Human Resources Development

18th Annual Staff Retreat

Outcomes Report

“My Iceberg Is Melting – Adapting to Change”

April 7 – 9, 2011
Seattle, Washington

Alex Hernandez, Director, Human Resources Development

Mari Reyes, Administrative Assistant

Facilitation Team Members:

Christina Garza        Laura Saldaña
Janice Dewitt          Luisa Huante (Alternate)
Jessie Arellano        AJ Navarro
Mary (Cookie)Serna     Mike Fernandez
Nasser Hamdan
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The Human Resources Development Department and the 2011 Facilitation Team express their appreciation to all community businesses and EPCC departments for their support to the 18th Annual Staff Retreat, especially to the following businesses for their continued support for more than five years:
Open Letter

Dear EPCC Administration and Staff:

The 18th Annual Staff Retreat continues to be the premier educational training event for The El Paso Community College. This year’s retreat was held in Seattle, Washington. The theme was “My Iceberg Is Melting – Adapting to Change,” which consists of eight steps on how to successfully manage change. Once again, we hit a home run; the retreat was a complete success. The Human Resources Development Department (HRD) with the assistance of our well prepared facilitation team planned, organized, and delivered this inspirational event to 49 EPCC employees. It took a lot of thought, dedication, and hard work.

The planning began in the fall of 2010. The facilitation team met on Friday, October 1, 2010 to brainstorm on possible locations for the retreat, and Seattle, Washington came on the top of the list. Mari Reyes, HRD Assistant and Christy Garza, facilitator, traveled to Seattle in mid October to conduct site visits to the proposed hotels. They came back with some valuable information from the visited sites, and The Red Lion Hotel was selected. But not only was the location superb, the program that was chosen was magnificent. HRD and the facilitation team worked incessantly to insure that this retreat came in with accolades. On October 20, 2010 the facilitation team participated in an all day facilitation skills training session to polish their presentation and facilitation expertise. Then on February 25, 2011, the team participated in all day learning session on the selected theme, “My Iceberg Is Melting – Adapting to Change.” Suggestions on how to improve the program and the agenda were offered by the facilitators.

This year’s theme was suggested by Mari Reyes, Administrative Assistant, and voted on by the facilitation team. In Seattle, the program began Thursday night with a dinner gathering in a beautiful ballroom. Participants dressed up in semi formal attire were escorted to their seats by a facilitation team member. Dr. Ernest Roberts, Executive Assistant to the President was our key note speaker and gave us some great insights as to the direction of EPCC, its future, and upcoming changes.

The verbal and written feedback that we got from participants on the program was exceptional. Leaning about the eight steps to manage change more effectively will help employees deal with change better. The Human Resources Development Department will make this program available to all employees; we encourage employees to sign up for the forthcoming sessions. The annual staff retreats are an opportunity for employees to learn, bond with other employees and to bring back valuable information that can be applied to family, work, and personal life. We 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 supervisors, employees, and faculty.

“Our Iceberg Is Melting,” is a fable written by John P. Kotter, where he describes how a colony of emperor penguins discovers that their iceberg is melting. As a result of the melt down, the iceberg would eventually fill with water, freeze, and ultimately lead to its cracking. If the iceberg were to crack, the penguins would be left homeless. Furthermore, without a home they would be at the mercy of predators and without food; their species’ survival would be at risk. As always, they encounter resistance to the change, but they finally get their act together and work as a team. The penguins used eight steps that pull them out of the crisis. The eight steps are: Create a sense of urgency, pull together the guiding team, develop the change vision and strategy, communicate for understanding and buy in, empower others to act, produce short term wins, don’t let up, and create a new culture. When change comes, these eight principles can be applied to any aspect of life.

We credit the success of this year’s staff retreat to our Facilitation Team and the Human Resources Development Department. This year the facilitation team members were Nasser Hamdan, Laura Saldana, A.J. Navarro, Maria “Cookie” Serna, Jessie Arellano, Christy Garza, Mike Fernandez, Janice Dewitt and Luisa Huante, as an alternate facilitator.
We also want to thank the numerous people, departments, vendors, and organizations that contributed and supported to this annual event. Many of these organizations donated items for the auction and conference bags. The donations report is listed on pages 29 – 32 of this report.

On behalf of the facilitation team and EPCC retreat participants, we thank Dr. Richard M. Rhodes, College President, and Dr. Ernst Roberts, Executive Assistant to the President, for making this event possible. The annual staff retreat is unique to the college and the appreciation from college employees is evident.

Alex Hernandez,
Director, Human Resources Development
**Wednesday, April 6, 2011**

4:00 p.m. – 5:00 p.m. Participants’ meeting at the ASC Auditorium – General information for next day’s air flight, show ground rules video, issue name tags, and distribute goody bags.

4:30 p.m. Dr. Ernst Roberts’ send-off comments

**Thursday, April 7, 2011**

5:00 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 the count to Mari Reyes

7:00 a.m. Board Southwest Airlines Flight # 1818/1215

11:45 a.m. Arrive at Seattle International Airport

12:00 p.m. Board light rail to Red Lion Hotel (Head count)

1:00 p.m. Arrive and check-in at the Red Lion Hotel. Participants are on their own until 5:00 p.m.

6:00 p.m. to 8:00 p.m. Retreat Opening Dinner (Emerald Ballroom 2)
- Semi-Formal Attire
- Facilitation Team & Participants’ Introductions
- Icebreaker (Metaphorically Speaking- 1 per table)
- Keynote Speaker – Dr. Ernst Roberts, EPCC Executive Assistant to the President

**Friday, April 8, 2011**

7:00 a.m. to 7:50 a.m. Continental Breakfast (Emerald Ballroom 2)

8:00 a.m. to 8:50 a.m. **General Session**
- Power Point - “Our Iceberg Is Melting” & Video of Steps 1 through 4 of “The Eight Step Process of Successful Change” (Emerald Ballroom 2)

8:50 a.m. – 9:00 a.m. Wellness Activity (Zumba w/Ernesto)

9:00 a.m. – 9:10 a.m. Break

9:10 a.m. – 11:00 a.m. **Breakout sessions:**
Group will be divided into their respective teams for the breakout sessions.

- Team #1: Mumble Jeans (Bainbridge Room)
- Team #2: Happy Feet(Orcas Room)
- Team #3: Amigos Pingüinos (San Juan Room)
- Team #4: Drifting Icebergs(Whidbey Room)

Each participant will answer the questions from the handout.

After answering the questions on your handout, discuss your answers with your team and discuss the first four steps of successful change, using the video and power point as topics for discussion. Upon completion of your brainstorming activity, agree on a topic or issue to develop the first four steps of a change plan. Record your findings on power point.

