Human Resources Development

17th Annual Staff Retreat

Outcomes Report

“Conquer your Brain Power”

April 15-17, 2010
Orlando, Florida

Alex Hernandez, Director, Human Resources Development

Mari Reyes, Administrative Assistant

Facilitation Team Members:

Beatriz Villegas  Laura Gonzalez
Belinda Quinones  Mayela Farah (Alternate)
Christina Garza  Mike Fernandez
Janice Dewitt  Nasser Hamdan
Jessie Arellano
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>OPEN LETTER</td>
<td>1-2</td>
</tr>
<tr>
<td>RETREAT AGENDA</td>
<td>3-5</td>
</tr>
<tr>
<td>PARTICIPANTS LIST</td>
<td>6</td>
</tr>
<tr>
<td>BREAKOUT GROUPS</td>
<td>7</td>
</tr>
<tr>
<td>DAILY ACTIVITIES</td>
<td></td>
</tr>
<tr>
<td>Thursday</td>
<td>8-9</td>
</tr>
<tr>
<td>Friday</td>
<td>9-10</td>
</tr>
<tr>
<td>Saturday</td>
<td>11-15</td>
</tr>
<tr>
<td>GROUP REPORTS</td>
<td></td>
</tr>
<tr>
<td>Breakout Group Reports (Friday Session)</td>
<td>16-19</td>
</tr>
<tr>
<td>Breakout Group Reports (Saturday Session)</td>
<td>20-23</td>
</tr>
<tr>
<td>EVALUATION RESULTS</td>
<td></td>
</tr>
<tr>
<td>Comments</td>
<td>24-27</td>
</tr>
<tr>
<td>Chart</td>
<td>28</td>
</tr>
<tr>
<td>DONORS LIST</td>
<td>29-32</td>
</tr>
</tbody>
</table>
Dear EPCC Administration and Staff:

In September 2009, the facilitation team met for the first time to brainstorm on a possible location for the 17th Annual Staff Retreat. Disney World in Orlando, Florida was mentioned as consideration, and to be quite frank, I thought it would never happen, but it did and the 17th Annual Staff Retreat was held in Orlando, Florida at Disney World. Thanks to the creativeness of the facilitation team and Mari Reyes, we were able to pull it off. What made this event just awesome is that many of us had never been to Orlando Florida. But, not only was the location fantastic, the program that was presented was magnificent; Emotional Intelligence, Conquer your Brain Power. The 17th Annual Staff Retreat was a fabulous success. The Human Resources Development Department with the help of our superb Facilitation Team orchestrated this event for 48 EPCC employees. It took a lot of thought, dedication, hard work, and the results were outstanding.

This year’s theme was suggested by Mari Reyes, Administrative Assistant, and voted on by the Facilitation Team. The feedback that we received from the participants, both, verbal and written has been exceptional. Yes, there were a few minor “glitches” but, when one looks at the overall big picture of the event, the “bumps” are pale in comparison. Opening with an elegant dinner, participants dressed up in semi-formal attire and were escorted to their seats by a facilitation team member. Dr. Roberts was the keynote speaker; his message was emotional intelligence, followed by Disney’s spectacular fireworks visible from atop the dining area of the hotel.

Everyone enjoyed the training sessions, felt that the facilitators did a great job, and of course we had a great time at Disney’s Magic Kingdom and Epcot Center. Learning about emotional intelligence and its application will help understand why emotions and reason work together, be more sensitive to emotional issues, help us to build effective relationships, and understand people better. The Human Resources Development Department will be making this program available to all employees throughout the year. We encourage employees to sign up for the forthcoming sessions, and of course if you as an employee have never been to a retreat, sign up and experience the inspirational injection that this event has to offer. We believe that the information presented at this year’s retreat will add value and contribute to the mission and vision of EPCC. We highly recommend this training for supervisors, employees, and faculty.

The official name of the training program was Conquer your Brain Power. Brains - is a training program about being aware of how emotional intelligence works and its practical application. Emotional intelligence can be looked at from two different perspectives; personal competence and social competence. The components of personal competence are personal awareness and personal management. The components of social competence are social awareness and relationship building. Personal competence means that we are self aware of our emotions, and use self management to use our feelings combined with rational thinking to make good decisions. Social competence means being aware of other’s emotions by being observant, listening with empathy, and expressing ourselves with same. This leads to relationship building, which is nothing more than being able to use self awareness, self management, and social awareness. The principles that were learned will be useful tools that will make our interpersonal relationships better. It will also help us to provide better customer service, build better relationships, and respond to our family with love, care, and concern.

We attribute the success of this year’s retreat to the facilitation team and the Human Resources Development Department. With the collective brain power and team work of Janice Dewitt, Mike Fernandez, Belinda Quinones, Beatriz Villegas, Jessie Arellano, Laura Gonzalez, our alternate facilitator Mayela Farah, and Mari Reyes, Administrative Assistant, we were able to put it all together and make an incredible impact.

Our appreciation also, to the many people and organizations that supported this event. Thanks to all the EPCC departments, organizations, and businesses that donated items for the auction and the conference bags. These donors are listed on pages 29 - 32 in this report.
On behalf of the Facilitation Team and EPCC participants who attended the retreat we thank you, Dr. Richard M. Rhodes, College President, and Dr. Ernst Roberts, Executive Assistant to the President, for making this event possible. I always remind the participants that what you and Dr. Roberts do for this annual event is unique to the college and for that, we are very grateful.

Alex Hernandez,
Director, Human Resources Development

2010 Staff Retreat Facilitation Team
17th Annual Staff Retreat
Orlando, Florida
April 15-17, 2010

“Conquer your Brain Power”

AGENDA

Wednesday, April 14, 2010

4:00 p.m. – 5:00 p.m. Participants’ meeting at the ASC Break Room – General Information for next day’s air flight, issue name tags, and distribute goody bags.

4:30 p.m. Dr. Richard Rhodes send-off address.

Thursday, April 15, 2010

6:00 a.m. Arrive at El Paso International Airport. Will meet at assigned gate (2nd floor) - Roll call will be taken.

7:50 a.m. Board Southwest Airlines Flight # 448/15

2:50 p.m. Arrive at Orlando International Airport

3:00 p.m. Board shuttles to Lake Buena Vista Resort Hotel (Head count)

3:30 p.m. Arrive and check-in at the Lake Buena Vista Resort Hotel. Participants are on their own until 6:00 p.m.

7:00 p.m. to 9:00 p.m. Retreat Opening Dinner (The Toppers Room)
   • Black & White Attire
   • Facilitation Team & Participants’ Introductions
   • Keynote Speaker – Dr. Ernst Roberts, EPCC Executive Assistant to the President

Friday, April 16, 2010

8:00 a.m. to 8:45 a.m. Breakfast

8:45 a.m. to 9:00 a.m. Ground Rules Video (Facilitation Team)

9:00 a.m. to 9:20 a.m. General Session - Power Point Presentation: “Brains” (Florida Keys Room)

9:20 a.m. – 9:45 a.m. Video: “Brains”

9:45 a.m. – 9:55 a.m. Wellness Activity
9:55 a.m. – 10:10 a.m.  Break

10:10 a.m. – 11:45 a.m.  Breakout sessions:
Group will be divided into their respective teams for the breakout sessions.
• Team #1: The Mouseketeers-Marathon Room
• Team #2: The Goof Troop-Islamorada Room
• Team #3: The Tinker Bells-Florida Keys Room (General Session)
• Team #4: Pirates of the Caribbean-Outer Keys

Group Activities:
“The Best and the Worst of Times” Discuss your findings with the group. In your discussion avoid using names and departments.
“Plotting your Emotional Intelligence Quotient” (You may discuss your graph with the group; sharing is optional).

