Human Resources Development

19th Annual Staff Retreat

Outcomes Report

“Bridging the Generation Gaps”

April 26 – 28, 2012
San Francisco, California

Alex Hernandez, Director, Human Resources Development

Mari Reyes, Human Resources Development Specialist

Facilitation Team Members

Christina Garza          Alfred (Al) Trujillo
Janice DeWitt           Argelio (AJ)Navarro
Jessie Arellano         Juan Gaytan
Laura Saldana           Mike Fernandez
Maria (Cookie) Serna
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Open Letter

Dear EPCC Administration and Staff:

The 19th Annual Staff Retreat held in San Francisco California April 26 – 28, 2012, with the assistance of a hard working Facilitation Team that orchestrated the event was a great success! The theme for this year’s retreat was “Bridging the Generations Gaps,” a topic that covered understanding and working with the four generations that currently exist in the workplace.

The success of the 19th annual staff retreat is attributed to the hard work and pre-planning that took place since last year. In August of 2011, the experienced members of the facilitation team recruited, interviewed, and selected two new members. In October, the team met to select the program and site for the retreat, and Mari Reyes and Janice DeWitt traveled to San Francisco on a site visit to six potential hotels. They came back with some valuable information from the visited sites and the team selected The Serrano Hotel.

October 17, 2011, the facilitation team participated in an all-day training session to enhance their facilitation skills. Then, on February 3, 2012, the team participated in an all-day training session on “Mixing the Four Generations in the Workplace.” Suggestions on how to improve the program and the agenda were offered by the facilitators.

This year’s theme was suggested by Mari Reyes, HR Development Specialist, and voted on by the facilitation team. In San Francisco, the program started Thursday night with a dinner in the beautiful Orpheum Ballroom. Participants in semi-formal attire, were all escorted to their table by a facilitation team member. Dr. Linda Brown, our key note speaker gave us a spectacular presentation on the four generations that focused on the values of each generation and some insights into the social media. As always, Dr. Brown put on an excellent presentation.

What is Mixing Four Generations in the Workplace? For the first time in the history of the US, we have four generations working side by side in the workplace. Who are the four generations? Matures, people born prior to 1945; Baby Boomers, people born between 1946 and 1964; Generation X, young people born between 1965 and 1979, and Millennials, born after 1980. Each generation experiences social, economic, and world events that shape and influence their way of thinking and behaving. Though factors like the way we dress and talk may change, each generation adheres to the values that they learned from exposure to their generation. Having awareness and understanding of the values and how each generation thinks will help us understand each other better and be more sensitive to our behaviors.

The feedback received from participants on the program evaluations was exceptional. The Human Resources Development Department will present this program to all employees throughout the year or upon departmental request. We encourage employees to sign up for the forthcoming sessions. The Annual Staff Retreat is an opportunity for employees to learn, bond with other employees, and to bring back valuable information that can be applied to family, work, and our daily lives. We also encourage employees to sign up and attend next year’s retreat. 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 administrators, supervisors, employees and faculty.

We credit the success of this year’s staff retreat to our Facilitation Team and the Human Resources Development Department. The 2012 facilitation team members were Laura Saldana, A.J. Navarro, Maria “Cookie” Serna, Jessie Arellano, Christy Garza, Janice DeWitt, Alfred Trujillo, Mike Fernandez, and Juan Gaytan.
We also want to thank the numerous people, departments, vendors, and organizations that contributed and supported this annual event. Many of these organizations donated items for the auction and conference bags. The donations are listed on pages 30 to 34 of this report.

On behalf of the Facilitation Team and EPCC retreat participants, we thank Dr. Ernst Roberts, Interim College President, for making this event possible and for supporting the continued success of this annual event in the future. The annual staff retreat is unique to the college, and the appreciation by college employees is evident.

Sincerely,

Alex Hernandez
Director, Human Resources Development
MAOM, BSED, L-SPHR, AC-G
19th Annual Staff Retreat
 Bridging the Generation Gaps
 San Francisco, California
 April 26 – 28, 2012
 Agenda

**Wednesday, April 25, 2012**

4:00 p.m.  Josette Shaughnessy’s “send-off” address

4:10 p.m. – 4:25 p.m.  Ground Rules Video & Facilitation Team Awards

4:25 p.m. – 5:00 p.m.  Participants’ meeting at the ASC Break Room – General Information for next day’s flight, show ground rules video, issue name tags, and distribute conference bags.

**Thursday, April 26, 2012**

6:15 a.m.  Arrive at El Paso International Airport. Will meet at assigned gate (2nd floor) - Roll call will be taken by each facilitator for their team and give count to Mari Reyes

8:15 a.m.  Board Southwest Airlines Flight # 1054/2568

12:40 p.m.  Arrive at San Francisco International Airport

12:50 p.m.  Board Shuttles to Serrano Hotel (Head count)

1:45 p.m.  Arrive and check-in at Serrano Hotel. Participants are on their own until 6:00 p.m.

6:30 p.m.  Facilitation Team Meeting (Orpheum Ballroom)

7:00 p.m. - 9:00 p.m.  Retreat Opening Dinner (Orpheum Ballroom)
  - Semi-Formal Attire
  - Facilitation Team & Participants’ Introductions
  - Icebreaker
  - Keynote Speaker – Dr. Linda Brown, EPCC Faculty Member

**Friday, April 27, 2012**

6:30 a.m.  Facilitation Team Meeting (Orpheum Ballroom)

7:00 a.m. - 7:50 a.m.  Networking Breakfast (Orpheum Ballroom)
8:00 a.m. - 8:30 a.m. **General Session:** Role call *(Orpheum Ballroom)*
Power Point Part I: “Mixing the Four Generations”

8:30 a.m. - 8:50 a.m. **Video Part I:** “Defining the Four Generations in the Workplace”
Go to page 7 and 8 of your workbook to take notes.

8:50 a.m. - 10:10 a.m. **Breakout Sessions**
Group will be divided into their respective teams for the breakout sessions.

- **Team 1:** Bay City X’rs *(Orpheum Ballroom)*
- **Team 2:** Mighty Trolleys *(Golden Gate A Room)*
- **Team 3:** The Golden Gappers *(Golden Gate B Room)*
- **Team 4:** Alcatraz Escapees *(Curran Boardroom)*

**Activity I:**
Facilitators will read the following statement to their team: “Each generation perceives the other generations differently. Sometimes our perceptions are accurate and other times they are just stereotypes.” “In order to relate well with other generations we need to make sure we are not being affected by inaccurate perceptions.”

Team will be divided into four groups. Create four flip charts: One for each generation. List 3 to 4 perceptions of the generations by rotating to each chart. Groups should spend two to three minutes on each chart. Assign groups a chart to present their findings to the entire team.

**Activity II:** Teams will discuss what they learned from part one of the video, will take one of the following questions, and list their findings on power point.

- **A. Team 1** - Who are the heroes for each generation and what do the heroes say about their value systems?
- **B. Team 2** - What trends affect generational change? Give examples.
- **C. Team 3** - Who are the four generations and what are their characteristics?
- **D. Team 4** - How does the video define each of the four generations? How do you define each generation?

10:10 a.m. – 10:30 a.m. **Wellness Activity and Break (Ellie)**

10:30 a.m. – 11:45 a.m. **Regroup in General Session (Orpheum Ballroom)**
Teams will present their findings to the entire group

11:45 a.m. – 12:45 p.m. **Lunch (Orpheum Room)**

12:45 p.m. - 1:05 p.m. **General session (Orpheum Ballroom)**
Pair up and answer the following questions:
1. What happens when a generation defines success differently?
2. How do conflicting definitions of success affect how we motivate, coach, and encourage in the workplace?”