- Step I: “Create a Sense of Urgency”
- Step II: “Pull Together the Guiding Team”
- Step III: “Develop the Change Vision and Strategy”
- Step IV: “Communicate for Understanding & Buy-in”

11:00 a.m. – 11:45 a.m. Regroup in the general session room (Emerald Ballroom 2)
(Each team will present their findings to the entire group)

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

12:45 p.m. – 12:55 p.m. Wellness Activity (Zumba w/Ernesto)

12:55 p.m. to 1:40 p.m. General session (Emerald Ballroom 2)
- Power Point – “Our Iceberg is Melting & Video of Steps 5 through 8 of “The Eight Step Process of Successful Change”

1:40 p.m. to 3:00 p.m. Breakout sessions

Each team will describe and discuss the last four steps of successful change using the video and power point presentation of the eight steps as topics for discussion:

- Step V: “Empower Others to Act”
- Step VI “Produce Short Term Wins”
- Step VII: “Don’t Let Up”
- Step VIII: “Create a New Culture”

Upon completion of the above discussion each team will develop a plan on how to implement the last four steps in leading change in your organization, your department, or your personal life. Use the same issue or topic previously agreed from the discussion questions in the morning session. Record your findings on power point.

- Role Play Activity: Each team will develop a five minute skit on how you would implement change at work, your personal life, or your career using the eight steps.
3:00 p.m. Regroup in the **general session room** *(Emerald Ballroom 2)*
(Each team will present their findings and skits to the entire group on Saturday morning.)

3:10 p.m. Question and Answer: Review next day’s agenda

**Saturday, April 9, 2011**

7:00 a.m. to 7:50 a.m. Breakfast Buffet

8:00 a.m. to 9:30 a.m. General session *(Emerald Ballroom 2)*
  - Group presentations and skits

9:30 a.m. to 9:45 a.m. Closing speech by Alex Hernandez, “Using the Eight Steps of Successful Change for Good Health and Nutrition”

9:45 a.m. to 10:15 a.m. Awards Ceremony

10:15 a.m. to 11:30 a.m. Auction

11:30 a.m. – 12:00 p.m. Afternoon Break – **Mariners Break**

12:00 p.m. Board light rail to Seattle International Airport

3:05 p.m. Board Southwest Airlines Flight # 3716/3802

10:05 p.m. Arrive at El Paso International Airport
## PARTICIPANTS LIST

### Classified Staff

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
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<tbody>
<tr>
<td>Abigail Morales</td>
<td>Testing Services</td>
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<tr>
<td>Alfred Trujillo</td>
<td>Director Purchasing</td>
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<tr>
<td>Alicia Arvizo</td>
<td>Police Department</td>
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<tr>
<td>Angel Ramirez</td>
<td>Operation &amp; Maintenance</td>
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<tr>
<td>Armando San Roman</td>
<td>Police Department</td>
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<td>Barbara A Hicks</td>
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<tr>
<td>Carmen Garcia</td>
<td>Financial Aid Office</td>
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<tr>
<td>Carolina Rojas</td>
<td>Business Programs Lab VV</td>
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<tr>
<td>Christopher Garcia</td>
<td>Center for Students w/Disabilities</td>
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<tr>
<td>Deborah E Toynes</td>
<td>Academic Computing Services</td>
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<td>Della L Truman</td>
<td>Student Success Support Services</td>
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<td>Dolores Clancy</td>
<td>Biology MDP</td>
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<td>Dora M Perez</td>
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<td>Elida Martinez-Rivas</td>
<td>Federal Funds Admin - Allowance</td>
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<td>Americana Language Program</td>
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<td>Enrique Gonzalez</td>
<td>Center for Students w/Disabilities</td>
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<tr>
<td>Erika M Anchondo</td>
<td>Dir Student Leadership &amp;Campus Life</td>
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<tr>
<td>Ernesto A Chavez</td>
<td>Accounting Services</td>
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<td>Guadalupe J Silva</td>
<td>VP Instruction</td>
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<td>Jaime Rodriguez</td>
<td>Instructional Media</td>
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<td>Javier Chavez</td>
<td>Police Department</td>
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<td>Javier E Navarro</td>
<td>Facilities Construction</td>
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<td>Juan G Ruiz</td>
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<td>Juanita Antunez</td>
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<tr>
<td>Magdalena Salazar</td>
<td>Director Diversity Programs</td>
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<tr>
<td>Maria M Gutierrez</td>
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<td>Dean Art CommCareer&amp;TechEdu&amp;SS RG</td>
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<td>Business Programs Lab VV</td>
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<td>Sandra E Rodriguez</td>
<td>Center for Students w/Disabilities</td>
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<tr>
<td>Teresa A Delgado</td>
<td>VP Workforce/Economic Dev &amp; CE</td>
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<tr>
<td>Valerie Lopez</td>
<td>Recruitment &amp; School Relations</td>
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### Professional Staff

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Anita Sotelo</td>
<td>Counseling TM</td>
</tr>
<tr>
<td>Elizabeth Ramirez</td>
<td>Counseling MDP</td>
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<td>Elizabeth Rodriguez</td>
<td>Info. Tech - Support Services</td>
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<td>Erick Garcia</td>
<td>Center for Students w/Disabilities</td>
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<td>James P Yee</td>
<td>Info. Tech - Admin. Applications</td>
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<td>Lee Vasquez</td>
<td>GEAR UP 2006 YR 5</td>
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<td>Maria A Ruiz</td>
<td>Recruitment &amp; School Relations</td>
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<td>Maria M Rodriguez</td>
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<td>Martina G Carrillo</td>
<td>GEAR UP 2006 YR 5</td>
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<td>Melissa A Laibinis</td>
<td>Personnel Services</td>
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<tr>
<td>Victoria D Lipscomb</td>
<td>AVP Employee Relations</td>
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### Facilitation Team

<table>
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<tr>
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<th>Department</th>
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<tbody>
<tr>
<td>Argelio Navarro</td>
<td>Technology Resource Center</td>
</tr>
<tr>
<td>Christina M Garza</td>
<td>Testing Services</td>
</tr>
<tr>
<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>Laura Saldana</td>
<td>Accounting Services</td>
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<td>Maria Luisa Huante</td>
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<td>Maria R Serna</td>
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<tr>
<td>Miguel A Fernandez</td>
<td>Recruitment &amp; School Relations</td>
</tr>
<tr>
<td>Nasser A. Hamdan</td>
<td>Info. Tech - Admin. Applications</td>
</tr>
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BREAKOUT SESSIONS GROUPS

Group # 1
Laura Saldaña & Nasser Hamdan
   “Mumble Jeans”
Abigail Morales
Carmen Garcia
Dolores Clancy
Elvia Lerma
Erika M. Anchondo
Magdalena Salazar
Maria Mayela Rodriguez
Martha A. Davis
Sandra E. Rodriguez
Christopher K. Garcia
Javier Chavez
Javier Navarro
Lee Vasquez