Each team will discuss the following using the video vignettes as topics for discussion: Answer the questions on “Video Debrief Activity” handouts
1. “Self Awareness” – Team 1
2. “Self Management” – Team 2
3. “Social Awareness” – Team 3
4. “Relationship Management” – Team 4

Upon completion of the above discussion each team will describe and discuss what each competency means to them and list ten descriptive words/phrases on how to effectively use the assigned competency (10 brainstorming points & 5 “I will” statements). Write your findings on power point.

11:45 a.m. – 1:30 p.m.  Lunch & Guest Speaker
Elaine Bolivar, Disney Worldwide Services Executive
Disney’s Philosophy Presentation – (The Toppers Room)

1:30 p.m. – 2:30 p.m.  Regroup in the general session room (Florida Keys Room)
(Each team will present their findings to the entire group)

2:30 p.m. – 2:40 p.m.  Wellness Activity

2:40 p.m.  Question and Answer: Review next day’s agenda

Saturday, April 17, 2010

8:00 a.m. to 9:00 a.m.  Breakfast

9:00 a.m. to 9:10 a.m.  General session (Florida Keys Room)
• Video: Bonus Scenes. Breakout session instructions

9:10 a.m. to 10:10 a.m.  Breakout sessions
Group Activity:
“Ask the Experts Activity” - Discuss your findings with your group.

• Each team will take one of the assigned scenes and discuss the competency demonstrated. Discuss how these scenes bring out one or more of the emotional intelligence competencies. List your findings on power point.
Role Play Activity: Develop a 10 minute skit on how you would manage and handle a difficult situation at work, your life, or your career using emotional intelligence.

10:10 a.m. to 10:45 a.m. General session (Florida Keys Room)
   • Group presentations and skits

10:45 a.m. to 10:55 a.m. Wellness Activity

10:55 a.m. to 11:05 a.m. Closing speech by Alex Hernandez, “Emotional Intelligence in Relation to the Brain”

11:05 a.m. to 11:35 a.m. Awards Ceremony

11:35 a.m. to 12:45 p.m. Auction

12:45 p.m. to 1:45 p.m. Lunch (Traders Room)

1:45 p.m. to 3:00 p.m. Free time

3:00 p.m. Board shuttles to Orlando International Airport

5:20 p.m. Board Southwest Airlines Flight # 1230

8:25 p.m. Arrive at El Paso International Airport
<table>
<thead>
<tr>
<th>Classified Staff</th>
<th>Professional Staff</th>
<th>Facilitation Team</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alfred Trujillo</td>
<td>Argelio Navarro</td>
<td>Beatriz G Villegas</td>
</tr>
<tr>
<td>Alma Y Acosta</td>
<td>Armando O Gomez</td>
<td>Belinda M Quinones</td>
</tr>
<tr>
<td>Amada Marquez</td>
<td>Daniel R Vasquez</td>
<td>Christina M Garza</td>
</tr>
<tr>
<td>Angel Ramirez</td>
<td>Elizabeth Rodriguez</td>
<td>Janice S Dewitt</td>
</tr>
<tr>
<td>Aurea I Garcia</td>
<td>Elizabeth M Steele</td>
<td>Jessie S Arellano</td>
</tr>
<tr>
<td>Becky Ortega</td>
<td>Graciela S Erivez</td>
<td>Laura C Gonzalez</td>
</tr>
<tr>
<td>Brenda Juarez</td>
<td>Leticia Urenda</td>
<td>Mayela Farah</td>
</tr>
<tr>
<td>Cynthia Compean</td>
<td>Lucia M Rodriguez</td>
<td>Miguel A Fernandez</td>
</tr>
<tr>
<td>Della L Truman</td>
<td>Lucina E Flores</td>
<td>Nasser A. Hamdan</td>
</tr>
<tr>
<td>Elizabeth Coronado</td>
<td>Student Success PREP</td>
<td>Student Success</td>
</tr>
<tr>
<td>Elizabeth Saldivar</td>
<td>Student Success</td>
<td>Admissions and Registrar</td>
</tr>
<tr>
<td>Elvira Fernandez</td>
<td>Veterans Affairs</td>
<td>Admissions and Registrar</td>
</tr>
<tr>
<td>Erika N Zuniga</td>
<td>Financial Aid</td>
<td>Testing Services</td>
</tr>
<tr>
<td>Gaston Aguirre-Martinez</td>
<td>Gloria C Baltazar</td>
<td>CP Special Pop - RAP 09/10</td>
</tr>
<tr>
<td>Hilda E Mendoza</td>
<td>Isabel Hernandez</td>
<td>Grants Management</td>
</tr>
<tr>
<td>Jeanette Dominguez</td>
<td>Jeanette Dominguez</td>
<td>Counseling VV</td>
</tr>
<tr>
<td>Karina N Porras</td>
<td>Laura Saldana</td>
<td>Grants Management</td>
</tr>
<tr>
<td>Laura Saldana</td>
<td>Laura A Anguiano</td>
<td>Recruitment &amp; School Relations</td>
</tr>
<tr>
<td>Laura A Anguiano</td>
<td>Laura Saldana</td>
<td>Student Success PREP</td>
</tr>
<tr>
<td>Leticia L Jacobo</td>
<td>Lourdes O Arreola</td>
<td>TWC - Customer Service</td>
</tr>
<tr>
<td>Luciana Urenda</td>
<td>Luciana Urenda</td>
<td>Admissions and Registrar</td>
</tr>
<tr>
<td>Maria S. Martinez</td>
<td>Luciana Urenda</td>
<td>Accounting Services</td>
</tr>
<tr>
<td>Marisol Negrete</td>
<td>Maria S. Martinez</td>
<td>N/C Bus Prog - Admin</td>
</tr>
<tr>
<td>Martha A Davis</td>
<td>Noni Muniz</td>
<td>Admissions and Registrar</td>
</tr>
<tr>
<td>Nancy E. Hinojos</td>
<td>Norma E Hinojos</td>
<td>Accounting Services</td>
</tr>
<tr>
<td>Olaya Cazares</td>
<td>Olaya Cazares</td>
<td>N/C Bus Prog - Admin</td>
</tr>
<tr>
<td>Pamela E Marquez</td>
<td>Pamela E Marquez</td>
<td>Admissions and Registrar</td>
</tr>
<tr>
<td>Patricia C. Rodriguez</td>
<td>Patricia C. Rodriguez</td>
<td>Accounting Services</td>
</tr>
<tr>
<td>Rebecca M Villa</td>
<td>Rebecca M Villa</td>
<td>Financial Aid Office</td>
</tr>
<tr>
<td>Sandra M. Martinez</td>
<td>Sandra M. Martinez</td>
<td>Financial Aid Office</td>
</tr>
<tr>
<td>Sonia Aragon</td>
<td>Sonia Aragon</td>
<td>Financial Aid Office</td>
</tr>
<tr>
<td>Teresa Reyna</td>
<td>Teresa Reyna</td>
<td>Financial Aid Office</td>
</tr>
<tr>
<td>Vanessa C Licon</td>
<td>Vanessa C Licon</td>
<td>Financial Aid Office</td>
</tr>
<tr>
<td>Yolanda D Birdine</td>
<td>Yolanda D Birdine</td>
<td>Financial Aid Office</td>
</tr>
</tbody>
</table>