1:05 p.m. - 1:20 p.m. **Power Point Part II:** “Interacting with each Generation”

1:20 p.m. - 1:40 p.m. **Video, Part II:** “How to Deal with the Four Generations. Go to page 12 of your workbook to take notes.”
1:40 p.m. - 2:50 p.m. **Breakout Sessions**

Teams will discuss in depth how to manage their assigned generation in the workplace.

- **Team 1** – Generation X
- **Team 2** – Baby Boomers
- **Team 3** – Generation Y (Millennials)
- **Team 4** – Matures

Upon completion of the above discussion, teams will create a power point of their findings.

- Role Play Activity: Teams will develop a **five minute** skit portraying an interaction between two of the generations in the workplace. The role play must first reveal a misperception and then relate how the two generations can work together by understanding their generational views.

2:50 p.m. - 3:10 p.m. **Regroup in general session room (Orpheum Ballroom)**
(Teams will present their findings and skits to the entire group on Saturday morning.)

3:10 p.m. - 3:30 p.m. **Facilitation Team Meeting (Orpheum Ballroom)**

**Saturday, April 28, 2012**

6:30 a.m. **Facilitation Team Meeting (Orpheum Ballroom)**

7:00 a.m. - 7:50 a.m. **Networking Breakfast (Geary Balcony)**

8:00 a.m. - 8:15 a.m. **General Session** - Roll call (Orpheum Ballroom)

8:15 a.m. - 9:45 a.m. **Group presentations and Skits**

9:45 a.m. - 10:00 a.m. **Wellness Activity and Break (Nancy Tharp)**

10:00 a.m. - 10:15 a.m. **Speech by Alex Hernandez: “Comparing the Four Generations”**

10:15 a.m. - 10:40 a.m. **Awards Ceremony**

10:40 a.m. - 12:15 p.m. **Auction**

12:15 p.m. **Board Shuttle to San Francisco International Airport**

2:35 p.m. **Board Southwest Airlines Flight # 698/3111**

8:55 p.m. **Arrive at El Paso International Airport**
# PARTICIPANTS LIST

## Classified Staff

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
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<tbody>
<tr>
<td>Alma E Munoz</td>
<td>Admissions and Registrar</td>
</tr>
<tr>
<td>Ana M Salcido</td>
<td>VP Workforce/Economic Dev &amp; CE</td>
</tr>
<tr>
<td>Angel Ramirez</td>
<td>Operation &amp; Maintenance</td>
</tr>
<tr>
<td>Ariana Torres-Guerra</td>
<td>Dean of Nursing</td>
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<tr>
<td>Barbara A Moreno</td>
<td>Police Department</td>
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<tr>
<td>Cecilia Montoya</td>
<td>Testing Services</td>
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<tr>
<td>Cecilia B Olan</td>
<td>Student Success Support Services</td>
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<tr>
<td>Christine M Avila</td>
<td>Human Resources</td>
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<tr>
<td>Christopher K Garcia</td>
<td>Center for Students w/Disabilities</td>
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<td>Clara R Topete</td>
<td>Testing Services</td>
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<td>Cynthia A Madrid</td>
<td>Human Resources</td>
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<tr>
<td>Efrain F Mendoza</td>
<td>Director Budget</td>
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<td>Elida Martinez-Rivas</td>
<td>Federal Funds Admin - Allowance</td>
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<tr>
<td>Francisco Ceniceros</td>
<td>Library TM</td>
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<td>Ivan Martinez</td>
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<td>Javier Guerra</td>
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<tr>
<td>Javier E Navarro</td>
<td>Facilities Construction</td>
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<tr>
<td>Jesus R Garcia</td>
<td>Admissions and Registrar</td>
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<td>Juana M Martinez</td>
<td>Financial Aid Office</td>
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<td>Laura V Gaither</td>
<td>ISC NW</td>
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<tr>
<td>Leticia Hernandez</td>
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<td>Luis Juarez</td>
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<td>Maria Villalba</td>
<td>Dean Edu &amp; Career &amp; Tech Edu VV</td>
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<td>Maria D Ontiveros</td>
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<td>Pablo Rivera</td>
<td>Career Services</td>
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<td>Raul Lucero</td>
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<td>Teresa G Turon</td>
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<tr>
<td>Yolanda D Birdine</td>
<td>CP Special Pop - RAP 11/12</td>
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<tr>
<td>Yvonne Apodaca</td>
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## Professional Staff

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<thead>
<tr>
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<th>Position</th>
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<tbody>
<tr>
<td>Della L Truman</td>
<td>Student Success Support Services</td>
</tr>
<tr>
<td>Eduardo R Servin</td>
<td>Upward Bound FY 2012 (YR 5)</td>
</tr>
<tr>
<td>Enrique Gonzalez</td>
<td>Center for Students w/Disabilities</td>
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<tr>
<td>Erick Garcia</td>
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<td>Hector Arriola</td>
<td>Distance Education</td>
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<td>Jaime Rodriguez</td>
<td>Instructional Media</td>
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<td>John E Tharp</td>
<td>Director Purchasing</td>
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<tr>
<td>Maria D Mendoza</td>
<td>Center for Students w/Disabilities</td>
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<tr>
<td>Maria M Rodriguez</td>
<td>Counseling VV</td>
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<tr>
<td>Nancy C Tharp</td>
<td>Risk Management &amp; Safety</td>
</tr>
<tr>
<td>Nasser A Hamdan</td>
<td>IT Systems</td>
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<tr>
<td>Ricardo Lopez De Lara</td>
<td>Counseling RG</td>
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<tr>
<td>Sabrina I Campbell</td>
<td>Customized Training</td>
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## Facilitation Team

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<tr>
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<tbody>
<tr>
<td>Alfred Trujillo</td>
<td>Director Purchasing</td>
</tr>
<tr>
<td>Argelio Navarro</td>
<td>Web Development</td>
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<tr>
<td>Christina M Garza</td>
<td>Testing Services</td>
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<td>Janice S Dewitt</td>
<td>CP Special Pop - RAP 10/11</td>
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<tr>
<td>Jessie S Arellano</td>
<td>Grants Management</td>
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<tr>
<td>Juan Gaytan</td>
<td>Accounting Services</td>
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<tr>
<td>Laura Saldana</td>
<td>Accounting Services</td>
</tr>
<tr>
<td>Maria R Serna</td>
<td>Center for Students w/Disabilities</td>
</tr>
<tr>
<td>Miguel A Fernandez</td>
<td>Recruitment &amp; School Relations</td>
</tr>
</tbody>
</table>
BREAKOUT SESSIONS GROUPS

**Group # 1**
Laura Saldaña & Al Trujillo
“Bay City X’rs” – Red (Gen X)
Cecilia Montoya
Cynthia Madrid
Della L Truman
Teresa Reyna
Sandra E. Rodriguez
Yvonne Apodaca
Yolanda Birdine
Ivan Martinez
Efrain Mendoza
Ricardo Lopez De Lara
Enrique Gonzalez
Eduardo Servin

**Group # 2**
Jessie Arellano & Mike Fernandez
“Mighty Trolleys” – Green (Baby Boomers)
Ana M. Salcido
Leticia Hernandez
Teresa G. Turon
Maria D. Faber
Elida Martinez – Rivas
Alma Muñoz
Maria D. Mendoza
Nancy Tharp
Francisco Ceniceros
Angel Ramirez
Jaime Rodriguez
Hector Arriola
Nasser Hamdan

**Group # 3**
Christy Garza & AJ Navarro
“The Golden Gapers” – Gold (Gen Y)
Maria Alma Herrera
Irma Orozco
Maria D. Ontiveros
Laura Veronica Gaither
Cecilia Olan
Juana Martha Martinez
Maria Mayela Rodriguez
Javier Guerra
Jesus Garcia
Erick Garcia
Javier Navarro
Raul Lucero

**Group # 4**
Janice DeWitt & Mary (Cookie) Serna
“Alcatraz Escapees” – Orange (Matures)
Christine M. Avila
Barbara A. Moreno
Maria Giner
Clara Topete
Rosario Pulido
Maria Villalba
Sabrina Campbell
Ariana Torres-Guerra
Pablo Rivera
Luis Juarez
Christopher K. Garcia
John Tharp
Daily Activities

Thursday, December 1, 2011

This year’s retreat officially took off when the facilitation team first met with the employees selected to attend the retreat. At this first meeting, they were given an overview of the retreat, to include participants’ responsibilities.