Group # 2
Christy Garza & Jessie Arellano
   “Happy Feet”
Alicia Arvizo
Carolina Rojas
Deborah E. Toynes
Elvia Guzman
Guadalupe Silva
Maria Angie Ruiz
Mary M. Jauregui
Melissa A. Laibinis
Teresa A. Delgado
Armando San Roman
Erick Garcia
Jaime Rodriguez

Group # 3
Mary (Cookie) Serna & AJ Navarro
   “Amigos Pingüinos”
Anita Sotelo
Dora M. Perez
Elida Martinez-Rivas
Juanita Antunez
Marlib Gonzalez
Patricia Hernandez
Norma Loera
Valerie Lopez
Victoria Lipscomb
Angel Ramirez
Ernesto A. Chavez
Juan G. Ruiz

Group # 4
Janice DeWitt & Mike Fernandez
   “Drifting Icebergs”
Barbara A. Hicks
Della L. Truman
Elizabeth Ramirez
Elizabeth Rodriguez
Maria M. Gutierrez
Marlina G. Carrillo
Nivia T. Rodriguez
Patricia Valles
Alfred Trujillo
Enrique Gonzalez
Ivan Martinez
James P. Yee
DAILY ACTIVITIES

December 2, 2010

This year’s retreat officially took off on December 2, 2010 when the facilitation team first met with the selected participants. During this first meeting, participants were given an overview of the retreat, and some general information about Seattle.

Wednesday, April 6, 2011

On this date, we met with the participants in the auditorium to give them general information about next day’s flight, played a ground rules’ video, issued name tags, conference bags, and boarding passes. The meeting was facilitated by Nasser Hamdan and each facilitator played a role in disseminating the information.

Thursday, April 7, 2011

Participants began arriving at airport at 5:00 am. Roll call was taken by Mari Reyes before boarding Southwest Airlines flight # 1818 to Albuquerque with an hour and a half layover. Then, we boarded Southwest Airlines flight # 1215 and arrived in Seattle, Washington at approximately 11:45 a.m. We picked up our luggage and here is where the fun began; carrying or rolling their luggage, the group walked over to the light rail station located in the parking lot across from the airport terminal. The light rail gave us an opportunity for a tad of sightseeing. From the drop off station, we walked for about 2 blocks to get to the hotel. The weather was cool, and there was a light drizzle, which felt good. We arrived at the hotel and checked in most of the participants with the exception of four rooms. Although, the regular check in time is not until 3:00 p.m., only four rooms were not ready by our arrival time of 1:30 p.m. Most participants took off for a few hours of sightseeing before getting ready for our opening dinner.
Thursday, April 7, 2011
Evening Activities

Dressed up in semi formal attire, all female participants got their picture taken with a male facilitator, all male participants with a female facilitator, and then escorted to their seat. We enjoyed a delicious dinner, and participants got an opportunity to get to know each other better. Nasser Hamdan, our master of ceremony, introduced all members of the facilitation team, adding a little bit of spice to our bios, and Alex Hernandez introduced Dr. Roberts, our key-note speaker. After his key-note, participants introduced themselves and that concluded our events for that day. Some participants were able to go out and enjoy some of Seattle’s nightlife.

Friday, April 8, 2011
Activities

The next morning began with a continental breakfast, which was available from 7:00 – 7:50 a.m. in the general session room. The training session started promptly at 8:00 a.m. by taking roll call. Alex Hernandez started the session with a power point presentation on “Our Iceberg Is Melting” with video clips from the movie Happy Feet, which were produced by Nasser Hamdan, Facilitation Team Member. After the presentation, participants were given an opportunity to make comments or ask questions. Then, one of our participants, Ernesto Chávez, engaged the entire group in a short Zumba lesson as part of our wellness activity. Participants were then given a fifteen minute break and instructed to go to their corresponding groups for their breakout sessions.
During the breakout sessions participants were instructed to answer some questions on Change. After answering the questions, the participants discussed the first four steps of successful change using the video and power point presentation as topics for discussion. Upon completion of their discussion, they developed a change plan using the first four steps of successful change. The groups recorded their findings on power point. At 11:00 a.m. the participants regrouped in the general session room to give their presentations. Needless to say, all the groups did a great job.

Lunch was served at 11:45 a.m., which again gave the participants more time to mingle, get to know each other, and continued with the program at 12:45 p.m. With a full belly, Ernesto Chávez guided us again on a short Zumba lesson. Alex Hernandez presented the second part of the eight steps of successful change. This included the last four steps plus the video clips with more opportunity for participants to make comments and ask questions. Upon completion of this part of the program, participants again went to their respective breakout session to discuss the last four steps of successful change and finalize their change plan. Participants also worked on developing a five minute skit on how they would implement change at work, personal life, or career. Upon completion of this activity, participants regrouped in the general session room, conducted a question and answer session, and reviewed the agenda for the next day.

Saturday, April 9, 2011 Activities

Breakfast started early again at 7:00 a.m. in the general session room; however, this time it was a breakfast buffet. At 8:00 a.m. roll call was taken and the facilitators got their teams ready for their presentations and skits. All presentations and skits were very creative. Upon completion of this activity, Alex Hernandez, gave his closing speech titled, Using the Eight Steps of Successful Change for Good Health and Nutrition:

“Using the Eight Steps of Successful Change for Good Health and Nutrition”
By Alex Hernandez

The Eight Steps of Successful Change can help us to have good health and nutrition. Good nutrition and exercise can lead us to good physical change. However, there are many kinds of change; physical, social, emotional, and inter-personal. Physical change has to do with how we change as we get older. Social change is our life style, the way we dress, demographics, and so on. Emotional change is how we feel about life in general. The way that we see and handle life differs from when we are young than when we get older. Inter-personal relationships also change.

Without a doubt, as human beings we are destined to change. We are born, we live, and we die. At birth, we are cute babies that everyone wants to cuddle and hug. We grow to be children, adolescents, adults, and then senior adults.
Change affects people in many ways. If the change is bad, people get angry, depressed, or frustrated. If the change is good, well, we can cope with it better. But really, change is neither good nor bad, it is just different. We react to it in different ways because we are different. The key is to know how to manage change effectively, because whether we like it or not, change will come.

Let’s focus on our physical change and the aging process, as it relates to good health and nutrition. At birth, we are actually nine months old. We change inside the womb. We go from child, to adolescent, to adult faster than we can imagine. When we are kids, the physical change seems to take forever and we want to grow up really fast. But once we are over thirty, we want the age process to slow down. As we get older, the years seem to get shorter. Our physical change seems to come quicker.

