricopa.edu/other/employees/ia/test/bulletin/feb10_05.



MAT reclassification study yields changes in job titles



Jonathan Baney

Deans are now Vice Presidents; Senior Associate Deans are now Deans. A variety of changes occurred as a result of the Management, Administrative, and Technical (MAT) reclassification study.

History

The MAT employee group requested that MAT job titles and descriptions be reviewed in an effort to retain technology employees who, at the time the reclassification study was initiated, were being lured away by the booming dot com industry and to ensure that the pay structure remains competitive. A group of consultants conducted the multi-year study under the direction of the MAT Oversight Committee and the District Governing Board. Jonathan Baney, MCC MAT President, notes, "The purpose of the study was to look at jobs in relation to the market – not to evaluate the

performance of employees currently serving in those positions."

Process

MAT employees were asked to complete questionnaires about their job duties and several were interviewed by the consultants to gather additional input. The consulting firm also performed a market analysis of other community colleges that are similar to the Maricopa Community Colleges, which included community college systems in Dallas, San Diego, Los Angeles, Miami-Dade in Florida, and Chicago. Based on the data collected, new job descriptions were drafted. The consultants also recommended that the MAT pay scale be expanded to include an additional 4 grades, which was rejected by the MAT Oversight Committee.

Implementation

The pay scale for MAT employees remains the same, with grades 13–21 and steps 1–9. Typically, MAT employees who are reclassified are placed in their new grade at a step that

represents no less than a 10% increase. The MAT Oversight Committee waived this requirement, so individuals affected by the reclassification were moved into their new pay grade at a step that is equivalent to their existing salary and does not result in a loss in their current pay level. According to Jonathan, "MAT employees did not receive large pay increases as a result of the study. What has been achieved is employees are now appropriately classified according to the job duties being performed and, in cases where individuals are in a new pay grade, there is more room for growth."

Final thoughts

With the study completed, Human Resources is updating the job bank to reflect new MAT job descriptions and where titles now fall in the pay scale. Web Dial has already been updated, so if you need to confirm that you're using someone's correct title, access www.dist.maricopa.edu/its/webdial/. "The study did a good job of cleaning up titles and modernizing job descriptions, particularly in IT," stated Jonathan.

End of semester events

It's the end of the semester, and lots of events are happening. Be sure to keep informed by checking the online events calendar at <http://we.mc.maricopa.edu/events>.

MCC celebrates 40 years

Balloons, banners, confetti, cake, and crowds were the most visible clues that something big was happening at MCC. The date was April 12, the day Mesa Community College began operating under its own name in 1965.

Morning festivities began in the peaceful setting of the rose garden, where a ribbon was cut to dedicate a bed of Ruby roses in commemoration of MCC's 40th anniversary.

Check out photos from MCC's 40th

Birthday Celebration at

www.mc.maricopa.edu/~jenner/

[40th_Bday/FrameSet.htm](http://www.mc.maricopa.edu/~jenner/40th_Bday/FrameSet.htm)

The special rose bed honors the Maricopa Governing Board, the Chancellor, the Commission on Excellence in Education, and the Rosarians. On hand to pay tribute were Governing Board member Jerry Walker, Vice Chancellor Ron Bleed, Commission member LeRoy Brady, and Marylou Coffman of the Mesa–East Valley Rose Society.

As the temperature warmed, so did everyone's celebratory spirit. Faculty and staff took turns posing for group photos; students queued up for a piece of "clock tower" birthday cake; and dozens of eager participants formed a human number 40 for an aerial photo taken from the bucket of a cherry picker.



Special guests stood at the microphone in a midday program and talked about the important role that MCC has played in their lives. Alumni, friends, students, employees, and retirees connected in small groups throughout the day, enjoying each other's company, reminiscing, reflecting.

Happy Birthday, MCC...and many more.

Mesa Life Options promotes new perspectives

by Barbara Thelander, Director

The vision for Mesa Life Options (MLO), a *Next Chapter Initiative*, is to promote new perspectives for residents as they age and to provide resources that are responsive and adaptable, offer renewal, and are inclusive.

Mesa Community College has partnered with the City of Mesa and Mesa Senior Services to look at how the three organizations can leverage their resources to provide programs

and services to the City's more than 90,000 "boomer" residents. Life planning, re-careering, civic engagement, wellness, and continuous learning are just some of the needs identified during the yearlong planning for the project.

Future plans call for a Mesa Life Options Center to be located in Downtown Mesa. Additional programs and activities will take place on MCC campuses, at City of Mesa libraries, and in the City's multigenerational center.

Three-year funding of more than a half million dollars has been received from the Virginia G. Piper Charitable Trust. Technical Assistance is provided by Civic Ventures, a national nonprofit organization involved in *Next Chapter Initiatives* across the country.

The project is under the direction of the MLO Council:

- MCC – Barbara Thelander and Bernie Ronan
- Mesa Senior Services – Dan Taylor, Executive Director, and Jane Eck, Manager
- City of Mesa – Trisha Sorensen, Library Director, and Bob White, Parks and Recreation Director

MCC staff for Mesa Life Options: Barbara Thelander, Director; Paula Waybright, Coordinator; Marie Allen, Liaison to New Frontiers; Ann Cox, Administrative Assistant; Henry Carrejo, AmeriCorps Member; and Karen Peters, Communications Coordinator.