Wednesday, April 25, 2012

On this date the facilitation team met with the participants in the ASC break room to provide them with general information about the next day’s flight, a ground rules video presented by the facilitation team, issue name tags, conference bags and boarding passes. Josette Shaughnessy, Interim VP of Administration & Financial Operations/CFO, addressed the group and wished all a safe and fun filled event. The meeting was facilitated by A.J. Navarro, and each facilitator played a role in disseminating the information.

Thursday, April 26, 2012

Participants were instructed to arrive at the airport at 6:15 a.m. After passing through security, roll call was taken by each facilitator for their assigned group and the count was given to Mari Reyes. We boarded Southwest Airlines Flight # 1054 and transferred to Fight # 2568 in LAX after a two hour delay. Unfortunately, due to the late arrival, it prevented a group of participants from going to a tour of the Alcatraz Prison. We boarded the Shuttles to the Serrano hotel, and after checking in the participants had some free time until about 6 p.m.
Thursday, April 26, 2012
Evening Activities

At 7:00 p.m., we had our evening event, a formal steak dinner. Before dinner, participants were escorted to their table by one of the facilitation team members. The purpose of escorting the participants and having them sit down randomly is to allow them to network. Employees wasted no time in socializing with each other. After having dinner, we formally introduced the Facilitation Team, the Human Resources Development Staff and Dr. Linda Brown. Afterwards, participants introduced themselves with an ice breaker. Everyone had to answer a question from a table tent that was placed at each table. The questions varied from: what was your favorite, cartoon, music, or automobile when you were growing up? Their answer would of course reveal something about their generation. The finale of the night event was enriched by Dr. Linda Brown’s key note speech about the values and contributions of the four generations.

Friday, April 27, 2012
Activities

To make sure that we were up and ready for the day’s events and breakout sessions, the facilitation team met at 6:30 a.m. prior to breakfast. Each facilitation team member knew exactly what they had to do and this contributed to the smooth transition of the activities. An American breakfast was served from 7:00 a.m. – 7:45 a.m. and the participants had another opportunity to network.

At 8:00 a.m. we started the general session with the power point presentation, “Mixing the Four Generations” by Alex Hernandez. The presentation was followed by the video, “Defining the Four Generations in the Workplace.” After the video, each group went with their respective facilitators to begin their breakout session.
At each session, the teams worked in two different activities. In the first one, each team was responsible for identifying how they perceived each generation; while divided into four smaller groups. The purpose of this exercise was to demonstrate how our perceptions of other generations can sometimes be misleading if we do not fully understand the nature of the beliefs and behavior of each generation.

In the second activity, the teams were instructed to answer a specific question concerning the generations. Each team was responsible for recording their findings on power point to present later at the general session. The findings of these activities are available for review from pages 16 to 19 of this outcomes report. After that, the teams went to the general session room, but first Ellie Martinez-Rivas led the group into a Zumba session as part of a wellness activity. At about 10:30 a.m. the teams presented their findings and upon finishing their presentations we broke for lunch at 11:45 a.m. Everything was right on schedule with all morning activities.

At 12:45 we finished lunch and were ready for the afternoon activities. We regrouped in the general session room and participants were paired up to answer some thought provoking questions concerning the generations. The questions can be found on page two of the retreat agenda. Upon finishing this discussion, part two of the power point, “Interacting with each Generation” was presented by Alex Hernandez. Next, the second part of the video, How to Deal with the Four Generations was presented. The participants were instructed to take notes since they would need the information for their breakout sessions.

At 1:40 p.m. the groups went to their respective breakout sessions to discuss in depth how to best manage the generations. Each team was assigned a specific generation to work on. Their findings were recorded on a power point for presentation to the entire group. The second activity was developing a five minute skit. The teams had to come up with a skit that would demonstrate the wrong way that a certain generation should not interact with a different generation and then how to resolve it. Upon completion of these two activities the teams regrouped in the general session room. We allowed some time for questions and answers. The participants were then reminded that their findings and skits would be presented as scheduled on Saturday.
morning. The participants were released at 3:10 p.m. to go out and enjoy beautiful San Francisco. To make sure that we were up and ready for the next day, the facilitation team met after the general session.

Saturday, April 28, 2011
Activities

At 6:30 a.m. the facilitation team was up and ready to setup for Saturday morning activities. Once the equipment and materials were in place, the team joined participants for breakfast. Participants were again treated to a full American Breakfast. We started the general session on schedule at 8:00 a.m. and roll call was taken; everyone was on time. After roll call, the teams presented their findings from the previous day and presented their skits. The skits were exceptional and provided insight and a great learning experience for all participants. At 9:45 a.m., Nancy Tharp, Risk Manager, presented a wellness activity for all participants. Everyone enjoyed “heads, shoulders, knees, and toes.” After the wellness activity, Alex Hernandez gave a closing speech, “Comparing the Four Generations.”

Comparing the Four Generations
By Alex Hernandez

Now that we have learned about the four generations, their values, world experiences, and characteristics, let’s see how they relate to different aspects of our society. Specifically, we will be looking at patriotism, nuclear war, family, and work ethic.

Patriotism: Matures were influenced by WWII and are intensely patriotic. When WWII broke out, the entire system converted to the war effort and Matures volunteered by the millions because America had been attacked. While the men went off to war, the women went to work in the factories to help the war effort. Baby Boomers were born after WWII and in general were a generation that was provided for by the affluence of their
WWII fathers. They were provided for, but as they matured, they began to question the system. John F Kennedy started the war in Vietnam, and Johnson intensified it. When Walter Cronkite, an American journalist went to Vietnam to report on it, he discovered that the government was not reporting all the facts to the American people, and the Boomers said “Hell no, we won’t go.” Those who did go were drafted straight out of high school. So, the Boomers did not turn out to be as patriotic as their mature parents. We got rid of the draft and the government initiated all-volunteer military armed forces, which is what we have now. The all-volunteer military armed forces are mostly made up of members of Generation X. The first war that Gen X participated in was Operation Desert Storm, in Kuwait, which was over in two weeks. A lot of these Gen Xers came back as heroes. Many of them also have participated in the Iraqi and Afghanistan wars. Millennials are also serving in the all-volunteer military armed forces, but they do not rush in to volunteer because they want to get their education first. Millennials, however, will be the ones that will be fighting our next war.

Nuclear War: Matures witnessed the dropping of the first nuclear bomb in Hiroshima and heard about its horrific effects, which ended WWII. Baby Boomers were born after the dropping of the bomb in Hiroshima and grew up in a world that feared nuclear war and total annihilation of world civilization as we now know it. Civil defense drills in schools were not uncommon in the 1950’s. Boomers knew very well what the Cold War meant. Generation X was exposed to the Cold War, but was fortunate enough to see it come to an end with Reagan telling the Russians, “Mr. Gorbachev, tear this wall down.” With the collapse of the Soviet Union, the wall was removed and the Cold War did indeed come to an end. Millennials have only read about the Cold War in books or on the internet, and have never known what it is to grow up under the fear of nuclear war.