My brother, who is sixty four years old, says that he is not going to fight age and that he is going to age gracefully. Well, yes, age gracefully, but don’t let age bring you down like a downhill roller coaster that de-rails and becomes useless. As we get older, we change and our health diminishes. There are two negative factors that we need to look at as we age. One, our endurance and mobility decreases, and two, if we compound it with poor health, we are prone to ailments like, high cholesterol, diabetes, heart disease, high blood pressure, and arthritis. (http://www.wrongdiagnosis.com/o/overweight/stats.htm)

We can however, use the eight step process to deal with health and age. As in the fable “Our Iceberg Is Melting”, the penguins dealt with the melting iceberg using the eight step process of successful change to have a better future. We can also use this eight step process to manage our health and age. There is nothing better than to age in good health. Here’s what we can do:

The first thing that we must do is to evaluate our physical health condition. Your doctor can help by giving you a complete physical exam. Even just running around the block, your body will let you know what physical condition you are in. **Step 1 – Increase a sense of urgency.** Act with a sense of urgency and take the necessary steps to learn about good nutrition and proper exercise. Take action and do something about it. **Step 2 - Pull together the guiding team.** That can be your family, friends, your doctor, and your health instructor. All these people can offer you guidance, direction, and support. **Step 3 - Develop a vision and strategy.** What is it that you need to do to achieve your goal? See yourself with good health and energy. Make a plan that will help you get there. What nutrition do you need to get? What exercise program will you follow? **Step 4 - Communicate for understanding and buy-in.** You may have family or friends that will not support you. Talk to them and convince them that you are doing this because your care for them and you love them. You want to be healthy and in good condition to be with them for a long time. Jim Rohn said, “I will take care of me for you, if you will take care of you for me.” **Step 5 - Empower others to act.** Not only do you need to convince your family that you are doing the right thing, but you would like for them to also eat healthy and exercise. **Step 6 - Produce short term wins.** If your cholesterol was 240, and now because of your good eating habits it is 220, celebrate! Small successes are contagious; they energize you and keep you going. **Step 7 - Don’t let up.** Good health and nutrition are not a onetime hitch. You must keep going. I have been a member of the YMCA for thirty five years, and in January of every year the Y is jam packed with people that have made a new year’s resolution to get in shape. By April, the crowd is a lot less. Only the ones that have truly made a lifetime commitment continue. Last but not least; **Step 8 - Create a new culture, or make it stick.** Once you have achieved the new you, stronger, healthier, better; stay there. That means a lifetime commitment to aging gracefully, but in good health.

In conclusion, change is constant. There are many kinds of change, physical, social, emotional, and interpersonal, just to name a few. As we grow older, we change physically and our endurance and physical capacity diminishes. It’s acceptable to age, but get there in good health. We can do this by following The Eight Step Process of a Successful Change.

Retreat Finale

At around 9:45 a.m. we conducted the awards ceremony. The facilitation team and Mari Reyes, Administrative Assistant, were awarded a very nice plaque for their great efforts and contributions. Each facilitator was personally congratulated by Dr. Roberts, and Alex presented Dr. Roberts an appreciation plaque for being the
keynote speaker. Each participant was awarded a certificate for their participation and was personally congratulated by all members of the facilitation team and Dr. Roberts.

One of the most expected and exciting events of the retreat is the “Auction.” This year’s auctioneer was Janice DeWitt, who once again did a fantastic job. During the auction, participants used “funny money” to bid on some very nice gifts, donated by local merchants. Participants earned “funny money” by participating and asking questions throughout the sessions. Some of the things that were auctioned off were free tickets to Adventure Zone and Wet n’ Wild, a memory foam office chair, and a weekend stay at the Hampton Inn & Suites, just to name a few of the fabulous prizes; there were over 150 prizes in the auction. Like in previous years, instead of carrying all the items to Seattle, pictures of the items were taken and displayed on a power point presentation. 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 office. The auction was over approximately at 11:15 a.m. and we enjoyed some refreshments afterwards; that concluded the program.

At 12:00 p.m. we were ready to head back to the airport, since we had checked out from our rooms in the morning and carried our luggage down to the general session room. We walked two blocks to the light rail station and took the train back to the airport. Roll call was again taken at the airport before boarding Southwest Airlines Flight #3716. We had a two hour layover in Phoenix and later departed back to El Paso. Upon landing at the El Paso International Airport, the flight attendant recognized the EPCC passengers. We arrived in El Paso at 10:25 p.m., tired and ready to go back to our families; knowing that we were just coming back from an incredible experience.

The Seattle Annual Staff Retreat was an AWESOME experience. One participant said, “Well, now it’s time to get back to reality.” It’s hard to put into words, but the retreat is like stepping into a world of exhilarating adventure. Although in a way, we were also happy to get back to our families. We learned and got to know each other better. Most importantly, we came back knowing that we are now in a better position to handle unexpected changes in our life, work, and our families.

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

Maria “Cookie” Serna: At our breakout session we used an icebreaker called the Minute to Win It. We had the participants complete an activity within a minute. The objective of the exercise was to have the group recognize the 4 steps of effective change as they cheered for each participant. For example, the urgency was to complete the activity; second, the group who had already completed the activity gave support and ideas; third, the group’s positive energy would create a vision of success by showing the others how to win.
As a new facilitator, I learned a lot. I made some mistakes, but I am grateful to the other facilitators for correcting me. They had patience with me and made me feel like part of the team.

Jessie Arellano: During the retreat, especially during the breakout sessions, our group, the one and only green team, otherwise known as “Happy Feet,” was very amicable with each other. Our group was very supportive of each other’s ideas. They praised other departments in which their mates worked at. It was a pleasure to witness the camaraderie between fellow workers who had either just met for the first time or who had only contacted each by phone or email and but were now meeting each other in person for the first time.

In Seattle: This year’s theme was on adapting to change, and all the participants seemed to quickly adapt to Seattle weather. Actually, it seemed as if though Seattle adapted to us. We were received with the first sunny day Seattle had seen in 41 days. This was perfect for the touring that we did. EPCC was visible throughout downtown Seattle. We traveled in small groups, yet seemed to be catching up with each other at different locations. Such was the case when our group was pleasantly welcomed to the Space Needle light-rail station by a sea of very familiar smiles and “woo hoo’s!”

Luisa Huante: People gossip even if you don’t give them anything to gossip about. Other than that, great comments: “this is awesome, facilitators work hard, it’s a lot of work.” I thoroughly enjoyed the Argosy cruise tour, the Space Needle, dinner at the hotel restaurant, mingling at the hotel lounge over 1 drink and in particular, the Pike’s Fish Market. All the walking we did was so enjoyable. Our meals were scrumptious, I loved them. Hanging out with Cookie, Mari, Liz, Jessie, Christy and Dr. Roberts was really nice. Getting to know more about each other and listening to Dr. Robert’s travels was awesome. He was so patient while we ladies all browsed in the souvenir shops and dept. stores. I enjoyed it and this is another fantastic retreat on my list. Thank you facilitators for your hard work and a salute to the team and Mari for a great trip; your hard work is acknowledged by so many participants as well as me. My hat’s off to you!! GREAT JOB!!!