Note: The table lists the participants with their respective departments or roles.
<table>
<thead>
<tr>
<th>Breakout Sessions Groups</th>
<th>Group # 1 The Mouseketeers</th>
<th>Group # 2 The Goof Troop</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Bea Villegas &amp; Nasser Hamdan</strong></td>
<td>Alfredo Trujillo</td>
<td>AJ Navarro</td>
</tr>
<tr>
<td><strong>(Marathon Room)</strong></td>
<td>Sonia Aragon</td>
<td>Gaston Aguirre-Martinez</td>
</tr>
<tr>
<td></td>
<td>Rebecca Ortega (Becky)</td>
<td>Jeanette Dominguez</td>
</tr>
<tr>
<td></td>
<td>Karina Porras</td>
<td>Elvira Fernandez</td>
</tr>
<tr>
<td></td>
<td>Patricia Rodriguez</td>
<td>Marisol Negrete</td>
</tr>
<tr>
<td></td>
<td>Erika Zuniga</td>
<td>Laura Anguiano</td>
</tr>
<tr>
<td></td>
<td>Lucy Garcia</td>
<td>Elizabeth Coronado</td>
</tr>
<tr>
<td></td>
<td>Cynthia Compean</td>
<td>Brenda Juarez</td>
</tr>
<tr>
<td></td>
<td>Rebecca Villa (Becky)</td>
<td>Nancy Muniz</td>
</tr>
<tr>
<td></td>
<td>Yolanda Birdine</td>
<td>Hilda Mendoza</td>
</tr>
<tr>
<td></td>
<td>Lucia Rodriguez</td>
<td>Graciela Erivez</td>
</tr>
<tr>
<td></td>
<td>Leticia Jacobo</td>
<td>Leticia Urenda</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Group # 3 The Tinker Bells</strong></th>
<th><strong>Group # 4 Pirates of the Caribbean</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Belinda Quiñones &amp; Jessie Arellano</strong></td>
<td><strong>Laura Gonzalez &amp; Mike Fernandez</strong></td>
</tr>
<tr>
<td><strong>(Florida Keys Room)</strong></td>
<td><strong>(Outer Keys Room)</strong></td>
</tr>
<tr>
<td></td>
<td>Armando Gomez</td>
</tr>
<tr>
<td></td>
<td>Daniel Vasquez</td>
</tr>
<tr>
<td></td>
<td>Sandra Martinez</td>
</tr>
<tr>
<td></td>
<td>Norma Hinojos</td>
</tr>
<tr>
<td></td>
<td>Laura Saldana</td>
</tr>
<tr>
<td></td>
<td>Isabel Hernandez</td>
</tr>
<tr>
<td></td>
<td>Martha Davis</td>
</tr>
<tr>
<td></td>
<td>Alma Y. Acosta</td>
</tr>
<tr>
<td></td>
<td>Elizabeth Saldivar</td>
</tr>
<tr>
<td></td>
<td>Lourdes Arreola</td>
</tr>
<tr>
<td></td>
<td>Sara Arellano</td>
</tr>
<tr>
<td></td>
<td>Lucina Flores</td>
</tr>
<tr>
<td></td>
<td>Elizabeth Rodriguez</td>
</tr>
</tbody>
</table>
DAILY ACTIVITIES

Wednesday, December 2, 2009

This year’s retreat took off when EPCC employees who were selected to attend the retreat by the facilitation team met for their first welcome and orientation on what the retreat was about and what to expect.

Wednesday, April 7, 2010

On Wednesday April 7, 2010 the facilitation team met with participants to re-orient and orient replacement participants on the logistics of the retreat. This meeting was necessary a week prior to leaving because we had to issue the participants’ book, Emotional Intelligence 2.0 by Travis Bradberry & Jean Greaves. The participants were asked to read the first 59 pages of the book and to take an emotional intelligence assessment. The instructions for the website assessment were in the book. Reading the first 59 pages also gave the participants a foundation for the group discussions at the retreat.

Wednesday, April 14, 2010

We met with the participants the day prior to our departure to review the retreat’s agenda, issue flight information and boarding passes, and to give participants their retreat conference bag. Dr. Rhodes addressed the group, wished us all a safe and good trip, encouraged participants to learn and to have fun. Jessie Arellano picked up the boarding passes the day before to facilitate the check-in process the next morning.

Thursday, April 15, 2010

Yolanda Birdine was the first one at the airport, arriving there at 3 a.m. Without any sleep, she packed her bags and drove herself to the airport in the wee hours of the morning; which made her the winner of one hundred funny money dollars from each facilitator which is used for the auction at the conclusion of the retreat. Participants can bid on gifts that are donated by local businesses and EPCC Departments. This money is given to participants by the facilitators for answering and participating during the breakout sessions at the retreat.

After clearing security and while waiting for boarding, Mari Reyes took roll call to ensure that no one would be left behind. We boarded Southwest Airlines flight 448/15 at 7:00 a.m. and arrived in Orlando with an arrival time of 10:00 a.m. From there, we boarded two shuttle buses to the Lake Buena Vista Resort Hotel where from the beginning their service was of the upmost hospitality. After check-in, some stayed at the hotel to unwind, while others went sightseeing for a while. We started getting ready for the welcome dinner at 5:30 p.m. to be ready by 7:00 p.m.
Thursday, April 15, 2010 Evening Activities

That evening, participants all dressed up in semi-formal attire got their picture taken with a male or female facilitator and were escorted to their seat. Facilitator, Jessie Arellano made some beautiful table decorations in blue, green, red, purple, yellow and black. Upon arrival, participants were given a chocolate, with a colored ribbon, which were also made by our talented facilitator Jessie Arellano and then they were taken to a designated table as per the color of the ribbon. This gave participants the opportunity to meet and share with other employees that they may not have met before. Meeting co-workers that you have never met before can be a little over-whelming, but they seemed to have no problem with it. At each table, there were cards with a question that the participants had to answer during the introductions, which was related to a Disney character or theme. The facilitation team, along with Dr. Roberts and his wife Laurel were seated at a designated table. Each facilitator introduced one of their colleagues, and Alex introduced Dr. Roberts and his wife. Our key note speaker, Dr. Roberts spoke about the brain and emotional intelligence.

Friday, April 16, 2010 Activities

A breakfast buffet was available from 8:00 – 9:00 a.m. with everything from fruit to waffles and eggs. After that, participants went to the Florida Keys Room for the general session meeting. As participants entered the room they were greeted with rock style strobe lights and upbeat music while facilitators high-fived participants. The meeting began by showing the participants a very entertaining video that was dreamed up by Nasser Hamden, and the movie stars of the video were the facilitators. The video gave the participants the rules that needed to be followed during the retreat, expressed in a very humorous way. Once that was taken care of, Alex Hernandez began the meeting with the Brains power point presentation followed by the Brains video. Paula Chávez then jazzed us up with a Zumba wellness activity.
From there, each facilitation team took their group to a breakout session. Each team had a designated name: Team 1, The Mouseketeers; Team 2, The Goof Troop; Team 3, The Tinker Bells; and Team 4, Pirates of the Caribbean. Each team of facilitators guided their team to complete a work sheet called, *The Best and the Worst of Times*. This exercise entailed identifying the characteristics of someone (without using names) with great emotional intelligence and someone lacking emotional intelligence. Each facilitator guided the discussion of the video with a worksheet called, *Video Debrief Activity*. Each team was assigned one of the competencies, Team 1, *Self Awareness*, Team 2, *Self Management*, Team 3, *Social Awareness*, and Team 4, *Relationship Management*, and instructed to come up with ten descriptive words or phrases on how to effectively use the assigned competency, and then come up with “I will” statements on how each member will put the competency to practical application. Information was transferred into power point presentations which were presented at the general session. Upon completion, we broke for lunch at 11:45 a.m.