Work Ethic: Matures went to work for one company and they stayed there for life. They believed in loyalty to one company and the company took care of them for life. Many matures were proud to say that they were a “company man.” Hard work and dedication was the norm. Boomers looked for achievement and recognition and corporate America was the place to find it. Boomers became what we call “workaholics,” and they measured their success by how much they made and how high in the corporate ladder they could go. That is until organizations were impacted by economic conditions and they had to lay off, right size, or merge and many lost their jobs. Boomers who had worked 15 to 20 years for a company suddenly found themselves out of a job.

This had an impact on how Generation X felt about loyalty to a company. They watched their parents lose their jobs and they lost their trust and loyalty for corporate America. For this and many other reasons, Generation X is a group that questions the sincerity of institutions. The only way Gen X will believe in the institutional system is if you can prove it to them. They are the “carpe diem” generation; they live for today. Many Generation X people will work for a company for 3 to 5 years and move on. They are loyal to their careers not the company. The philosophy or work ethic of Generation X is, “I work to live, not, I live to work.” They dislike being micro-managed and embrace a hands-off management philosophy. The Millennial generation is the only generation that doesn't cite work ethic as one of its "principal claims to uniqueness."

The Millennial generation would rather have more free time than time at work. Their main focus, like Generation X, is to first get an education because their parents and grandparents told them that they could achieve anything they wanted. Factors like entitlement and unrealistic expectations with the exception of getting an education are part of the millennial culture.

Family: Matures grew up and believed in the nuclear family: father, mother and children. Husband and wife stayed together for life. Boomers are the product of the nuclear family. Baby Boomers did not follow the trend of the nuclear family. Boomers, when they grew up and got married broke with tradition and the divorce rate went up. Generation X continued this trend, but Millennials seem to be reversing it and those who do get married say they are getting married for life; this has yet to be seen. Because of the divorce rate, many Generation X-ers were raised by single working mothers. Thus creating what we call the “latch key kids.”

In conclusion, Matures, Boomers, Generation X-ers, and Millennials have all been influenced by the generation that they grew up in. When it comes to patriotism, Matures are intensely patriotic, Boomers are split on this issue, Generation X have demonstrated it by joining the all-volunteer armed forces, and Millennials
say they are patriotic. When it comes to feelings about Nuclear War, Matures saw the horrifying effects of a nuclear bomb, Boomers grew up under the fear of Nuclear War, Generation X saw the fear of Nuclear War come to an end and Millennials have never feared Nuclear War. When it comes to the work ethic, Matures believe in loyalty and hard work, many Boomers are still “workaholics,” Generation X are loyal to their careers not the organization, and Millennials want flexibility with their work hours. And when it comes to the family, Matures believe in the nuclear family, Boomers shattered the nuclear family, Generation X continued the trend of the Boomers, and Millennials claim that they will marry for life.

After the closing speech, the program was followed by the awards ceremony. The award ceremony turned out to be fun and entertaining as each participant went up to the front to be congratulated by the facilitation team and have their picture taken with Dr. Linda Brown and Alex Hernandez. This year members of the facilitation team were given their award at the participant’s meeting held on Wednesday, April 25, 2012. Each member received a black bag embroidered with this year’s retreat logo.

**Retreat Finale**

One of the most fun filled, awaited and exhilarating activities of the retreat is the “auction.” Because she’s always done such a fantastic job, Janice DeWitt was again selected to be the auctioneer. During the auction, participants used “funny money” to bid on some very neat gifts donated by local merchants and EPCC departments. Participants earned the “funny money” by actively participating and asking questions during the breakout sessions. Some of the items that were auctioned off were free tickets to Adventure Zone and Wet N’ Wild, a weekend night stay for two at the Marriott El Paso Hotel, an original canvas painting, just to name a few. There were close to two hundred gifts auctioned off. Like in previous years, instead of carrying all the items to San Francisco, pictures of the donations were taken and displayed on a power point presentation. There was so much commotion during the auction that staff from the hotel actually thought that the participants were bidding with real money. There were comments from the staff outside the conference room, “Wow, they must have a lot of money.” But, it was only funny (play) money. 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.

There is a profound saying that says, “This too shall pass,” and the 19th Annual Staff Retreat came to a pass with participants preparing to board the shuttles back to the airport. There is another saying that goes, “we came, we saw, and we conquered.” Well, we came to San Francisco, we learned and we saw, and we bring back an unforgettable experience. It is human nature to feel a bit melancholy after bonding and sharing with fellow employees, learning, and knowing that life still has its tads of happiness. This is what the San Francisco annual staff retreat was, an AWESOME experience. But in a way we were also happy to get back to our families. Most importantly, we came back knowing that we were now in a better position to relate to generational differences, values, and ways of thinking. The knowledge that we gained will help us to be better individuals.
Here’s what the some facilitators had to say about the retreat:

**Maria “Cookie” Serna:** “The theme 4 Generations was for me the best theme ever. Everyone in our session participated wholeheartedly. All comments, and I mean all, were related to the generations discussed. We presented in our group an activity that was similar to a volleyball game but instead we used a feather to blow from one side to the other without dropping it to the floor - this required team effort from all generations. Also, pictures were included in another activity in which each participant drew a symbol or picture symbolizing a generation. The rest of the participants had to guess what generation was being depicted. The management of the funny money was better controlled because the money was only given during the breakout sessions. More time was needed due to the high level of participation; sometimes I felt bad to limit the discussions due to the limited time. The retreat was a definite success!!”

For the excursions, I joined Al and Laura who did a fantastic job leading the groups. Unfortunately, the plans to go to Alcatraz did not come through. Some participants had made reservations for the 2:20 tour but due to the flight delay from Los Angeles to San Francisco (1hr and 1/2), it was switched to 3:20pm and this one didn’t go through as well due to time constraints. However, we did go to China Town with Al and Laura. On Friday, April 27th, a very large group including me gathered to join Al and Laura to visit The Cheesecake Factory, The Golden Gate Bridge, and the hotel elevators. Although half the group was separated, it was not long before we got the entire group together thanks to Laura and Al. We were unable to visit Fisherman's Wharf because of a delay at the Golden Gate Bridge-the road leading to it was closed at 8pm due to construction- we had to wait for a bus which took us through a different and longer route causing us to miss out on the Fisherman's Wharf. Overall, it was a blast!!

**Jessie Arellano:** Sessions: Hot Topic! That’s all I really have to say about the program for this year’s retreat. Who would have guessed that “Bridging the Generation Gaps” would have sparked such a huge interest among the participants? Discussion about the generations began even before we landed in San Francisco and it continued all the way through our flight back to El Paso.

Excursions: “We arrived in the bay area greeted with pleasant, cool California weather. I was fortunate enough to have visited Muir Woods upon arrival. It was an enchanting adventure I will always remember. Walking though the red wood forest was a definite reminder that I was far, far away from home.”

**Christy Garza:** “The Gold Team AKA The Golden Gapers, an energetic and very fun group, got started with an ice breaker that got them motivated. No one was shy, everyone was having fun, cheering their team, and everyone bonded quickly. When we divided the group into four teams, there was a bit of competition. I smiled when I saw how well the groups were working together. The team worked on coming up with a list of characteristics for the four generations. The team was really focused; we even had time for more games. The group bonded and true friendships were formed. It’s crazy to think that you can get close to people in such a short time, but bonds were definitely formed.”