Christy Garza: The Green Team AKA Team Happy Feet was an energetic and fun group. Everyone participated in the discussion during the breakout sessions. Many great ideas were brought up. 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 bonds were definitely formed. Riding the Light Rail was an experience……………., it started the retreat off in a positive way and from the moment we landed in Seattle we were the “green team”. We all knew who was on our team and we couldn’t leave anyone behind. Go GREEN!!!

I have several memories that I will treasure. One of the participants in the green team said that she really loves working at EPCC and that it is the “Best Place to be…EVER!!!” She would yell out EVER every time some would say ~ Best Place to Start, Study, Work, Be, etc. Another wonderful memory is when we landed in El Paso; we asked the flight attendant if he could give a Welcome Back shout out to EPCC. The flight attendant couldn’t get EPCC correct…he kept saying EPPC, so I wrote it down for him…his shout out was Welcome Home EP double C…We All Loved It!!!

This was my second year as a facilitator and I have been asked by many if it was as fun as the first one, my answer…you cannot compare them…thej they both hold special memories for me! This retreat was an incredible experience to be a part of, yes it was a lot of work, but it was all worth it! We were definitely “Sleepless in Seattle”!!!

Laura Saldana: There were many concerns in our breakout sessions, and we allowed for everyone to speak their mind, but one very special moment for me was when I got close to one of our participants, this person expressed how it was difficult to get his point across on paper and I helped him out. First, I found out that he was more comfortable speaking Spanish, me being able to speak both languages, I was able to gain a little bit of his confidence by doing that. Second, he did have a great concern regarding his department, which was an eye opener for the rest of the participants in our group; it helped to look at the concerns everyone has towards that department differently, and everyone comprehended and possibly changed their point of view toward that department. After that, this person was more willing to participate in our session activities.
I went on the Harbor Cruise with a group of people one day, and went to see the Columbia Building, the Space Needle, and went to dinner with another group of co-workers. It was totally unplanned but connected personally with each and everyone; priceless! Thank you for the opportunity to be a facilitator.
The facilitation team met on Monday, April 25, 2011 to evaluate and assess the 18th Annual Staff Retreat. The team shared their most memorable experience. After that, we discussed what went right and then what we could improve for next year’s retreat. The retreat was fantastic, 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. Nasser Hamdan and Luisa Huante, our outgoing facilitators were recognized with a nice plaque for their contributions to the success of the staff retreat. Janice DeWitt was eligible for an extension, and she was voted unanimously to continue with the team for an additional year.
Step 1: Create a Sense of Urgency
- Growing numbers of adults (40+) are returning to school
- Life Altering Changes
- Economical Changes
- Personal Educational Enrichment
- Changes in Today’s Job Market

Step 2: Pull Together the Guiding Team
- Counseling
- Testing Services
- Recruitment
- Financial Aid
- Tutoring
- Faculty
- Center for Students with Disabilities
- Labs
- Senior Adult Programs
- Physical Plant
- Admission and Registrars

Step 3: Develop the Change Vision and Strategy
- Philosophy Change
- Traditional vs. Modern Education
- Change Our Services to Cater More to Adults

Step 4: Communicate for Understanding and Buy-in
- Research
- Benefits to the Community and the College
- Increase Awareness
- Increase in Enrollment
- Potential New Employers in El Paso!!
Step 1: Create a Sense of Urgency
- Budget Cuts
- Benefits
- Retirement
- Impact on Financial Aid and Enrollment
- Quality of Education and Services
- Facilities

Step 2: Pull together the Guiding Team
- Task Force
- Representatives from various departments
- Representatives from students

Step 3: Develop the Change Vision and Strategy
- Vision: EPCC beyond the Horizon!!
- Strategy: Gather Data
  - Statistical
  - Financial
  - Legal

Step 4: Communicate for Understanding and Buy-in
- At a general session to include faculty development
- Community partnership to buy-in
- Full Media Blitz
  - PSA
  - Use Technology
  - Media (Facebook, e-mail)
  - Publications
  - Brochures
  - Rallies
  - Letter writing campaigns
Amigos Pingüinos

Facilitators...
- A.J. Navarro
- Cookie Serna

Step 1: Create a Sense of Urgency
- Budget Cuts
- Concerns:
  - Job Security
  - Insurance Cost
  - Reluctance to adapt to change

Step 2: Pull together the Guiding Team
- Co-workers, Supervisors, and Administrators (avoid NoNos or make them part of the team)
- Select a Leader

Step 3: Develop the Change Vision and Strategy
- Present information in a general manner
- Show who will be affected
- How, Why, When
- Effects in the “Long Run”

Step 4: Communicate for Understanding and Buy-in
- How it would affect them or others
- Keep it simple
- Present the whole picture
- Include heavy hitters
- But true Strength is to include everyone!
Step 1: Create a Sense of Urgency
- Health of Students
  - Safety
  - Student’s
  - Staff
  - Employees
- Actions for Awareness
  - Take Pictures Of area
  - Survey
  - Article in Tejano Newspaper

Step 2: Pull Together the Guiding Team
- Guide Team
  - Pride
  - Sense of Ownership
- Setup a Committee
- Resources:
  - Maintenance Grounds Physical Plant
  - Recycle Committee
  - Campus Coordinators
- Materials
- Diversity
- Buy in from Students
- Capabilities

Step 3: Develop the Change Vision and Strategy
- Decide What To Do
  - Clean All Campuses
  - Maintain Status
  - Prioritize
- Evaluate
- Live up to the Image
- Keep up the Reputation

Step 4: Communicate for Understanding and Buy-In
- Understanding and Buy-in
- Communicate Effectively with Leadership
  - Tours
  - Guidance Signs
- Educate
  - Set the Example
- Monitor Progress
  - Incentives and Consequences
  - Fines
  - Trash Patrol
Step 5: Empower Others to Act
- Form a Committee with Members of Each Department
- Assigning Roles for Each Department
- Providing Information for Each Department
- Build Communication Network
- Identify Contact Person (per department)
- Re-design NSO Method
- Getting Supervisor’s Support
- Know Main Goal

Step 6: Produce Short Term Wins
- Minimize NSO by number Students
- Move NSO to Computer Labs
- Assign NSO by Major
- Tailor NSO
- Celebrate Every Success

Step 7: Don’t Let Up
- Back Up Plan
- Re-Word Same Plan
- Always Updating Info
- Redirecting Negatives to Positives
- Stay Focused
- Reevaluate Ourselves
- Willing to Change
- Have a Support System
- Keep it Simple