This year during lunch, we had a special guest speaker, Elaine Bolivar, Disney World Customer Service Executive. She spoke about the exceptional customer service provided by Disney’s cast members. She also mentioned that some former EPCC graduates are cast members at Disney World. She has visited EPCC for the past several years to recruit students from our campuses.

After lunch, we regrouped in the general session room and each team presented their findings, which can be found on page 16-19 of this outcomes report. Paula Chávez then wrapped it up with another Zumba wellness activity. Before closing for the day, we reviewed the agenda with the participants for the following day. Participants were eager to go have fun at one of Disney World’s Theme Parks.
Saturday, April 17, 2010 Activities

Saturday, we started the day again with a good breakfast and from there went to the general session room. Once again, to get everyone energized, participants were greeted with high fives and upbeat music, and strobe lights. The facilitators guided their team with a handout activity called Ask the Experts. The session started by showing a video on actual TV and movie sitcoms. Participants were told that they needed to identify the four emotional intelligence competencies from the video clips. Each team took one scene and had to identify the competencies exhibited by the characters and list them in a tear sheet and onto a power point slide show. The teams were also responsible for developing a 10 minute skit on emotional intelligence. The findings for the breakout sessions are on page 20 – 23 of this report. When the groups finished the breakout sessions, everyone met in the general session room to present their findings and their skits.

After the skits, Paula Chávez boosted everyone’s energy with some Zumba. The Conquer your Brain Power program ended with the following speech given by Alex Hernandez.

**Emotional Intelligence and Relation to the Brain**

*By Alex Hernandez*

Today, I want to talk to you about emotional intelligence and its relation to the brain. But first, let’s talk about the brain. Have you ever wondered how the brain was created? At the beginning, it was a microscopic organism that resembled a little fish with a long tail. This little tailed fish along with millions of other sperm swam up the fallopian tube. Only the strongest one would reach its destination, the rest would die. The lone sperm wins the race by connecting to another microscopic round shaped organism or the female egg. The spot where the sperm connects to the female egg creates a groove. This groove is the origin of the human brain. From here, billions of nerve cells reproduce through cell division, more than the stars of the galaxy of the Milky Way. These nerve cells or neurons are now ready to communicate with each other by connecting like the branches of a tree to produce emotional and rational awareness in this three pound gray matter that we call the Brain. Perhaps, alone in all of nature, the human brain is the only organism that is self aware. It is aware of its existence, its universe, its life, and its death. The great philosopher Rene Descartes said, “I think therefore I am.” He could have said however, “I feel therefore I am.” Awareness is the ability of the human brain to express itself as a conscious entity. One of the innate abilities of the human brain is its consciousness or self awareness. It is consciousness that separates us from the animal world. The brain is a living, breathing complex organism. It is like a living computer. It empowers people with the capacity to create, to think, to speak, to love and to hate. The brain is made up of 14 billion nerve cells (neurons) that store memory, emotions, and information. It is because of the brain that we can experience joy, sorrow and pain.

**Emotional Control**

What is the conscience? We are not absolutely sure, but we do know that our conscience has the ability to manage and control our feelings and emotions. Emotional control is foundational to getting along with people.
If we can get along with people, we are more effective, more likeable, and more acceptable. This can mean better job performance, more opportunities, and success. It takes emotional intelligence to do this. Emotional intelligence means self awareness, self management, social awareness and relationship management.

**Personal and Social Competence Overview**

Emotional intelligence is the blending of personal competence and social competence. Personal competence is a result of an individual's self awareness and self management skills. It is your ability to stay aware of your emotions and manage your behavior and tendencies. Social competence is a result of your social awareness and relationship management skills. It is your ability to understand other people’s behavior and motives and to manage your relationships.

**Personal Awareness**

It all starts with self awareness of your emotions and your feelings. We call this self awareness. When confronted with an emotional trigger, think what is going on inside of me, why am I feeling this anger, this frustration, and this hurt.

**Self Management**

Then think, what should I do, how should I respond. We call this self management of our emotions. Self management is what happens when you act or do not act on your emotions. Self management is your ability to be aware of your emotions, to stay flexible and direct your behavior in a positive manner.

**Emotions and Pro-Activity**

When emotions overwhelm us, they fog our thinking. To control and manage our emotions, we must be proactive or use logic and reason instead of becoming reactive and impulsive. According to Stephen R. Covey, pro-activity is the ability to choose your own response to any given set of circumstances; we call this independent free will. If we allow our emotions to dominate, then we may say or do something that we may later regret. It is in moments of extreme anger that people commit atrocities and minutes later live to regret it. People who use a blend of reason and feeling achieve better results.

**Emotions and the Limbic System**

Where do emotions come from? Deep within the brain is an area that looks like a walnut, better known as the limbic system. It is here where emotions are felt. Electrical impulses or thoughts passing through this walnut create an emotional response to internal and external events. The thoughts then travel to the cerebral cortex or the front of the brain. The front of the brain is where we reason and think logically. So anything that we experience, we translate it emotionally first, before we rationalize it with logic and reason. Billions of intelligent microscopic neurons that connect the emotional and rational centers of the brain constantly talk to each other to allow us to make decisions that govern our behavior. When a person uses emotional intelligence, the exchange usually translates into rational behavior. Communication between these two areas strengthens the connection between the rational and emotional centers. When there is too little interaction between the emotional and rational centers, the behavior that results is ineffective. People who use a blend of reason and feelings make better decisions.

**Laughter and Emotions**

Besides, it is for our own good to practice emotional control. People who are overtaken by emotion get sick more often. On the other hand, a happy disposition not only lifts our spirit, but also may fight diseases. Studies have linked laughter with an increase in the number of immune cells and many neuron-scientists believe it releases endorphins ---the brains opiates.

**Social Awareness**

Social competence focuses on your ability to understand other people and manage relationships. Social awareness is your ability to accurately pick up on other people’s emotions and understand what is really going on with them. When interacting with people, listen with your eyes as well as with your ears. The eyes, the face, and the body, as well as the tone of voice are good indicators of how people are feeling. Capture what other people are thinking and feeling even if you do not feel the same way. It’s easy to get so caught up in our own feelings that we forget to consider the feelings of other people.
Relationship Management
And last but not least is relationship management. Relationship management is the product of the first three emotional intelligence skills, self awareness, self management, and social awareness. It is the ability to use awareness of our own emotions and those of others to manage interactions well. Relationship management leads to clear communication and effective handling of conflict.

Conclusion
In conclusion, the brain is equipped with consciousness. It is a self aware organism that has the ability to feel and reason. This happens when the limbic system and the cerebral cortex communicate. The limbic system processes emotions and the cerebral cortex processes logic and reason. People who use a blend of feeling with reason are more effective. Pure emotion or pure logic is counterproductive. It takes personal competence and social competence to produce emotional intelligence. Personal competence equates to personal awareness, and personal management. Social competence equates to social awareness and relationship management. To be an emotionally intelligent person, takes self awareness, self management, social awareness and relationship management.

Have a good life!