“On Thursday we dropped off our luggage and some of us took off to the Golden Gate Bridge and Muir Woods. Driving over the bridge, twice, and walking through the woods were some of the highlights of the trip for me...Thanks Jessie! Juan was an awesome driver getting us there and back, after our flight was delayed and our timeframe was shortened. This was my first time in San Francisco. We did not get a chance to go to Lombard Street, and Alcatraz. “

“One memory that I will treasure and keep is when one of the participants came up to my partner AJ and me and told us how much she had enjoyed the retreat. Her words were very meaningful and it brought tears to my eyes thinking about what she had just shared with us.”

“This was my third year as a facilitator and I have enjoyed all the themes and topics. However, I feel Mixing the Four Generations is a topic that everyone could relate to. Everyone was engaged and talked about the
topic in and out of the breakout. Participants discussed how they could deal with their co-workers as well as their children and parents. We definitely helped to Bridge the Generation Gaps in San Francisco!"  

**Al Trujillo:** “As a first-time facilitator, I focused on learning the process and the ropes. My colleagues brought skills and abilities that collectively made this team very successful and fun. Mari provided me with steady guidance and advice throughout the year.”  

“Our team achieved a high degree of cohesiveness that created an environment where everyone felt free to participate and contribute. Our team displayed an openness to learn and understand the materials while having fun in a relaxed, learning environment. Humor flowed throughout all sessions and getting participant to volunteer for the work activities during was very easy.”  

“My personal learning highlight was getting lost during our guided tour. It turns out that I am a Baby Boomer who has further room to embrace and increase my comfort level with technology. In fact, a younger generation participant showed me on his smart phone the benefits on using a GPS. I thanked him and appreciated his generational insight. I think I will be more open to make this needed change in my life.”  

“Finally, I am in awe of the number of participant post-retreat emails expressing their appreciation for the planning and work that went into making this year's retreat a success! What a great group we had this year!!"
Wednesday, May 9, 2012
Post Assessment Meeting

The facilitation team met for the last time to evaluate and assess the 19th Annual Staff Retreat. The team members shared their most memorable experience. Then we discussed what went right and what we could do better. The retreat was great, but there is always room for improvement. We will make the great things greater, and we will learn from our low points. The facilitators also completed an evaluation on their experience as facilitators. After their three year term, facilitators are given an opportunity to remain for one more year, with vote taken from remaining team members. Mike Fernandez had previously declined to continue. By unanimous decision, Jessie Arellano and Christy Garza will remain part of the facilitation team for one more year. Janice DeWitt, AJ Navarro, and Mike Fernandez were recognized with a very nice gift for their years of service and contributions to the annual staff retreat program.
Breakout Group Reports

Friday Morning Session

Bay City X’rs

Facilitators
- Laura Saldaña
- Al Trujillo

Who are the “Heroes” for each generation and what do the heroes say about the value system?

- Military – Army/Navy
- Religion
- Babe Ruth
- God – Country

Matures

- Martin Luther King
- John F. Kennedy
- Cesar Chavez
- Parents

Baby Boomers
Teachers
Parents/Grandparents
Coaches
TV’s

**Generation X**

Parents/Grandparents
Army of one
Technology

**Millennials**

What trends affect generational change?
Give examples.

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**Mighty Trolleys**

Facilitators
- Jessie Arellano
- Mike Fernandez

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- Technology. Mature generation has great fear of various technologies. They are afraid of breaking things, fear of new methods of doing things.
- Treating children as friends is causing upbringing disciplinary problems and loss of respect.

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- The ever-changing communication methods like e-mail, texting, chat rooms, Facebook, Twitter, blogging.
- Younger generations feel that they have to work harder to prove themselves to older generations.
• Health concerns between the generations. For instance, older generations use bi-focal eye glasses while younger generations are eye focused. They can see everything right through your soul. Life expectancy has been increasing due to advances in medical research.

• Education. Books vs. e-books. Dictionary, Thesaurus, grammar books, Library cards... Vs. Google! Going green does not mean plant trees!

The Golden Gapers

Facilitators:
• Christy Garza
• AJ Navarro

Who are the four generations and what are their characteristics?

1. Matures
   - Born before 1945
   - Conservative and traditional
   - Patriotic
   - Dedication and sacrifice
   - Loyal
   - Family oriented
   - Patient
   - “We” first

2. Baby boomers
   - Born between 1946 - 1964
   - Workaholic
   - Success is visible
   - Individual value
   - 45% of the workforce
   - The harder I work the more I’m worth
   - Competitive
3. Generation X
- Born between 1965-1979
- Prove it to me
- Parents are friends with kids
- No common heroes
- Live for today
- 40% of the workforce
- 45 Million people

4. Millennials
- Born between 1980 - 2000
- Confident
- Network in Groups / Social
- Collaborative
- Must know “why”
- Open to new things
- Tech Savvy
- Live with Parents / Adulthood

How does the video define each of the four generations? How do you define each generation?

Matures
- Stubborn
- We first
- Always trying to give advice
- Patriotic
- Value God, country, and apple pie

Baby Boomers
- Workaholic
- Show-off achievement
- Running the show
- Touchy-feely
- Aging hippies
“Prove it to me”
Live for today
Educated
Self-reliant
Suspicious of boomer values
Going to do it my way

**Generation X**

- Optimistic
- Instant gratification
- Technology savvy
- Not ready to work
- Aimless

**Millennials**

Breakout Groups Reports
Friday Afternoon

**Bay City X’rs**

**How Do You Manage Generation X?**

**Do’s**
- Get to the point
- Be as factual as possible
- Work with them
- Explain why
- Keep it short & simple (KISS)
- Have realistic goals
- Have a back-up plan
- Follow through with commitment
- Acknowledge/value their position
- Be prepared to answer “Why” supported with real-life experiences from their peers

**Don’ts**
- Be rude or condescending regarding their issues/questions
- Misinform, mislead, or misguide in order to get to the point
- Elaborate
- Assume
- Expect a workaholic
Mighty Trolleys

How Do You Manage Baby Boomers?

- We need to:
  - Address them with respect and gratitude.
  - Acknowledge their contributions, accomplishments, passion and dedication for what they are doing.
  - Acknowledge their loyalty to their work ethic rather than the organization.

How Do You Manage Baby Boomers?

- Seek their advice and tap into their past experiences, and value their input.
- Realize the competitive nature of the boomers which keeps them alive and

FOREVER YOUNG!
The Golden Gapers

How Do You Manage Millennials (Gen Y)?

- Be impressed with their decisions
- Recognize their individuality
- Provide information in short rapid bursts
- Help them achieve their goals
- Offer specific plans
- Be sensitive to their needs

How Do You Manage Millennials (Gen Y)?

- Group oriented
- Instant gratification
- Specific timelines
- Have patience
- Seek rewards or feedback
- Offer peer level examples
Alcatraz Escapees

How Do You Manage Matures?

- Show them respect - deference
- Be flexible and patient, adapt to them
- Listen attentively, be an active listener
- Appreciate their experience by having them contribute
- Acknowledge their achievements/contributions

How Do You Manage Matures?

- Respect their values (respect for the people and institutions with long, reputable histories)
- Help them relate the current to the past
- Geared toward teamwork for greater good
- Define their own "rules of engagement"
- Emphasize relevance and not age; they are looking to retain their youth
19th Annual Staff Retreat Evaluation Analysis
“Bridging the Generation Gaps”
1. This training program concentrates on understanding the four generations in the workplace.
2. This training program helped me to understand the importance of properly interfacing with the four generations.
3. As a result of this program, I am more confident in my ability to relate properly to the four generations.
4. The objectives of the program were clearly presented.
5. Opportunities to ask questions and discuss issues were sufficient.
6. The session was well organized.