Step 8: Create a New Culture
- Practice What You Preach
- Keep Up With the New Culture
  - Technology
  - Twitter/Facebook
  - Text Messages
- Follow Up
- Educating Staff
- Keep Updated Process and Software
Happy Feet

Step 5: Empower Others to Act
- Leadership / Board of Trustees
- Staff
- Students
- Community Partnership

Step 6: Produce Short Term Wins
- Moral Booster
- Grants
- Foundations

Step 7: Don’t Let Up
- Follow up general sessions
- Updates, monthly meetings to communicate findings
- Learn from mistakes
- Continue Empowering Community
- CSA, PSA support, voice SGA
- Keep a positive attitude

Step 8: Create a New Culture
- Training – New Hire
- More Self Sufficient
- Work Smarter Not Harder
- Creating Umbrella Fund
- Mandatory Budget
- Priority List
- Performance Appraisals
**Amigos Pingüinos**

### Step 5: Empower Others to Act
- Compromise as a team
- Communicating with each other’s departments
- Cross training
- Informative
- Explain consequences
- Motivate

### Step 6: Produce Short Term Wins
- Start using scratch paper for print and copy jobs
- We will save monies for having less expense on paper
- Money saved can be used for emergencies or for rainy day funds
- Work on employees’ schedules so time is used more efficiently
- More free time means more vacation time for employees
- Schedules can be more flexible

### Step 7: Don’t Let Up
- Follow Up Committee
- Staff Meetings “Updates” “E-mails”
- Progress updates to maintain motivation

### Step 8 Create a New Culture
- Combine Resources
- Interaction with each other
- Combine Retreats
Drifting Icebergs

Step 5: Empower Others to Act
- Community service
- Clean campus of the month
- Pride clean-up
- SGA /Campus Life
- Suggestion box
- Surveys/Implement and evaluate/Follow up

Step 6: Produce Short Term Wins
- Recognition/Reward
- Gift cards
- Recognition from the president of the college

Step 7: Don’t Let Up
- Show Progress
- Before & After Pictures
- Email Reminders
- Radio Announcements
- Public Announcements/TV
- Adopt an Area
- Target Areas

Step 8: Create a New Culture
- Condition
- Rotate duties
- Reinforcement
- Slogans/Don’t Mess with EPCC
- Campus Competition
- Making it stick mentality
Corresponding question:

1. This program concentrates on understanding change management
2. This program helped me to understand the importance of dealing with change
3. As a result of program, I am more confident in my ability to handle change in my area
4. The objectives of the program were clearly presented
5. Opportunities to ask questions/discuss issues were sufficient
6. The training session was well organized
7. Yes, I would recommend this session to others
8. No, I would not recommend this session to others
Participants’ Evaluation Comments

The best part of the program was:

- Teams.
- The sessions. “Todo.”
- That everywhere is the same issue (good/bad).
- Help me to open up & talk in front of group.
- When facilitators allowed groups to “freely” share and participate.
- Session, breakouts & skits.
- Our group sessions. Had a blast while learning.
- All the information from all the groups.
- Topic was great. Alex’s health presentation was good.
- We get to meet others & become friends.
- The group session was a part of the program I enjoyed. I was able to network with other individuals from the community college.
- Meeting new people and sharing ideas. Learning more about other departments and having fun while we learn.
- The discussions during the breakout sessions were extremely valuable. This gave participants a chance to really share ideas.
- The presentations on the “Happy Feet.”
- Participating with our group and the rest of the group.
- Breakout sessions – more open and free discussion.
- Everything was well structured! Nothing was least!
- Having the opportunity to network.
- Skit presentations, bonding with everyone & meeting staff.
- Everything was excellent. I think that the best part of the program were the skits.
- I loved the skits.
- The participation everyone had on the individual skits and ideas were awesome.
- In my honest opinion was the sightseeing.
- I really enjoyed the team sessions; we bonded.
- The iceberg power point – Happy Feet Video.
- Skits – Team involvement.
- Team collaboration and morale building.
- Everything.
- Discussions in the breakout sessions. Interaction with people in other departments in the college.
- Breaking out into sessions and discuss more thoroughly.
- We learned how to change the styles of our lives.
- The breakout sessions and breakfast.
- When all teams presented their skit. It’s amazing!! Ideas were totally different!
- Learning practical and effective steps in adapting to change in a fun environment with our colleagues.
- Everything – Presentations to information being covered. The ability to interact with all co-workers from the college.
- Great topic.
- The breakout sessions.
- The breakout sessions. The facilitators were supportive & encouraging. They really got the group to open up with their discussions.
• Mari Reyes’ organization of the retreat - Great job, Mari!!
• Breakout sessions – More room for discussions the flow ideas was better. More face time with others who may be first time acquaintances.
• The training and the people were great. All skits were good.
• Getting together with our groups, a lot of brainstorming.
• The facilitation teams.
• The interaction with facilitators & all retreat members. It was a great experience.
• Group meeting – I really enjoyed hearing the great ideas the staff had. Meeting people was great too.

This program could be improved by:
• Perhaps, having an afternoon to early eve session after arrival. Giving us more time to visit sites.
• Hotel check-in.
• I felt that it was well presented (groups were in the same pace).
• By bringing in more man, well equal amount of women and men.
• Facilitators to guide empower & lead group – not totally control.
• I think it’s great just the way it is.
• This is an awesome program. It’s great as it is.
• To do Annual Staff Retreat 2 times in the year.
• More group time to prepare or no power point presentation with skits.
• Next time make sure that you can provide us with better schedules & information about the different sites. Have the facilitators make teams of the different activities. It would make the district bond much more.
• The program I don’t know believe can be improved. It is a well developed program.
• More ice breakers in break-out sessions.
• No suggestions.
• Maybe not directly the fault of the facilitators, but the food part was definitely in need of improvement. Ex. No tea or coke; continental breakfast?
• Would like more information on city being visited, such as researched routes, history, shopping malls, movie theaters, etc near the hotel area. Needed the agenda before to plan out free time.
• Mr. Hamdan is too “touchy/feely.” Recommend that he be redirected to refrain.
• Need to use ice breakers to help everyone learn names. Use a “meal card” to know who has food allergies, so others won’t take their meal.
• Buy ticket for light rail train with credit card for all (ask in advance for money from each person). Will save time.
• Getting a little bit of more organization.
• Having a day to see the town.
• Not so rushed – Maybe one day more.
• Allowing participants to participate more.
• Continue it.
• Nothing.
• Less party attitude by facilitators. Promote fun – not party.
• All the departments in the college.
• Not giving a meal choice, and give us lunch on our own.
• Giving more funny money, and have more preference for their teams, not to other teams. Be fair and give the same amount of money to all members!! Not favoritism!!!
• Meals seemed to be an issue. Maybe not give a choice. Also, maybe for when it’s held. But, then you just have to choose date and the staff will come.
• More time to practice skits.
• Better food & service. The wait staff people were awful! The salmon was bad!! No taste!
• Maybe not so much focus on the funny money. One woman in another group kept complaining that her facilitator didn’t give her enough money. She hated that the facilitator would give $ to other teams. Maybe set guideline as to what input and participating earns what denomination of money.
• More variety of breakout sessions.
• Clarity of ideas presented.
• More time.
• Just more funny money!
• More time to travel.
• Great program.
• Managing time better.