Retreat Finale
One of the most expected and exciting events of the retreat is the auction. This year's auctioneer was Janice DeWitt, who did such an excellent job that she even lost her voice, and Nasser Hamdan, like the great team player that he is, stepped in to help. During the auction, participants used funny money to bid on some very nice gifts, donated by local merchants and EPCC departments. Participants earned the funny money by participating, and asking questions during the breakout and general sessions. Some of the things that were auctioned off were gift cards to Adventure Zone, free tickets to Wet n’ Wild, one suite for one weekend night stay with breakfast valued at $150 from Wingate by Wyndham El Paso, and an office chair valued at $475 from Pencil Cup Office Products. There were a total of 160 gift packages auctioned off. Like last year, instead of carrying all the items to Orlando, pictures of the items were taken and displayed in a power point presentation, which worked well. The highest bidders were given a certificate with a picture of the item to claim their item(s) from Mari Reyes in the Human Resources Development Department.

The auction was over at about 1:30 p.m. After that, we presented the participants’ certificates and conducted the facilitation team awards ceremony. When Mari Reyes received her award, a standing ovation was in order by all participants, and it was highly deserved; she works very hard and is a great asset to the success of the program. We had a couple of hours of free time left before boarding the buses to the airport. Some of the participants just mingled around the hotel, while others went to take a walk. We boarded the shuttle buses to the airport at 3:00 p.m. Waited at the airport for a while and left Orlando at 5:20 p.m. aboard Southwest Airlines #1230 to San Antonio, and then to El Paso, Texas. Needless to say, our group brought some
excitement to Flight #1230, 30,000 feet about earth; we were not a quiet group. This was noticed by the flight attendants who were very gracious recognizing us for being from El Paso Community College. Congressman Silvestre Reyes boarded our flight from San Antonio to El Paso; I wonder what he thought of the EPCC group.

But all said and done, we arrived on time in El Paso at 8:25 p.m. Tired and ready to go back to our families, knowing that we were just coming back from an incredible trip. We learned, got to know each other better, and most importantly, we came back being much better human beings knowing how to apply emotional intelligence with our colleagues, our friends, and within our family.

Here’s what some facilitators had to say about the retreat:

Christina Garza: “The Goof Troop, AKA Team WooHoo was an energetic and very fun group. All the participants shared situations that they have encountered both at work and in their personal lives. We worked together to find solutions to different situations. I feel that our group really bonded and true friendships were formed. It’s crazy to think that you can get close to people in such a short time, but I met people that I have seen, but never had the opportunity to talk to them. I heard comments like ~ “Now I can put a face to the voice on the other line next time I call your office” and “So you are (insert name) I’ve seen your name on different forms or e-mails and now I know who I need to contact.” These are just a few examples of how valuable this time to bond with fellow co-workers really is. During the dinner on Thursday, I did hear a few participants grumble about sitting at an assigned table with people they didn’t know, but as I walked around there were some great conversations going on. I also heard that many of the participants enjoyed being escorted in and having their picture taken. I also loved hearing the responses to the questions on the chocolate treat that Jessie Arellano was so sweet to make; it was a great way to start the very memorable retreat. I have several memories that I will treasure, but one that makes me smile every time I think about it is sitting at the airport and having a member of our group come up to Janice and myself and tell us how much she enjoyed the retreat. What makes it so special to me is that in the beginning she was one of the quietest members of our group. Another memory that makes me smile is the group skits; I don’t think I will ever hear the word depends again without it making me laughs a little.

Whether it was the flashes from the strobe light, the music, the dancing, the cheering, the wonderful dialogue in the sessions, the pictures, the WooHoo’s being heard all over the airplane and the airport it was an incredible experience to be a part of, yes it was a lot of work, but it was all worth it.”

Jessie Arellano: “One memorable moment is seeing one of my co-workers “come out of her shell”. It took a lot to convince her to apply for the staff retreat. Even a few days leading up it she was thinking of cancelling her trip. However, by Saturday, I was proud to see her at the podium in front of the microphone, speaking on behalf of her team. I noticed, as I did with many other participants, her speaking and getting to know fellow employees from different campuses. My co-worker enjoyed the experience so much that she can’t wait to sign up for next year’s retreat. Also, many participants were very appreciative of the planning and work that went into making the retreat a success. Even as I was on the escalator on my way up to the ticket counter at the airport in Florida, a participant, who was not in my group and I had only recognized his face, was telling me how grateful he was for all the work we put forth. He told me he had experience in organizing small meetings, so he could only imagine all the work and planning that went into making a three day retreat for so many people a success.”

Bea Villegas: “Emotional Intelligence created a collective interest. I saw this collective interest in many participants at the retreat. The enthusiasm and participation was there. Many participants shared their feelings, and many of us could relate to them very well. A very quiet participant told me that he had learned so much because he could connect with the information and now would be able to apply it. The theme of the retreat made the environment interesting. Some participants shared their personal issues. One participant told me of how sad she was for leaving her little ones for two days, and cried. But after two day she thanked me for talking to her and said that after our conversation she had no guilt and the trip was a lot fun for her.”
Nasser Hamden: “As some participants came out of the elevator for the Thursday night dinner, members of the facilitation team greeted them and escorted them to the dinner room. I escorted participants, welcomed them to the retreat prom and asked them to pose for a picture. Participants were very happy with the escort, and this put a huge smile on their faces. Later on, I passed out glow in the dark bracelets to all the participants. To my surprise, the bracelets became a discussion piece as participants exchanged their bracelets for their favorite color. I was also extremely happy to see how participants came up with the skit that they wanted to act. All my team members wanted to have a part in the act, and yes, we used all of their ideas. Rather than the usual assigning of roles, they were all volunteering for the various parts. This demonstrated what teamwork should be like. Allowing the participants to be themselves brings on surprising results.”
Breakout Group Reports

Friday Session

The Mouseketeers
Bea Villegas & Nasser Hamdan

Self-Awareness

1. Being in tune with our emotions, feelings and tendencies.
2. I feel my frustration when things don’t go according to plan.
3. Being honest about your feelings.
4. Being aware of my emotions.
5. Being aware of my reaction to my emotions.

Self-Awareness

1. Say what I mean and mean what I say.
2. Be aware of my environment and knowing when it is appropriate.
3. Recognize our triggers.
4. Recognize your mental and physical states.
5. Know your limits.

Self-Awareness

1. I will think about what I do or say before I do or say it.
2. I will control my emotions and feelings.
3. I will not be hard on myself.
4. I will be flexible.
5. I will learn from my reflections.
The Goof Troop
Janice DeWitt & Christy Garza

Self-Management

- Communication
- Passive & patience
- Don’t take it personally
- Smile 😊
- Understanding
- Love what you do/care passion
- Think before you speak
- Open minded
- Listening
- Be informed

Self-Management

- I will be open minded to every situation and understand through listening.
- I will smile even in the worst situations and remain positive.
- I will be patient/passive with each individual.
- I will not take it personally if they ask for a (hammer)!
- I will think before I speak to ensure my communication is clear.
The Tinker Bells
Belinda Quiñones & Jessie Arellano

Social Awareness
The best in you
• Inclusiveness
• Supportive
• Listens
• Caring
• Appreciative
• Happy – Positive
• Objective - Open Minded
• Trust

Social Awareness
The worst in you
• Insecure
• Blame others
• Set on their ways
• Withholding Knowledge
• Micromanagement
• Selfish
• Confrontational
• Arrogant

Social Awareness
• Communication is important and the body language.
• Listening is important.
• Emotional Intelligence must be recognized by oneself in order to understand others.
• Detach emotionally. Do not take it personally.
• Acknowledges emotions.
Pirates of the Caribbean
Laura Gonzalez & Mike Fernandez

Relationship Management

• Conscientious
• Ability of control inner self
• Open to fresh ideas
• Defuse situation
• Sensitivity Cooperative
• Attentive
• Tone of voice
• Listen

Relationship Management

• Cooperative
• Proactive

I WILL

• Listen
• Patient
• Smile
• Positive Feedback
• Help
• Be empathetic
• Be creative with answering and resolving situation

[Image of people sitting at a table]
Breakout Groups Reports
Saturday Session

“The Mouseketeers”
El Paso Community College
17th Annual Staff Retreat
Orlando, Florida

Self-Awareness

- Cool running: Father was motivating his son.
- Social management: controlling emotion.
- The squirrel was out of control
- Two women: Social awareness; relationship management.
Retreat Florida Dude!