Evaluation Report Comments

The best part of the program:
• Sessions were fun.
• Well organized thoughtful. Enjoyed the break-out sessions. This topic could well span a semester of sociology- nice synopsis.
• The interactions by the difference generations. It was an excellent way to become aware of certain issues.
• Learning what each generation has experienced and learning their points of view about life in general.
• Interact during skits.
• The sessions were organized, time was not wasted facilitators were very focused and prepared. They made excellent use of their times.
• The information/ subject of the Bridging the Generation Gap is invaluable. The knowledge that we obtained will not only assist us at our jobs, but with our families. This added valuable knowledge to me and I in turn will pay it forward.
• Break-out sessions were fun! Skits were great to reinforce the points of the retreat on the generations. It also was a great way to meet other co-workers from EPCC and their departments. I personally enjoyed being spoiled at the dinners, breakfast. 😊
• The information given before the break-out sessions.
• The topic of the general session was awesome!!! Great Job.
• Relating to the generations/ working together.
• I appreciated the expectations and organization. Mari, Alex and team did a wonderful job contributing to our growth and fun!
• Group sessions were good and the feedback/ participation of the facilitators was excellent!
• The opportunity to interact with co-workers from other areas and form teams.
• The break-out sessions and skits/participation was excellent.
• The information and skits.
• That I understood all the difference with the four generations.
• The skit.
• Was everything!
• The information was clearly explained and covered.
• Learn and know the four generations. The travel.
• Role play.
• The group sessions smaller group makes it easier to relax and be more open and relaxed.
• The city.
• The role play and teams and the dinner.
• Learning how to work well with difficult generations and why they behave different from us.
• Everything was taken care of group sessions and facilitators participants taken care of us.
• To perform the experience we had on the sessions and how I learned to get along with different generations.
• The facilitators were helpful.
• Learning the definition and characteristics of each generation. Interacting with facilitators and other members of retreat.
• Break-out sessions gave opportunities to express and work as groups to understand and present material to our peers.
• The best part of the program was to know the major difference of the generations and apply it to EPCC.
• We as a group got along with each other. It was a well round group of different types of generations. Learn a lot of the difference generations.
• Group presentations and skits.
• The information generated in comprehending the staff, faculty and visitors assistance in dealing with generations’ status.
• The entire program was GREAT! One of the best parts was the skits it really got everyone involved and groups demonstrated their efforts.
• Interaction with employees you don’t normally work with. Reinforcement of topics theories through presentations of groups.
• This program was fun. The staff did a wonderful job coordinating and working together. The team also made an extra effort to welcome all participants. GREAT JOB!
• Best part is the interaction we all had with each other, people that we work with and don’t know what they do. I got to know a lot of my co-workers.
• All the activities and city.
• Skit group presentations.
• The skits, they were funny. Everything was great. I learned a lot. I love the fact that I got to know a lot of people and I hope to participate again.
• The entire presentation was great. The information presented was very informative and helped me understand more about different generations. Also getting to know other people who work for other departments.
• Everything/ I think they are very well prepared, was beautiful, natural.
• I liked everything, but when we walked in groups my god, I loved it. It was AWESOME!!!
• The theme or the title was great.
• I believe that the best part of the program was when everyone did their skits and talked about each individual’s generation. This program was very interesting and puts a lot of this into perspective although we need to see if the last generations ourselves and better the generation.
• Coming together and getting to know each other. But, on the other hand was the information and knowledge of the overall presentation of Bridging the Generation Gaps was very informative and knowledgeable.

This program could improve by:

• Disagreed with portrayal of Millennials- no work ethic?? They have a different work ethic! Presentation was biased against this group → No redeeming qualities beyond being tech savvy.
• The only thing I noticed was since the lack of Millennials in the group I saw a lot of bias or misinterpretation of the group. It made it seem as Millennials are the worst of all. I feel they should research on successes of Millennials.
• Not being so bias or so judgmental toward some generations- the program was mostly focused on baby boomers because they are the majority.
• Adding and additional day.
• Even though the whole program was well organized a bit more time for participant interaction during the sessions would be nice. The purpose of the retreat was to meet other participants and learn about their jobs. I still cannot remember some of my co-participants names.
• Expanding the trip by a day, not for site-seeing but for giving us more time to interact regarding the workshop topic. At time we felt rushed when we were passionately discussing the issues and this only adds to our experience by opening up dialogue.
• I enjoyed everything. I liked the new procedure with the monies- everything is fair. Thank you facilitators!!!
• This program is very good and accomplishes many aspects like employees getting to know others employees across campuses of whom we have commonalities and can we create lasting bonds.
• If facilitators could be a little more sensitive to everybody!!
• Stressing more on work ethics.
• Each year the program grows which means the success rate is increasing.
• N/A = 😊
• Focusing more on the positives of each generation including the Millennials. They have a lot more to offer that what is assumed. Conduct research with Millennials in the workplace who are professionals.
• Length of time.
• More organization. Time structure to gather information.
• Getting everyone to know each other more in contacting each other.
• EPCC
• One extra day would be great.
• Maybe adding another day to allow more discussion. Break outs were limited and discussions were cut short.
• More time and days.
• In presentation make all members participate even if they don't like it. Encourage everyone to do them.
• By allowing discussion on the subject instead of taking is as the gossip.
• Getting a bigger place for the main conference room.
• Nothing, great program and great presenters.
• More time in the participation in group and trip.
• I think it was well prepared.
• By planning more time pick-up from airports to hotel.
• Maybe have one more day for activities and site-seeing.
• A recommendation would be to add information on the Z- generation and the new babies born.
• Perfect- no suggestions- Great Job.
• I prefer to bring my luggage with me. The hotel was very nice
• No bad comments but positive.
• Adding one more day to the program 😊
• Can’t think of anything.
• Program could use a little more funding to allow more than 2 days of training to really explore and learn what is out there.
• With more days.
• Group tours.
• I’m not sure that it needs improvement. I thought it was awesome!!
• Facilitators need to be more connected with the participants, not being selective or show favoritism.
• The program was great but we do need for the facilitators to speak up when they are up at the front and explain a little bit better on all aspects of the program, overall they did do an amazing job and try to answer any questions we all had.
• If you are giving rules to follow and we are not following them we need to be punished, we'll have consequences. Other than that, the program was well organized; the facilitators did an awesome job. I am grateful to them for all they did to make this retreat successful.
• Perhaps mention at the start the purpose of the retreat in more detail. An overall picture of what the program has done in the past and how it has benefited the college and facilitation etc.

Additional Comments:

• None- Great Jobs Guys!!!
• An additional day would be more productive.
• Facilitator from my group did not guide group well, seemed to impose our views and attitudes on group. The other facilitator was awesome!! She asked guiding questions and made helpful suggestions.
• The whole retreat was excellent but as a successful Millennial in my opinion, I feel we were not represented well. In my field I have seen similarities in all generations. The good and the bad. I feel it was how we were brought up not because the age group.
• Millennials were highly attacked; this was very disrespectful and very unprofessional because not every generation is what a book indicates all the time. We Millennials know about work ethics, professionalism valves and respect as well as everyone else, it all depends on how a person was brought up not on when they were born.
• This program was intended to distinguish the generation gaps. I felt some minor deameanor about generation X and Millennials. We need to understand that without them we would not have any of the advanced technology and comfort we have. I think rather than showing the rebel in them, we should have shown appreciation. I did notice some remarks I did not appreciate, and yes I am a Baby Boomer!
The facilitators were great!! They kept on task and provided positive feedback. The fact that we are able to interact with staff from other campuses only makes us better employees, better to network amongst ourselves.