Additional comments:
• Transportation to hotel – Shuttle.
• Thank you did a great job. Keep up the good work.
• None, but as an employee you guys do a great job every year.
• Was awesome.
• Great job!! 😊
• Had a good breakfast spread on last day, but didn’t enjoy because we were rushed to finish up skits and presentations. I had fun sightseeing, got a lot of exercise!
• I have no additional.
• Great job to Mari, Alex and the engaging facilitators. Lots of work went into making this happen and I am honored to have been selected! Great job.
• My compliments to Alex, Mari, and all the members of the facilitation team for a job well done.
• Your hard work paid off. Thank you.
• Keep up the good job.
• With menu selection – Please provide before trip in case there will be any concerns. There are more allergies other than fish.
• Less comments about party & drinking.
• If a book is used for the next retreat, hand it out a week before, so we have time to read it. Have all facilitators use the theme in presentations.
• I enjoyed very much the staff retreat. All the facilitators were excellent. The food was very delicious. Thank s to Mari for the hard work.
• Mari did a very well organized program/retreat. Great job! 😊
• The facilitators were well prepared; a great positive and professional attitude at all times was much appreciated.
• I think we should start the session the day we arrive, so we can finish earlier and have more time to sight see.
• My comments would be that this retreat is great for college involvement.
• Thank you for making it fun & giving us your support and heart! 😊
• I hope this retreat inspire other employees as it inspired me. Again, GREAT STAFF RETREAT!
• Great retreat.
• Again, facilitators are to help others to put all the ideas together. Be fair with all the team members!!
• Great conference! Subject matter can be used at work, with others and in personal ways!
• I really loved the retreat. It lived up to its reputation. The facilitators were all helpful and insightful. The topic was well chosen and discussed. The hotel was very good; the food catered was very excellent as well.
• Great staff and good interaction of the staff & employees. Love to meet more employees. Facilitators did a great job!
• More public speaking by all participants.
• Have a wonderful time, see you next year!
• I enjoyed everything that we did together, and the skits were great! Great job facilitators!
• None.
• Thank you for all your effort to make this happen. It was a great retreat, can wait to take another one.
• Make it longer from W – S or all week.
Donations Report

AWCC
Rio Grande Campus-Grants Management
3 - EPCC Cookbooks

Adventure Zone
251 E. Redd Rd. El Paso TX 79932
2 - $50 Gift Cards

Al Trujillo - Purchasing & Contract Mgmt
9050 Viscount Blvd. El Paso TX 79925
1 - $25 Chili's Restaurant

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

Alex Hernandez
Administrative Service Center
1 - $30 Adventure Zone Gift Card

Aparicio's Photography
10064 North Loop Dr. El Paso TX 79927
1 - Gift Certificate for a Family Portrait - $68.20 Value
1 - Gift Certificate for a Photo Shoot –Ind. $98.20 Value
1 - Gift Certificate for a Graduate Portrait - $88.20 Value

Apparel Art
10854 Pellicano Dr. El Paso TX 79935
1 - Men's Beige Long Sleeve Shirt - XL
1 - Ladies' Navy Blue Polo - M
1 - Ladies' Gray Polo – XL

Becky Villa
Mission Del Paso - Counseling
1 - Happy Holidays Ceramic Hanging Piece
1 - Gold Canyon Candle

Bob O's Family Fun Center
3852 Constitution Dr. El Paso TX 79922
20 - 1 Round of Golf Card
20 - 1 Free Attraction Card
20 - Laser Odyssey Buy One Get One Game Free Card

Burrito House
9844 Dyer St. El Paso TX 79924
4 - $10 Gift Cards

Carino's Italian Grill
675 Sunland Park Dr. El Paso TX 79912
5 - $5 Gift Certificates

Chase Suite Hotel
6791 Montana Ave. El Paso TX 79925
1 - Gift Certificate for a Luxury Studio Suite for Two

Chile Chipotle
7323 Dale Rd. El Paso TX 79915
4 - Lunch for Two Gift Certificates

Christy Garza
Testing Services-Transmountain Campus
1 - Red Travel Bag
1 - $20 Wing Daddy's Gift Certificate
1 - $10 Adventure Zone Gift Card

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

Comfort Inn - Airport East
900 N. Yarbrough El Paso TX 79915
1 - Gift Certificate for a One Weekend Night Stay

D & J's Productions, Inc
Valle Verde Campus
1 – Certificate for 1 day rental of D & J's Productions, Inc. Mini Disco

De Calypso Dance & Yoga Studio
9282 Montana Ave., Suite J El Paso TX 79925
2 - $45 Gift Certificates

Diann Armendariz
Valle Verde Tuitions Cashier
2 - Earrings & Bracelet Sets
3 - Bracelets

EPCC - Counseling
Valle Verde Campus
70 – Pens

EPCC - Culinary Arts Program
ASC, Building B
2 - Lunch or Dinner Gift Certificates @ 1309 Rest.

EPCC - Gear-Up Program
ASC Building B
2 - Black Baseball Shirts (L & XL)
50 - Lanyards
4 - Water Bottles
4 - Coffee Mugs
4 - Cell Phone Holders
2 - Navy Blue T-Shirts (L)
EPCC - Grants Management
Rio Grande Campus-Grants Management
70 - Note Pads
2 - Calculators
2 - Black Padfolios

EPCC - Institutional Research & Dev
Valle Verde Campus
1 - $50 Visa Gift Card

EPCC - Student Leadership & Campus Life
Valle Verde Campus
5 - Calculators
15 - Bubble Sticks
10 - Pens w/ highlighter
40 - Assorted Toys
5 - Pens
2 - Jump Ropes

EPCC Bookstore
Valle Verde Campus
3 - Flashlights
3 - EPCC Water Bottles
1 - Blackberry Water Bottle
1 - EPCC Recycle Program T-Shirt (S)
1 - Coffee Mug (The Boss)
2 - T-Mobile Key Chains
1 - T-Mobile Water Bottle & Frisbee
1 - CD/DVD Opener
1 - Oil Warmer Gift Set
2 - Bandanas
1 - Pencil Pack
1 - Ben & Jerry's Coffee Mug
2 - Barnes & Noble Tote Bag
1 - Computer Headphones
2 - Pedometers
1 - Mark Brighten Everyday Kit (Normal to Dry Skin)
2 - EPCC Lanyards
1 - Small Notebook
1 - Key Chain w/light
1 - Post-It Booklet
1 - Skinny Bitch Book
1 - Dead to Me Book