Mickey!

Emotional Intelligence

Mini Mickey!

Party...

Goof Troop
El Paso Community College
17th Annual Staff Retreat
Orlando, Florida

Self-Management

- Flexible
- Patience
- Tolerance
- Encouragement
- Body language

Mini
“Tinker Bells”
El Paso Community College
17th Annual Staff Retreat
Orlando, Florida

Social Awareness
We might get bothered by other people’s behavior, but we don’t realize when our own behavior bothers others.
“Pirates of the Caribbean”
El Paso Community College
17th Annual Staff Retreat
Orlando, Florida

Relationship Management

- Positive influence and direction
- Mentoring
- Encouragement
- Led to self-awareness
- Motivation

Retreat
Florida Dude!

Emotional Intelligence
Party Mickey!
17th Annual Staff Retreat Evaluation Responses

The best part of the program was:
- A good interesting program that can be used back at work with my team.
- Interpreting the four competencies in skits!
- The topic was very good & learned a lot about myself and about other people around me.
- Linking the information to contemporary situations & providing examples.
- All
- The interaction of participants, and how it was set up to make sure one actually got to work with others.
- The opportunity to meet so many different individuals from the different departments.
- The set-up was great. Not that stressful and overwhelming, but productive.
- I liked that groups were well organized.
- The skits and meeting new employees.
- The test and meeting co-workers. Interacting with own ideas.
- The interaction with our peers & co-workers was very rewarding. Not only did we build rapport with our team members, but with so many others as well. The facilitators were great & very energetic which set the tone of the trip.
- Meeting new people.
- The fun the organizers & facilitators made the conference.
- That we all got a chance to participate and we got the opportunity to get to know other workers from El Paso Community College from different areas.
- We got to interact and meet other college employees and share experiences and information that can help us do our job better.
- Everything! Thank you very much.
- The interaction between participants.
- The test and book of program.
- The opportunity to be around co-workers that I had never met.
- Breakout sessions.
- Meeting various individuals from college.
- The skit.
- It is hard to say, this training was so good but I think that the opportunity to interact with different employees and a list try to apply this theory is very valuable.
- The sessions were good and the way they were demonstrated in the skits was good.
- When we broke up in groups and we started to know more people.
- The emotional intelligence program was an excellent workshop. Emotional helped me a lot with the problems I had in way I was feeling.
- Our group facilitators were great. They encouraged us to participate and were patient with us.
- To be able to participate in group discussion and see the way of thinking of others.
- Friday sessions, the topic was great. Little time to grasp concept.
- Getting to know other co-workers.
- The book, the videos. Great guest speaker.
- The ability to feel comfortable in the mist of so many people that you don’t know. It’s like being one big family.
- The group interaction on a skit. Ms. Mari & everyone did great.
- The chance we had to meet more employees from the college.
- The best part is that we all came together & fulfilled the goal that the staff retreat is all about.
- Location, because we were able to understand better our topics, because of the quality service provided.
- I enjoyed the skits. We all did an amazing job in a short time frame.
• The topic was a really good topic, but the facilitators should have more time to prepare well.
• Getting to know different people from the college.
• Coming all the way to Orlando.
• I loved the whole program. The topic was great. It helped me to wake up and see myself how I interact with the people in my surroundings. I will take what I learned back to my workplace and also my social life.
• Interaction between colleagues. Relationship building.
• The opportunity to meet and share with others from the college.
• The interaction between colleagues in a relaxed happy setting.
• We are encouraged to open up to others.
• Learning practical & effective skills that can be used in the workplace (or any place) while participating at a conference and networking and interacting with associates (and my customers).
• It was a good subject. Facilitators made it so much fun. I had never been to Orlando, so I was really happy of coming to learn what these retreats were all about.
• Learning about emotional intelligence while bonding with fellow workers and having a great time. This could not have been done without the help of these excellent facilitators.

This program could be improved by:
• Facilitators in the breakout sessions needed to be more knowledgeable of material.
• In our team, we could have used a little more structure and more time management to complete our activities.
• Smaller breakout groups.
• Some areas seemed a bit disorganized, perhaps also allowing time to meet other group members, I still do not know all in my group.
• Adding one more day.
• Having more opportunities to develop the concept ideas during the breakout sessions.
• Improving organization skill overall and delegating responsibility.
• By maybe not having an auction and maybe set up a store and us buy.
• Nicer giveaways!!! Although, I know it’s hard, so kudos to everyone!!
• More info or topics related to follow up on. Mixing up of group from 1 & 2 day.
• I don not have any improvements to suggest other than an extra day.
• Making sure it end & that we are on time, instead of running late.
• Having a little more time (longer conference days).
• Allowing more people to participate on the retreat.
• The facilitators need to be a little more prepared and on the same page. Should not be arguing in front of participants.
• Preparing the participants before the trip so they can discuss topics.
• More session time.
• Putting an extra effort on organizing. Felt a little bit uneasy in how things were put together. I didn’t feel that facilitators were working as a team.
• More question & answer.
• While Mayela was sufficiently organized, the facilitators could have been a little more informed on the agenda.
• Asking participants to formal dinner and food (raw meat).
• Yes. Anything can be improved, especially if you have more time to practice all this theory in realistic situations or real life examples, like this last exercise where we act and practiced.
• Maybe more open discussions during the time we were all together.
• Have a little bit of more time to prepare the skit and help participants with ideas or comments. Coaching.
• You do a great job.
• Needed additional time for the breakout sessions/discussions.
• Try to cover little bit more on subject and maybe more days to learn more.
• Better organization and behavior.
• Facilitators to be better trained for breakout sessions.
• More time.
• The team - having the agenda, so all are on the same note.
• I wish we had more time to see the theme parks.
• Asking attendees to share their cell phones with each other before walking out to places (especially at night).
• This program could be improved by the facilitators, by having more people skills.
• I would not change a thing.
• This is my first time in these types of events and I love it!!!
• The only thing is the auction. Some of us have been with the college for a few years and don’t know many people, and there was a facilitator who would only hand out funny money to her friends. So, the auction part should be that we all take a gift home without having to know people.
• Better organization and more communication with the participants. “Just the facilitators.”
• Making more time for group and not rushing everything.
• Inviting more people to the retreat.
• Just having set ups done before hand (equipment set up).
• Optional 4th day (participant pay for extra day). Information ahead of time about topic, reading materials & optional after session activity.
• Not enough time to really enjoy Orlando.
• The only one thing I could think of was the meal on Thursday. The prime rib was not very easy to eat.
• Being a little bit more prepared with technical difficulties.
• Improving the total organization of conference, including the planning and adherence to schedules. Leaders sometimes not sure of process, materials, schedule of events. Technological problems should be minimized.
• The truth, this is my first retreat and I really liked it. So, I really do not think anything needs to be changed. It’s good.
• Allowing all staff to attend at once and for a longer period of time. There are so many employees at EPCC and we hardly get a chance to enjoy time together and bond like the family that we are.