I absolutely LOVED <3 this topic I can’t wait for you to share it with staff especially the BOSSES. I think it will benefit us all. The best yet!! Suggestion for next year- Tony Robbins anyone?

The shirts were ugly!!

All facilitators need to cross their eyes during work activities.

Thank you to the entire facilitation team. I enjoyed the trolley rides and hill walks and especially the swan oyster bar set up by Juan.

I appreciate all the hard work the facilitators did. While sure, there were conflicts as in many groups, they did a “GREAT” job!! Hats off to all of you.

Can we stay another day?

Nicely organized and planned out; a couple of facilitators not personable /or enthusiastic; didn’t interact enough.

Overall it was great. But more organization is needed.

Plan more the site seeing.

Mari, Alex and facilitators did a great job!!

The facilitators were very helpful.

Everything was perfect.

Great Job, Thanks to ALL of you! 😊

Better sound equipment at conference room and more room.

Big thank you to Christine and AJ they were awesome, great facilitators, I had a lot of fun with them. Thank you all members of the team for great retreat.

Very good job facilitators to all and a good retreat. God Bless You!!

I know it’s expensive to have this entire program but one more day will be great.

Had a great time and learned a lot from this workshop to understand other way of thinking.

I am excited for future retreat.

Great presentation and group efforts. Thanks to everyone, great job on presentations.

Great location for the retreat!!!

Had fun and enjoyed.

Good workshops a lot of information. I discovered the characteristics of “G-Xers” generation.

Workshop was great. Bad comment on room, room was too small for the number of people involved.

Overall, besides having a really great time it was one of the best learning experiences I’ve had. Very informative and will definitely help understand the workplace more.

Well planned. Well executed. Cute hotel. Facilitators were very prepared, helpful and knowledgeable. Wonderful groups.

It was my first staff retreat and I am glad I did. The experience was wonderful. I learned a lot. Facilitators are excellent people that really know how to make us understand what we really need to work better amongst our peers.

Thanks for everything, EPCC best place to work

Great Job Guys!!!

All the facilitators and coordinators were great. This was truly a great experience. Loved it.

Everything was organized and planned. Facilitators were wonderful.

My first time I liked it very much I want to go back with same facilitators.

If I have the opportunity I will be again traveling with this fantastic group of facilitators, thank you for making this trip so pleasant and full of knowledge.

To organize more activities or more information about the means of transportation limitations and so on disclose the negative aspects of the city. Breakfast was great.

I enjoyed the facilitators that I had which were AJ and Christy; they have awesome personalities and were extremely easy to work with. Gave their input and helped whenever possible.
Donations Report

AWCC
Rio Grande Campus
3 -EPCC Cookbooks

Adventures Zone
251 E. Redd Rd. El Paso TX 79932
1 -$100 Gift Card

Al Trujillo
9050 Viscount Blvd.
El Paso, TX 79925
1 -$25 Chili’s Gift Card
1-$15 Applebee’s Gift Card

Albertsons
5630 North Desert Blvd. El Paso TX 79912
1 -$20 Gift Card

Apparel Art
10854 Pellicano Dr. El Paso TX 79935
5 -Embroidered Tote Bags

Art Gonzalez
Valle Verde Campus
1 -$25 Applebee’s Gift Card

Becky Villa
1820 Ben Hogan El Paso, TX 79935
1 -$20 Gold Canyon Candles Gift Certificate
1 -Gold Canyon (sweet pea) candle
1 -Necklace & Earrings set
1 -Bear Pillow Pet

Bella Napoli
6331 N. Mesa St. El Paso TX 79912
1 -$10 Gift Certificate
2 -$20 Gift Certificates

Burrito House
9844 Dyer El Paso TX 79924
4 -lunch Plate gift certificate value 7.03 each

Carino’s Italian Grill
675 Sunland Park Dr. El Paso, TX 79912
1 - $30 Gift Certificate

Cecilia Avalos
Valle Verde Campus
1 -Track One Restaurant Gift Cert for $50 off $100 purchase

Christina Garza
EPCC Testing Services
1 –Avon Red All Over Beaded Y Necklace Gift Set
1 -Avon Ladies’ Watch (Yellow)
1 -Avon Art Deco Bracelet (L)
1 -Avon Blue Paradise Ring Set (M)
1 -Avon Candid Fragrance Gift Set
1 -Avon Light Weight Sneakers -Size 9
1 -Red Purse

Cinemark West
7440 Remcon Circle El Paso TX 79912
4 -Movie Passes

Laura Saldana
Cookie Lee Dist. ASC -Building A
1 -Jewelry Set -$150 Value

Courtyard Marriott
6610 International Rd. El Paso TX 79925
1 -One Comp Weekend Night Stay-King Suite or King Spa

Creations by Nora
2420 Robert Wynn St El Paso TX 79936
1 - Handmade Greeting Cards Set

EPCC -Marketing & Community Relations
Administrative Service Center
12 -T-Shirts (4 M, 4 L, 4 XL)
5 -Book Bags

EPCC -President’s Office
Administrative Service Center
5 -EPCC Logo Mouse Pads
1 -I Love El Paso Board Game
1 -Carry-On Bag (Fabric & Leather)
1 -Black Ladies’ Fleece Jacket (L)
1 -Set of Pens
2 -Ladies’ T-Shirts (M)
2 -Water Bottles
2 -Ladies’ Long Sleeve Button Down Shirts (1X)
EPCC - Safety & Risk Management
ASC, Building A
65 - EPCC Take Safety Home Non-Woven Bags

EPCC Athletic Department
Valle Verde Campus
4 - Mini Baseball Bats
3 - Tejano Caps
4 - Lanyards
1 - Small Black T-Shirt (EPCC Softball)
1 - Large Black T-Shirt (EPCC Softball)
1 - Baseball

EPCC-Auxiliary Services
ASC B building El Paso TX 79925
1 - LED Tripod Flashlight
1 - 8GB USB
1 - Universal Neckband Stereo Headset

EPCC-Physical Plant
Valle Verde Campus
2 - Cross-country Polo Shirts
2 - Calculators

EPCC-Recruitment & School Relations
Valle Verde Campus
6 - Cellphone holders
6 - T-Shirts

EPCC-Student Technology Services
Administrative Service Center
15 - Pencils
43 - Assorted Pens
18 - Assorted Key Chains

EPCC-Testing Services
Valle Verde Campus
61 - Pens

EPCC-VV & ASC Recycling Program
Valle Verde Campus
10 - Recycled Tote Bags

EPCC-Dean of Arts, Arch, Math & Science
Valle Verde Campus
1 - Plantronics Bluetooth Headset
1 - Brother Labeling System Machine

EPCC-Dean of Nursing
Rio Grande Campus
1 - 9" Hot & Cold Laminator
1 - Snap On 3 pcs Multi-Function Set w/ LED Keychain
1 - Rolling Duffle Bag
1 - Cuisinart Mini Chopper

EPCC-Foundation & Development
ASC-A Building
1 - Starbucks ceramic coffee mug w/ 3 single serve coffee packs
1 - EPCC foundation key chain
3 - EPCC mouse pad, coffee mug, candy gift bag
1 - Texas Longhorns & EPCC gift bag
3 - $15 Starbucks Gift Cards
4 - Amado Peña & Jose Cisneros Poster Gift Sets

EPCC-Grants Management
Rio Grande Campus
70 - Note pads
5 - Padfolios w/ 4GB Flash Drive Each

