COM police officers receive awards

Congratulations to Lieutenant Sylvia Chapa for receiving Officer of the Year (second year) and to part-time Officer Felipe Zepeda for being recognized for his dedication, enthusiasm, cooperation and hard work. Zepeda has been working with COM PD since August 2010. He has been an asset to the department and is always willing to assist whenever possible.

Donation to Art Scholarship Fund

Texas A&M Galveston recently donated $250 to COM’s Art Scholarship Fund as thanks for participation in a planning workshop for its proposed Sammy Ray Sustainable Aquaculture Center.

Art Professor Mark Greenwalt and COM students Julie Diaz and Ryan Clemen collaborated in a brainstorming session making a number of concept drawings and responding to feedback from the participants. The workshop was held at a lodge at Cooks Branch Conservancy and was attended by national and international marine biologists, Professor emeritus Sammy Ray and Texas philanthropist George Mitchell.

The workshop provided a unique opportunity for these two talented COM students as contributors to such a major project in an early design phase.

“We had the drawings scanned and they’ll be part of the final report we’re working on. We really appreciate you and the two architecture students helping us out. I’m particularly taken with the parking garage concept. Please pass along my thanks to the students. I think you added a lot to the workshop with some of your comments, as well as with the conceptual drawings. Thank you very much for all your input,” wrote Bob Stickney, Director and Professor of the Texas Sea Grant College Program.

Greenwalt, along with former COM art students, has previously worked with TAMUG in creating a large non-deterministic Wall Idea Generator or WIG for its Sea Campus Kids Lab, and teaching a summer art and engineering workshop for marine engineering students.
“Five Course Love” at COM Community Theater

Jan. 20 - Feb. 14, 2011
Thursdays-Saturdays at 8 p.m. and Sundays at 2:30 p.m.

Three actors play 15 different characters in five different restaurants on the hunt for one true love. The evening begins at Dean's Old-Fashioned All-American Down-Home Bar-B-Que Texas Eats, where a blind date goes charbroiled wrong. Next, at the Tattoria Pericoio, a mob wife has a secret rendezvous behind her husband’s back. At Der Schlupfinkel Speiseplatz, a waiter, a dominatrix and her kept man discover at the same hilarious moment that they are all dating each other. In Ernesto’s Cantina, a hill bandit and his rival battle for the hand of the beautiful Rosalinda. And at the Star-Lite Diner, a waitress pines for her true love and gets a little help from Cupid in making her dreams come true.

For reservations, please call the Box Office at Ext. 8345 or purchase online at www.com.edu/theatre.

COM students’ sculpture exhibit in Galveston

COM’s sculpture students will exhibit their books sculptures Jan. 22, 6-9 p.m. at the Rosenberg Library in Galveston located at 2310 Sealy Street. The exhibit is during the Artwalk Galveston. Everyone is invited to come and view the sculptures.

Bowes serves on artist panel

Professor George Bowes served on the Artist Excellence Awards panel in December for the Ohio Arts Council in Columbus, Ohio. This panel decides which artists in the state of Ohio will receive either $5,000 or $10,000 individual artist grants to further their artistic development.

Open Auditions

College of the Mainland Community Theatre Open Auditions for the Southwest Premiere of

The Lady Swims Today

By H.G. Brown
Directed by Mark Adams

SUNDAY, JAN. 23 at 1:30 P.M.
MONDAY, JAN. 24 at 7 P.M.

For more information, contact Mark Adams at 888-258-8859, ext. 8544 or 409-933-8544 or madams@com.edu.
December Activities 2010

The Biology Club sold 266 stuffed bears and dogs with a total sales of $3,458 went to St. Jude Children’s Research Hospital in Memphis, Tenn.

Of the 266 animals sold, 118 were donated to the Children’s Advocacy Center of Galveston County and given to needy and abused children in the local area as Christmas gifts.

Representatives of Kay Jewelers, St. Jude and the Advocacy Center attended the presentation ceremony.

From left to right, President Elam, Oscar Hernandez, Troy Terrell.

Food donations were loaded into the COM van and delivered to The Jesse Tree. Krogers generously donated the grocery bags, and COM employees generously donated the groceries that filled the bags.

COM Foundation names donors of the year

Congratulations to Mainland Medical Auxiliary (left) and Mr. Bruce Latimer (right) for receiving the COM Foundation Donor of the Year.
December Activities 2010

Dr. and Mrs. Elam at the Holiday Reception

Carla Boone entertained the crowd at the Holiday Reception.

Sparky Koerner jazzed up the party.

Steve Remollino decked out in Santa garb led the holiday tunes.

From left to right, COM Duck, Dr. Elam and Earl Alexander wave to the crowds at the local holiday parades.

President Elam is visited by the COM Child Development Lab School students and accepted their food donations to The Jesse Tree.