EPCC CSD Counseling
Valle Verde Campus
1 - Dancing with Butterflies Book
1 - $20 Starbucks Gift Card

EPCC Cosmetology
Transmountain Campus
2 - $30 Gift Certificate

EPCC Dean of Arts, Arch, Math & Science
Valle Verde Campus
1 - $40 Barnes & Noble Gift Card

EPCC Marketing & Community Relations
Administrative Service Center - Bldg A
1 - Stainless Steele Coffee Mug
9 - Tote Bags
6 - Coffee Mugs

EPCC Recruitment & School Relations
Valle Verde Campus
5 - EPCC T-shirts
5 - EPCC Cell Phone Socks

EPCC Research & Development
Valle Verde Campus
5 - $20 Barnes & Noble Gift Card
EPCC Sign Language Club
Valle Verde Campus
1 - Sign Language Club Black Polo (Large)

EPCC-Athletics Department
Valle Verde Campus
7 - Lanyards
2 - EPCC Baseballs
2 - Tejanos Baseball Caps

EPCC-Dean Arts, Comm, Tech Ed & SS
Rio Grande Campus
12 - Water Bottles
9 - Red Lunch Bags
2 - Black Lunch Bags
12 - Black CD Cases
3 – Calendars

EPCC-Dean, Education & Occupation Programs
Valle Verde Campus
1 - Breast Cancer Awareness Daily Planner Gift Set

EPCC-Dean of Nursing
Rio Grande Campus
1 - Black Laptop Bag

EPCC-Instructional Service Center-TM
Transmountain Campus
70 - Note Pads

EPCC-Student Success
Valle Verde Campus
2 - $25 Barnes & Noble Gift Cards

EPCC-Testing Services
Valle Verde Campus
5 - $10 Premier Cinema Gift Cards

Final Touch Fragrances
1 - 3 in 1 Pedicare Pad
1 - Joy-Jean Patou Perfume
Fuddruckers
7942 Gateway East El Paso TX 79915
10 - $5 Gift Certificates

Hair Impressions Salon
1422 Airway Blvd. D El Paso TX 79925
2 - Gift Certificate for a Haircut

Hampton Inn & Suites
6635 Gateway Blvd. West El Paso TX 79925
1 - Gift Cert. for One Weekend Stay in a Suite of your Choice

Homewood Suites by Hilton Airport
6656 Gateway Blvd. El Paso TX 79915
1 - Gift Cert - Free 1 weekend night stay- Fri or Sat

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

Hyatt Place
6030 Gateway Blvd. East El Paso TX 79905
1 - Gift Cert - 1 Night weekend stay w/breakfast

ING Financial Advisers
700 N. Stanton St. 3rd Floor El Paso TX 79901
2 - Frosted Glass Candy Jars
70 - Post It Pads
60 - Pens
2 - Tote Bags w/ Logo
2 - Zipper Portfolios
2 - Stainless Steele Coffee Mugs
70 – Highlighters

Ishmael Salon & Spa
7250 N Mesa St. - Ste. A - El Paso TX 79912
2 - Gift Certificates for Haircut & Style

Julio's Cafe Corona
2 - Gift Certificates for a Lunch Special for Two
1 - Gift Certificate for a Sat Breakfast Buffet for Two

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

Latin Rythmz Studio
11201 Armour Dr. Ste. B El Paso TX 79935
8 - Gift Certificates for 1 free month of Zumba Fitness Classes

Leticia Jacobo
Valle Verde Campus- Accounts Receivable
1 - Avon Basket

Luisa Huante
ASC - Payroll
1 - Pedicure Gift Set

Luz Roberts
Valle Verde Campus
1 - Ladies' CZ Watch

Mary Gonzalez
7656 Heid Ave. El Paso TX 79915
1 - Sample Size Glimmerstick Set
1 - Super Shock Mascara (Black/Brown)
1 - Loose Powder (Sand Sable)

Maverick’s Bar & Grill
6999 Montana Ste. G & H El Paso TX 79925
3 - $10 Chili's Gift Cards
3 - $10 Applebee's Gift Cards

Mayela Loera
ASC - Payroll
1 - Anew Clinical Gift Set

Michelle Houston
ASC - Marketing
1 - Dog Quilt & Tote Bag - $40 Value

Microtel Inn & Suites
2001 Airway Blvd. El Paso TX 79925
1 - Gift Cert for a Full Suite for One Weekend Night

Mountain Star Photography
6942 Doniphan Dr. El Paso TX 79835
1 - Gift Cert. for 30 min session for up to 5 people & photo book
1 - Gift Cert. for 1 hr session for up to 10 people & photo book

New Image Salon
11360 Montwood Dr., Ste. C El Paso TX 79936
1 - $25 Gift Certificate

Office Depot
1313 George Dieter Dr., Ste. B El Paso TX 79936
2 - $25 Gift Cards

Pencil Cup Office Products
1701 Texas Ave. El Paso TX 79901
3 - Post-It Rotary Desk Organizers & Calendars
1 - Black Office Chair w/Memory Foam - $259 Value

Pizza Properties Ltd.
4455 N. Mesa St., Ste. 100 El Paso TX 79902
62 - Gift cards for a complimentary lunch buffet
Rafa's Burritos
408 Dodge Rd. El Paso TX 79915
3 - Gift Certificates for a Daily Special or a Comida Corrida

Reliant Labels
11400 Rojas Dr. El Paso TX 79936
2 - Mixed Nuts Gift Baskets
70 - Note pads w/pen sets

Sam's Club # 8280
11360 Pellicano Dr. El Paso TX 79936
1 - $25 Gift Card

Sandra Rodriguez
Valle Verde Campus - CSD
1 - Enjoy El Paso Coupon Book - $20 Value

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

Touch Discount Day Spa
1757 George Dieter El Paso TX 79936
1 - $25 Spa Package Gift Card

Wal-Mart - Northeast
4530 Woodrow Bean Dr. El Paso TX 79924
1 - $50 Gift Card

Wet-N-Wild Waterworld
P.O. Box Drawer 1210 Anthony TX 79821
10 - Complimentary One Day Passes

Wingate by Wyndham - El Paso
6351 Gateway Blvd. West El Paso TX 79925
1 - Gift Cert for a Suite for 1 weekend night stay in Spokane, WA
1 - Gift Cert for a Suite for 1 weekend night stay in El Paso, TX