Additional comments:
• The topic emotional intelligence was a very interesting topic; however I felt I needed more elaboration and better understanding from the speaker.
• Our facilitators could have been more motivating in handling out more funny money during our individual sessions for participation.
• Some of the facilitators don’t show much emotional intelligence. I understand it might be stressful, but they didn’t handle the situation.
• Sessions overall were good, information was informative; however sometimes information differences were not clearly demonstrated.
• I have learned and understand at the same time. Great job!
• This was a great opportunity. I am happy I was selected.
• I think overall we are very grateful to have this type of retreat. We have been blessed with a job and opportunities to become better people. Thank you!!
• The location was wonderful – The entertainment was great. Thank you.
• Can we go to Hawaii?
• Overall the conference was great; we should get the first day to ourselves to have more time to do more things at the city you are in.
• All of the staff who put the retreat together was marvelous; I really recognize your effort and give you applause.
• Technical difficulties – Keep at a minimum.
• Facilitators were too greedy with the funny money! No encouraging of participation.
• Good materials given. Power point good.
• Great work!!!
• Keep it up!!!
• Meals were good, except the prime rib – under cooked. Understand chicken was excellent. Also, room (was hard to see and hear) in the dining set-up area was awkward.
• I really loved the experience, and the opportunity that I had to be part of the retreat and be more social with people that I did not knew about.
• Everybody was excellent. I am proud to work for this institution.
• Except for the dinner (food), everything was good.
• It was my first year attending a retreat. I really enjoyed it and learned more about how to improve my emotions at work, school, etc.
• I would like topics like work ethics in the work place. Be more strict w/rules to create a true learning experience.
• I really like that the workshop is built around building self (the individual person).
• This is very good for the staff and thank you Dr. Roberts and staff.
• I felt the whole trip was well organized. Thank you to all the facilitators & special thanks to Mari & Alex.
• The “fanny” pack would work great, a different option to the back pack.
• None.
• Great job! I enjoyed it & most of all I will take the knowledge of being a better human being through self control. Thank you so much for your hard work.
• Just one suggestion instead of auction the prize could be more like white elephant.
• The idea to have a speaker was wonderful.
• The first dinner was not great – meat was under cooked. Give more group time and activity time.
• I had a wonderful interacting with everyone and I got to know more people of the college. Thank you.
• The facilitators were great. Had great examples to motivate people. Also keeping the staff entertained in workshops. Everything was wonderful.
• Thanks for catering this great team building moral boosting retreat! Keep it on budget!
• Great job! My compliments to all the members of the facilitation team.
• I thoroughly enjoyed the sessions. The group work information, videos were all very informative and entertaining. I’m glad we were able to use many forms of technology.
• This was a very eye opening experience that I enjoyed. Great work of all the people that made this happened.
• Facilitators were excellent & helped us have an excellent time while learning new information. Exceeded our expectations.
Corresponding Question:

1 = Training program concentrates on understanding the four competencies of emotional intelligence.
2 = Training program helped me to understand the importance of using emotional intelligence.
3 = As a result of this program, I am more confident to be an emotionally intelligent person.
4 = The objective of the program were clearly presented.
5 = Opportunities to ask questions and discuss the issues were sufficient.
6 = The session was well organized.
7 = I would recommend this program for other employees.
DONORS LIST

Adventure Zone
251 E. Redd Rd.   El Paso TX 79932
4 - Tickets for One Attraction
2 - Go-Kart Ride Tickets
1 - $15 Gift Card
2 - $50 Gift Cards

Alex Hernandez
Administrative Service Center, Building A
1 - $25 Target Gift Card

Alice Langford
1806 E. Yandell   El Paso TX 79901
2 - Gift Certificates for 1 hr. massage

Apparel Art
10854 Pellicano Dr.   El Paso TX 79935
1 - Denim Shirt w/EPCC Embroidered Logo
3 - Polo Shirts w/EPCC Embroidered Logo

Avon Representative
7956 Heid Apt. 3C   El Paso TX 79915
1 - Avon Make-Up Gift Set

Becky Villa
Counseling - MDP
1 - $20 Gift Certificate-Gold Canyon Candles
1 - Christmas Gold Santa's Sleigh Floral Arrangement
62 - Sierra Providence Hospital Pill Boxes
1 - Snowman Ceramic Figurine

Belinda Quinones
Transmountain Campus
1 - 7 pcs pedicure set

Cali Nails
8401 Gateway West Blvd.   El Paso TX 79925
1 - $25 Gift Certificate

Carlos & Mickey's
1310 Magruder   El Paso TX 79925
2 - $25 Gift Card

Cattleman's Steakhouse
P.O. Box 1056   Fabens TX 79838
1 - $25 Gift Card

Champion Awards
10600 Montwood Dr.   El Paso TX 79935
2 - Pens w/free engraving
2 - Desk wooden boxes w/free engraving

Chick-fill-A
750 Sunland Park Dr. VC-6   El Paso TX 79912
4 - Coupons for a free Chick-fil-A chicken sandwich
1 - Gift basket w/books & calendar w/coupons
57 - Coupons for a free yogurt parfait

CiCi's Pizza
8855 Viscount Blvd   El Paso TX 79925
10 - Free Buffet Gift Cards

Cinemark
7440 Remcon Circle   El Paso TX 79912
2 - Movie tickets

Costco
6101 Gateway West   El Paso TX 79925
1 - $25 Gift Card

D & J's Disco
1 - Gift Certificate for a Mini Disco for One Day-$60 Value

Dane's Steakhouse
2711 Stanton   El Paso TX 79902
2 - $5 off your lunch coupons

De Calypso Fitness Dance & Yoga Studio
9828 Montana Ave.   El Paso TX 79925
1 - One month unlimited ZUMBA fitness Gift Certificate, (M-F)

Dorsey's Gift Shop
1 - Trinket box & necklace hanger

Double Tree by Hilton
600 N. El Paso Street   El Paso TX 79901
1 - Certificate for 1 night weekend stay, including breakfast for two

EPCC Athletics Department
Valle Verde Campus
3 - Key Chains (Tennis Shoe)
1 - Key Chain (Baseball Bat)
1 - Baseball
2 - EPCC Tejanos Caps

EPCC Bookstore
919 Hunter Dr.   El Paso TX 79915
1 - EPCC Cap
1 Tejano T-shirt
EPCC Counseling District Wide
61 - Back Packs

EPCC - Continuing Education Business Prog
Valle Verde Campus
1 - Pen & Key Chain Set
1 - EPCC Beanie Hat

EPCC-Cosmetology
Administrative Service Center, Building B
2 - $30 Gift Certificates

EPCC-Gear-Up Program
Administrative Service Center, Building B
68 - Lanyards
2 - 9 1/2" x 6 1/2" Portfolios
4 – Gear-Up Baseball Jerseys

EPCC-Grants Management
Rio Grande Campus
1 - Rolodex Fashion Business Card Book (36 Card Capacity)
1 - Samsonite Vinyl Bi-fold Writing Pad

EPCC-ISC Transmountain
Transmountain Campus
61 - Book Markers
61 - Note Pads

EPCC-Institutional Research
Valle Verde Campus
1 - $25 Gift Card (4 choices)

EPCC-Marketing & Community Relations
Administrative Service Center
6 - Texas Orange T-Shirts
6 - Navy Blue T-Shirts

EPCC-President's Office
Administrative Service Center
62 - EPCC Logo Mouse Pads
5 - Pens w/Flash Drives
11 - Cell Phone Holders
1 - Stainless Steel Coffee Mug
1 - Stuffed Animal (Zebra)
3 - Ceramic Coffee Mugs
62 - Rulers
2 - Desk Clocks
62 - Pens
20 - Mechanical Pencils
8 - Wood Note Pads
4 - XL Long Sleeve Shirts