Beverly Mitchell discusses the international holiday celebrations.
January Birthdays

Phyllis Batten  Records Specialist, Admissions ......................... Jan. 1
David Smith  Faculty, Social and Behavioral Sciences ............ Jan. 2
Kristine Kimbark  Associate Vice President, Student Support Services .... Jan. 2
Richard Bliss  Laboratory Assistant, Academic Success ............... Jan. 3
David Anderson  Faculty, Humanities .................................. Jan. 3
Dotti Jones  Dir. of Leadership/Prof Development Academy .......... Jan. 5
Bridget Walton  Tutor/Mentor, Academic Success ..................... Jan. 5
Stacey Burleson  Faculty, Humanities .................................. Jan. 5
Marc Chiasson  Professional Trainer, Continuing Education ........ Jan. 7
Bonnie Harrill  Administrative Assistant, Instructional Admin ........ Jan. 8
Lesli Carroll  Advisor, Advisement/Testing Services ............... Jan. 11
Jacqueline Andres  Admin. Assistant, Outreach and Career Services .... Jan. 13
Sylvia Chapa  Police Lieutenant, Campus Police ..................... Jan. 15
Kimmela Steed  Faculty, Nursing ...................................... Jan. 16

Scott Turnbough  Graphic Artist, Marketing and Communications ...... Jan. 17
Charles Edwards  Custodian ............................................... Jan. 18
Amos Robinson  Maintenance Technician-Mech.......................... Jan. 18
Kathlene Robles  Administrative Assistant, Cosmetology ............ Jan. 18
Katie Brown  Custodian ................................................... Jan. 21
Judith Hudson  Administrative Assistant, Bookstore .................... Jan. 23
Christine Brown  Administrative Assistant, Teacher Education ....... Jan. 24
Elizabeth Hammett  Faculty, Academic Success ....................... Jan. 24
Pamela Gwin  Faculty/Tutor, Nursing ................................... Jan. 26
Anna Raumaker  Child Development Specialist ....................... Jan. 26
Robert Phillips  Custodian ................................................ Jan. 27
Michael Elam  President .................................................. Jan. 28
Selina Rahman  Faculty, Business and Computer Education .......... Jan. 30
Lawanda Franks  Social and Behavioral Sciences ..................... Jan. 30

Convocation Week, Jan. 10-14

Monday, Jan. 10
8 a.m. - 7 p.m.
Registration
Enrollment/Administration Center
9 a.m.
CONVOCATION
LRC-131
11:30 a.m. - 1 p.m.
Employee Lunch
Student Center
3:30 - 5:00 p.m.
Institutional Leadership Council
TVB-1101

Tuesday, Jan. 11
8 a.m. - 7 p.m.
Registration
Enrollment/Administration Center
9 - 10:30 a.m.
Assessment Training
Michele Betancourt/Steve Sewell
TVB-1101
1 - 2:30 p.m.
Behavioral Intervention Training
Michelle Kettler
TVB-1101

Wednesday, Jan. 12
8 a.m. - 5 p.m.
Registration
Enrollment/Administration Center
9 - 10:30 a.m.
Behavioral Intervention Training
Michelle Kettler
TVB-1101

Thursday, Jan. 13
8 a.m. - 5 p.m.
Registration
Enrollment/Administration Center
9:30 - 10:30 a.m.
Faculty Senate Meeting
Leslie Richardson
LRC-257
10:30 - 11:30 a.m.
Working with Blackboard 9.1
Grade Book
Michele Betancourt
TVB-1418
1 - 2:30 p.m.
Assessment Training
Michele Betancourt/Steve Sewell
FAB-117

Friday, Jan. 14
8 a.m. - 5 p.m.
Registration
Enrollment/Administration Center
8:30 - 10 a.m.
Strengthen Employee’s Confidence and Skills
(Via Performance Evaluation and Management)
For all non-faculty managers and supervisors
Teresa Hudson
HR Conference Room

2 - 3 p.m.
Marketing Workshop
Gina Castro
TVB-1476

1:30 - 3 p.m.
Strengthen Employee’s Confidence and Skills
(Via Performance Evaluation and Management)
For all non-faculty managers and supervisors
Teresa Hudson
HR Conference Room

Through Jan. 14
Registration
Jan. 10
Faculty Returns
Jan. 12
New Faculty Orientation
Jan. 12, 15
New Student Orientation
Jan. 15 (Sat.)
Weekend Classes Commence
Jan. 17
Martin Luther King Day
College Closed
Jan. 18
Official First Class Day
Set the Record Straight

**Q** Establishing the President’s Advisory Roundtable (PAR), why not just share information directly with staff via Everyuser? I am not sure if the lack of communication is a result of the Administration not sharing information, or that information is not getting through the layers of bureaucracy to those of us who work in the trenches.

**A** Improving communications has been identified as a top priority for me. Creating the PAR was the first step. It is expected to expand my ability to provide and receive more input regarding college issues. The next step is to communicate regularly via e-mail (everyuser), newsletters, etc., so that all employees have a better idea of what is going on at the college. It is also the responsibility of those attending the PAR and PAC to share information in the manner that is most appropriate for those groups. This will insure that important information is shared throughout the college.

**Q** Why were the candidates for VP of Student Services escorted around our campus by the Community Outreach Dept.? COM talks about diversity practiced on that day. Shouldn’t our Community Outreach Dept. represent the make-up of our community?