EPCC-Info Tech Network Systems
ASC-Building A
1 - Burgundy Ladies' Polo Shirt (Small)
2 - Burgundy Men's' Polo Shirt (XL & 2XL)

EPCC Massage Therapy Program
ASC, Building B
1 - Free Massage Gift Certificate

EPCC-Purchasing and Contract Management ASC-A building
15 - 2GB USB

EPCC-Student Success
Valle Verde Campus
4 - EPCC Key Chains
4 - EPCC USB

El Paso Staybridge Suites
6680 Gateway East El Paso TX 79915
1 - One Complimentary Weekend Night Stay in a Studio Suite
Final Touch Fragrances
1820 Ben Hogan El Paso, TX  79935
1 -Cool Water Perfume Gift Set

Gattitown El Paso
1430 N. Lee Trevino El Paso TX  79936
7 -Free Buffet Gift Cards

Great American Land & Cattle
701 S. Mesa Hills El Paso TX  79912
1 -One 12oz. Reg. Rib Eye Dinner Certificate

Hudson’s Bar & Grill
1770 Lee Trevino El Paso TX  79936
2 -$25 Gift Certificates

ING Financial Advisers
700 N. Stanton St., 3rd Floor El Paso TX  79901
65 -Can Holders
65 -Pens
65 -Key chains
65 -Notepads
2 -Duffel bags
2 - Portfolios
65 -Letter Openers

Irla’s Jewelry
4941 Crenshaw El Paso, TX  79924
1 -Silver Necklace, Earrings & Ring Set -$40 Value

Italian Imports
6633 N. Mesa St. El Paso TX  79912
1 -Wine Gift Basket

Janice DeWitt
RAP Program - Valle Verde Campus
1 -Purple Bracelet & Ring Set
1 -Plant

Jessie Arellano
Grants Management - Rio Grande Campus
1 -Perry Ellis 360 Blue Men’s Cologne Set
1 -Men’s Set (Cologne, lotion & deodorant)
1 -Blessed Bracelet Rosary from the Vatican
1 -Back Pack
1 -Boy’s Reversible Jacket -Size 14/16
1 -Boy’s Windbreaker -Size 12/14

Juanito’s Liquor Store
7810 North Loop Dr. El Paso TX  79915
1 -Gift Card for a 1 Liter Bottle of Seagram's 7

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

Larry O’s
10310 McCombs St. El Paso TX  79924
10 -$10 Gift Drink Tabs

Leticia Jacobo
Accounts Receivable Valle Verde Campus
1 -Avon Basket ($35 Value)

Little Caesar’s Pizza
965 N. Resler Dr. El Paso TX  79912
25 -Free Crazy Bread w/Any Pizza Purchase Coupons

Luisa Huante
ASC – Payroll Department
1 -Home Interiors Candle Holder Set (2)

Luz Roberts
Valle Verde Campus
1 -Blue Bracelet & Ring Set

Marriott El Paso
1600 Airway Blvd. El Paso TX  79925
1 -One Complimentary Night Weekend Stay (Fri or Sat Only)

Mary Gonzalez
7656 Heid Ave. El Paso TX  79915
1 -Avon Pedicure Set

Mary Serna
VV Campus - CSD
72 -Sign Language Pencils

Mayela Loera
ASC - Payroll
1 -Avon Products Gift Bag
Mesa Street Grill
2525 N. Mesa St. El Paso TX 79912
1 -$25 Gift Card

Nasser Hamdan
ASC, Building A
1 -20x16 Original Canvas Painting

Neighborhood Walmart
951 N. Resler Dr. El Paso TX 79912
1 -$50 Gift Card

Office Depot
1313 George Dieter Dr., Suite B El Paso TX 79936
1 -Polaroid2GMusicPlayer-$29.99 Value
1 -Kensington Mobile Wireless Mouse-$29.99 Value
1 -Kodak Mini Video Camera w/2GB Micro SD Card -$99.99 Value

Pampered Pets
4727 Hondo Pass Dr. El Paso TX 79924
1 - $30 Pet Grooming Certificate

Pencil Cup Office Products
1701 Texas Ave. El Paso TX 79901
1 -Foot Rest Climate Control

Pizza Properties, Ltd.
4445 N. Mesa, Suite 100 El Paso TX 79902
65 -Gift Card for Small Orig. 2 Item Pizza

Reliant Labels & Printing, Inc.
11400 Rojas Dr. El Paso TX 79936
2 -Mixed Nuts Baskets
100 -Things to Do Pads

Ripe Eatery
910 E. Redd Rd. El Paso TX 79912
1 -$25 Gift Card

Rulis' International Kitchen
2900 N. Mesa, Ste. K El Paso TX 79912
1 -$25 Gift Certificate

Sam's Club #8153
7970 N. Mesa St. El Paso TX 79932
1 -$25 Gift Card

Sam's Club-Cielo Vista
7001 Gateway Blvd. West El Paso TX 79925
1 -$25 Gift Card

Show -N -Go Automotive
9660 Dyer St. El Paso TX 79924
2 -Free Oil Change (5qts or less) Gift Cards

Starbucks
5650 N. Desert Boulevard El Paso TX 79912
1 -Gift Basket

State Farm Insurance
11617 Pellicano Dr. El Paso TX 79936
61 -Natural Lip Balm SPF15
61 -Lens Cleaning Wipes
61 -Kleenex Tissues Travel Pack

Taco Bell
911 North Resler Dr. El Paso TX 79912
10 -Combo Meals Gift Cards

The Hoppy Monk
4141 N. Mesa St. El Paso TX 79902
1 -16 oz. Glass
1 -T-Shirt

The Italian Kitchen West
450 Thorn El Paso TX 79912
1 -$25 Gift Certificate

Isabel Hernandez
The Pampered Chef Independent Distributor
1 -Chipotle rub & Simple Slicer Gift Bag
2 -2 qtrs. Batter Bowls & Small Bamboo Spoon Sets
1 -Ginger-Wasabi Sauce
1 -Caramel Sauce

The Rancher's Grill
9530 Viscoun Blvd. El Paso TX 79925
1 -$25 Gift Certificate
1 -$20 Gift Certificate
Touch Discount Day Spa
9584 Dyer Suite A El Paso TX 79924
1 - $25 Spa Package Gift Card

Trattoria Bella Sera
9449 Montana Ave El Paso TX 79925
2 - $10 Gift Certificate

United Blood Services
424 S. Mesa Hills El Paso TX 79912
1 - $25 P.F. Chang’s Gift Certificate
1 - $25 Texas Roadhouse Gift Certificate

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

Walmart Supercenter-Westside
7555 N. Mesa St El Paso TX 79912
1 - $30 Gift Card

Western Playland Amusement Park
1249 Futurity Dr. Sunland Park NM 88063
4 - P.O.P. (Pay one price for unlimited rides) Tickets

Wet N’ Wild
8804 South Desert Blvd. Anthony TX 79821
4 - 2 Good-Any-Day Certificates for 2012 Season

Wingate by Wyndham
6351 Gateway West El Paso TX 79925
1 - Once Suite for 1 Weekend Night Gift Certificate

Xicali Imports
7824 North Loop Dr. El Paso TX 79915
1 - 44” x44” Painting

Yamato Japanese Restaurant
5658 N. Mesa St. El Paso TX 79912
2 - $25 Gift Certificates

Yes We Do Hair Salon
7365 Remcon B206 El Paso, TX 79912
2 - $25 Gift Certificates
64 - Haircuts

De Calypso Fitness & Yoga Studio
9828 Montana Ave., Ste J El Paso TX 79925
2 - 15 Class Card Redemption - $40 Value