EPCC-RAP Program
Valle Verde Campus
1 - Pair of silver earrings

EPCC-Recruitment & School Relations
Valle Verde Campus
1 - Polo Shirt
4 - T-Shirts

EPCC-Student Success
Valle Verde Campus
1 - Small Red T-Shirt
1 - Green T-Shirt (XXL)
1 - Grey Hooded Sweatshirt (XS)
1 - White Hooded Sweatshirt (M)
1 - Med. Red T-Shirt

EPCC-VP Research and Development
Valle Verde Campus
4 - Gel Mouse Pad Wrist Rest
1 - Laptop Sleeve
2 - Flash Drives
2 - Business Cards Books

EPCC-VV Dean Amer. Lang., Arts & Comm.
Valle Verde Campus
1 - 15.5" Notebook Sleeve & Mouse

EPCC-VV Dean Education & Occupational Programs - Valle Verde Campus
1 - XL Black T-Shirt
1 - Flash Drive
1 - Pen & Key Tag Set
1 - Med. Gray Polo Shirt
1 - Laptop Sleeve
1 - Small White T-Shirt
1 - Med. Navy T-Shirt
1 - Med. Red T-Shirt

EPCC-VV Dean, ESL, Reading, Soc Science
Valle Verde Campus
1 – Navy Blue Hooded Sweatshirt (L)
2 - Green XL T-Shirts
1 - Gray Men's Gray Polo Shirt (M)

Gabriel Gaytan-Artist
Administrative Service Center
3 - Signed Posters

Gloria Palos
Valle Verde Campus
1 - Bracelet & Earrings Set
3 - Necklace & Earrings Set
Hallmark Gifts-Westside
1 - 12 x 12 Scrap Book
2 - Wall Decor-Crosses

Hobby Lobby-Westside
3 - Picture Frames

Home Depot-Westside
1 - Ceiling Light Fixture

Home Interiors
1 - Ceramic Vase

ING Financial Advisers
700 N. Stanton St., 3rd Floor    El Paso TX 79901
1 - Insulated Lunch Bag
1 - Portfolio
1 - Duffle Bag
1 - Tote Bag
1 - Box of Mints
75 - Letter Openers
75 - Clips
75 - Key Chains
80 - Pens
75 - Lip Balms
50 - Post-It Note Pads

International Bakery
6415 N. Mesa #A    El Paso TX 79912
1 - $20 Gift Certificate

Irla's Jewelry
1 - Silver Dragon Fly Necklace & Earring Set
1 - Ladies' Purse - $48 Value

Irma Sanchez
Transmountain Campus
1 - Avon Curves Tote & Cosmetic Bag

Jessie Arellano
Rio Grande Campus
2 - Community College Recipe Books
4 - Bowlero Lanes One Free Game Passes

Comfort Inn
900 N. Yarbrough St
1 - One Night Stay Certificate

Julio's Cafe Corona
8050 Gateway East    El Paso TX 79907
1 - Saturday Breakfast for Two Certificate
2 - Lunch Special for Two (Mon-Fri) Certificates

Justin Boots
7100 Gateway Blvd. East    El Paso TX 79915
2 - Duffle Bags
2 - Small Overnight Bags

Kirkland's-Cielo Vista
1 - Wall Decor - Framed Cross

Leticia Valadez
Valle Verde Campus
1 - $25 Applebee's Gift Card

Luisa Huante
Administrative Service Center
1 - Pendant & Earrings Set
1 - Necklace & Bracelet Set
1 - Necklace & Earrings Set

Luz Roberts
Valle Verde Campus
1 - Gold Stone Necklace
1 - Sterling Silver Bracelet

Marmolejo Jewelers
1 - 10kt Gold w/4 Diamond Chips

Mauricio Mora - Artist
300 E. Main St.    El Paso TX 79901
1 - Poster

Maverick's Bar & Grill
6999 Montana Ste. G&H    El Paso TX 79925
1 - $20 Tab Card

Mayela Farah
Rio Grande Campus
1 - Dr. Scholl's Perfect Reach Massager

Mayela Loera
Administrative Service Center
1 - 3 pcs. Tupperware Set

Mother of Gems
1 - Sterling silver necklace, earrings, and ring set
1 - Sterling silver ring

Office Depot
1313 George Dieter Drive    El Paso TX 79936
2 - Office Desk Supplies Baskets - Value $75 each
Olive Garden  
740 Sunland Park Dr.   El Paso TX 79912  
4 - $5 Gift Certificates

Pampered Pet Grooming Salon  
4727 Hondo Pass, Ste I   El Paso TX 79904  
1 - $25 Pet Grooming Gift Certificate

Pencil Cup Office Products  
1701 Texas Ave.   El Paso TX 79901  
1 - Office Chair ($475 Retail Value)

Pizza Properties Ltd.  
4455 N. Mesa St., Suite 100   El Paso TX 79902  
63 - Gift Cards for a Lunch Buffet

Rancher's Grill  
9530 Viscount Blvd.   El Paso TX 79925  
2 - $20 Gift Cards

Reliant Labels  
11400 Rojas Dr.   El Paso TX 79936  
2 - Mixed Nuts Baskets

Rock West Technology Group  
2000 Randolph Rd. SE, #100   Albuquerque NM 87106  
5 - Black Bags  
4 - Glasses

Sam's Club # 8280  
11360 Pellicano Dr.   El Paso TX 79936  
1 - $50 Gift Card

Scents by Lily  
1 - Beautiful by Estee Lauder Perfume Gift Set

Soul Enrichment Center  
1806 E. Yandell   El Paso TX 79902  
3 - Gift Certificates for a Massage Therapy Session

Springer's  
1 - Sports Wall Clock

Student Government Association  
Valle Verde Campus  
122 - Lip balms

Tejas Cafe  
9757 Dyer St.   El Paso TX 79924  
2 - $20 Gift Certificates

Texas Roadhouse  
1 - $20 Gift Card

The Burrito House  
9844 Dyer St.   El Paso TX 79924  
3 - Gift Certificates for $7.03 each

Tina Grajeda  
Rio Grande Campus  
1 - Floral arrangement

Tuesday Morning - Westside  
1 - Wall Decor

UTEP  
500 W. University Ave.   El Paso TX 79968  
100 - Pens  
100 - Highlighters

University of Phoenix  
1320 Adabel, El Paso TX 79936  
61 - Pens  
61 - Hand Sanitizers

Wal-Mart-Northeast  
4530 Woodrow Bean Dr.   El Paso TX 79924  
1 - $25 Gift Card

Wells Fargo Bank  
221 North Kansas Street   El Paso TX 79901  
75 - Stage Coach Stress Relievers

Wet 'n Wild Water World  
8804 South Desert Blvd.   Anthony TX 79821  
3 - 2 Good Any Day Tickets Certificates

Wingate by Wyndham El Paso  
6351 Gateway West   El Paso TX 79925  
1 - One Suite for One Weekend Night w/free breakfast-$150 Value  
1 - One Suite for One Weekend Night-$165 Value

Xicali Imports  
7824 North Loop Rd.   El Paso TX 79915  
1 - $25 Gift Card

Ysleta Del Sur Pueblo  
11100 Santos Sanchez   El Paso TX 79927  
3 - Medium Hand Painted Jars  
15 - Highlighters  
36 - Pens  
62 - Pencils  
2 - Miniature Hand Painted Plates