**A** The Outreach Department was selected to escort the candidates because they have the broadest knowledge of the college. The department should indeed reflect the service community. However, if you will recall, I combined several positions from various departments to create the present recruitment force while simultaneously trying to preserve jobs by restructuring and reassigning personnel. It would be ideal to have a more diverse Outreach Department. With that in mind as we progress forward, we will affirmatively act as appropriately as possible to create a more balanced department.

**Q** Is our school only trying to attract African-American students? Our Community Outreach Department only has African Americans. Is COM practicing what we preach about diversity on campus?

**A** I am interested in recruiting anyone who wants to change their lives by improving their educational status. We obviously have a focus on Hispanic and African American individuals but we are interested in everyone. We make every effort to make sure when our recruitment force goes to the community we invite all to participate.

**Q** It appears that the student activities during college hour has become non-existent. Why has this happened? And where are these student funds going?

**A** Student activities have not decreased. The Student Government Association is still in charge of these funds and are establishing educational activities for students to be engaged in.

**Q** The VP candidates were not impressive. Please tell us you are not considering any of the candidates.

**A** The screening committee did an outstanding job reviewing all possible candidates and it is my desire to recommend one of those candidates for hire.

**Q** Instead of becoming transparent in our policies when it comes to hiring, promoting and giving pay increases, we seem to becoming secretive. Instead of praising someone when they get a promotion because of their hard work and dedication, it seems to be done on the “down low.” Why? And please do not tell us it is not happening.

**A** Although pay increases are public information, that information is seldom shared in a public setting. Information regarding promotions, reassignments/restructuring will be shared as it is each year at convocation. It will be repeated in the Employee Newsletter. We will continue to work toward creating an open transparent environment where information is shared freely.

**Q** Some personnel in the HR office are unfriendly, beginning with the AVP who is not approachable. How are we supposed to feel comfortable talking to someone in HR about benefits or other personnel or personal matters when there are no feelings of trust or professionalism? What can be done about this? Will you do something about this?

**A** This is the first time I am hearing of HR personnel being unfriendly or unapproachable. So I am perplexed to identify specifics. However those employees, like all employees, have been asked to go through customer service training. It is anticipated that this will resolve the matter. I encourage each employee to follow college protocol by discussing matters with their supervisor if they find it difficult to get results from HR or any other department required to serve you.
**Set the Record Straight, continued**

**Q** If the AVP of HR received a pay increase for taking on additional duties (that were in the job description of the position for which she was hired) why is there now a job posting for an HR Director?

**A** I answered this question in a previous newsletter (Oct. 2010 Employee Newsletter) and the answer is still the same. However, let me expand. Every supervisor’s position has job responsibilities that are accomplished by someone else. But it is the supervisor’s responsibility to see that the work gets done. Supervisors are compensated for the individuals they supervise and for the scope of the work that needs to be accomplished.

**Q** Who came up with the on-campus interview process for the VP of Enrollment and Student Services? It seemed like a 3-ring circus.

**A** In an effort to achieve maximum input and exposure of the candidates for this most important position, I developed this process. The circus has the same objective — come one, come all — to get people there, and my goal was the same, to get people there and to get their input. It was my attempt at offering an open and transparent process that welcomes as much involvement as possible.

**Q** Morale around campus is down by many staff and faculty. You give kudos to some personnel who walk around talking a good talk and nothing for those who are actually doing the work. What do you plan to do to increase morale and recognize personnel who really work?

**A** If you have any suggestions, please feel free to call, e-mail or stop by the office to share it with me. However, I will commit to discussing and developing an Employee Recognition Program for employees going above and beyond with our students and internal customers.

If you have a question you would like President Elam to answer, please submit your question to your council president.

Faculty Council President · Leslie Richardson
Professional Council President · Tamara Hoodye
Classified Council President · Nancy Chacon

*All questions are submitted to Marketing without names or identifying information.*
The Texas Penal Code and the COM Employee

All employees strive to comply with college policies, but did you know that the Texas Penal Code, which is a set of laws governing crimes and their punishment, plays a part? For example, Chapter 39 of the Code is cited in DH (LEGAL) regarding employee standards of conduct, in DBD (LEGAL) as to conflict of interest, and in BBFB (LEGAL) for ethics/prohibited practices. So how would the Code impact an employee? One way is through Section 39.02 of Chapter 39, which is cited in policy and prohibits an employee from intentionally obtaining a benefit by virtue of their employment through misuse of College property, services, personnel or other things of value.

But what if an employee doesn’t comply with policy, lots of college policies have dos and don’ts? When a policy cites the Code, it’s especially in the interest of the employee to comply. For example, should an employee have an offense, Section 39.02 classifies the offense as either a misdemeanor or a state jail felony based on the value of the benefit obtained. As an employee of the College and a public servant, you are subject to the provisions of the Code cited in policy.

To read Section 39.02 of the Code, visit Internal Auditing at Infocentral. If you would like additional information, please contact the Internal Auditor.

If you have a question you would like Frank Scheidler to answer, please submit your question to your council president.