

From: Laurin Hendrix
To: <maria.harper@domail.maricopa.edu>
Subject: RE: Process for new employee policy development-Draft
Date: Tuesday, February 06, 2018 11:28:52 AM

Move forward. We can't please everyone all the time.

Mike Mitchell called this morning. He wants to meet on Monday the 19th to discuss virtues of meet and confer. It is going away.

From: Maria Harper-Marinick [mailto:maria.harper@domail.maricopa.edu]
Sent: Tuesday, February 06, 2018 11:15 AM
To: Laurin Hendrix <laurinh@cox.net>
Subject: Re: Process for new employee policy development-Draft

Dr. Thor has not responded but I will ask again.



MARIA HARPER-MARINICK, PH.D.

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On Tue, Feb 6, 2018 at 10:34 AM, Laurin Hendrix <laurinh@cox.net> wrote:

A cursory review looks acceptable. I'm certainly not any expert on these types of documents. As long as you are comfortable that we are not tying the administration's hands in any way, I'm good with it. I don't want to return to anything that simulates CPD.

Thank You

Laurin

From: Maria Harper-Marinick [mailto:maria.harper@domail.maricopa.edu]
Sent: Sunday, February 04, 2018 8:59 AM
To: Linda Thor <linda.thor@domail.maricopa.edu>
Cc: Laurin Hendrix <laurinh@cox.net>
Subject: Re: Process for new employee policy development-Draft

Good morning, Mr. Hendrix and Dr. Thor. See attached with changes that I believe reflect how we have addressed your concern Dr Thor.

Thank you, again, for your time and feedback.

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On Mon, Jan 29, 2018 at 6:34 PM, Linda Thor <linda.thor@domail.maricopa.edu> wrote:

I do want to point out that the presidents and the vice chancellors are peers. All report directly to the chancellor. The VCHR is one member of CEC; it makes no sense to me that one member of CEC can have veto power over 13 others.

Linda

eSig Logo



Dr. Linda M. Thor

Governing Board Member

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On Mon, Jan 29, 2018 at 5:39 PM, Laurin Hendrix <laurinh@cox.net> wrote:

I agree with the Chancellor's comments. I have not heard any negative comments from anyone. It seems clear that the existing councils are sufficient to provide adequate opportunity for communication. I believe that we have met the intent of the resolution.

Authority must be delegated to VC's. We are too big to consolidate too much decision making at the top. I don't have any problem with a VC having veto power over the CEC. We must empower staff to grow as they fulfill their duties. A VC is an extension of the Chancellor and should be competent to act on the Chancellors behalf in most situations in their assigned purview.

As long as there is a method for input from employees or communities of interest, which there is, we have met the intent of the resolution.

Laurin

From: Maria Harper-Marinick [mailto:maria.harper@domail.maricopa.edu]

Sent: Monday, January 29, 2018 3:52 PM

To: Linda Thor <linda.thor@domail.maricopa.edu>

Cc: Laurin Hendrix <laurin.hendrix@domail.maricopa.edu>

Subject: Re: Process for new employee policy development-Draft

Thank you, Dr. Thor, for taking the time to review and provide comments. I appreciate your feedback. It is a process similar to what we currently do for the development or modification of administrative regulations with the addition of steps for Board approval.

Regarding a single employee submitting a proposal: we believe that proposals should be vetted through a leadership council so that we do not have proposals that may serve only an individual's interest but we could reconsider that if the Board chooses to broaden who can submit a proposal.

Regarding the communities of interest: after several hours of productive discussion, the ad-hoc group did not recommend forming employee groups again because we could not identify a clear purpose for having them. Most felt that existing councils could provide opportunities for dialogue and professional development. We have incorporated existing councils in the process for policy input.

Mr. Hendrix, do you have comments about any of this?

Thanks



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On Mon, Jan 29, 2018 at 3:38 PM, Linda Thor <linda.thor@domail.maricopa.edu> wrote:

Chancellor,

Thank you for the opportunity to review this draft. I have made comments and suggestions which are tracked in the attached draft.

Generally, the process strikes me as very bureaucratic although I recognize that this many steps are probably necessary. I am concerned that there does not appear to be a mechanism for an employee or group of employees to submit a proposal--only executives can do that. I also think that too much veto power is given to the Vice Chancellor of HR. That person should not be able to override the CEC. Only the Chancellor or Board should have that power.

I also note that this draft addresses only one piece of the September 18 resolution. Will

you also be bringing forward a proposal to respond to this bullet from the resolution:

"A structure reflecting various employee communities of interest based on occupational category and aligned with the federal regulatory agencies referenced above for purposes of appropriate occupational grouping and efficiencies in annual reporting. Such a structure should be designed to draw out the best thinking of employees and to allow the District to benefit from identifying employees' common interests, allowing employees to share knowledge and work together to solve problems"

A structure that addresses this bullet might provide the mechanism by which groups of employees can propose new policies or policy changes.

Please let me know if you have any questions. Thanks!



Dr. Linda M. Thor

Governing Board Member

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On Fri, Jan 26, 2018 at 4:40 PM, Maria Harper-Marinick
<maria.harper@domail.maricopa.edu> wrote:

Mr. Hendrix and Dr. Thor,

Please take a look at the attached draft and let me know if you have questions. I intend to send the draft to the ad-hoc task force I had convened and then with Board approval share with all employees.

Thank you



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