
The Collective Voice of Career Staff Employees

Learning Conversations Conference
October 22, 2008

Our Mission Statement

- The Career Staff Association is made up of career staff employees working together to address staff concerns, assist in employee development, and open lines of communication between the staff and college.

History

- Valencia's Career Staff Association was created in 2001
- Each individual campus was asked to organize their own council
- Approximately 6 months later a Collegewide Council was organized
- Approximately one year later the council developed their bylaws

FACTS

- CAREER STAFF ARE REPRESENTED ON 16 COLLEGE COUNCILS, COMMITTEES, TASKFORCE, OR WORK TEAMS.
- 39 INDIVIDUALS SERVE ON THE ABOVE MENTIONED GROUPS

Goal 1: To address employee concerns

- Healthcare costs
- Upward mobility
- Honest evaluations
- Opportunities for growth
- Raises
- Conflict resolution
- More and better COMMUNICATION
- Appreciation
- To truly be recognized by as a viable council within the college

Goal 2 – Control rising health care cost for career staff.

- Work closely with the new college Wellness Program
- Strongly encourage employees to participate in the Wellness Fair
- Health Care Assessment Push
- Florida on the Move Program
- Selection of healthier foods in cafeteria
- Raise awareness of campus Fitness Centers
- Stop Smoking Awareness Program

Goal 3: Encourage the Development of Career Staff

- By partnering with the Staff & Organizational Development Office to provide professional development classes.
- By participating in the development of a new career staff evaluation tool
- By participating in the design of College Learning Day
- Book scholarships for those seeking degrees
- On campus training opportunities provided by the councils
- Grapevine Awards

Goal 4: Provide outreach to the community

- Gift for Teaching Supply Drive – collegewide project (Career Staff Association will be spearheading with participation by other college groups)
- Encourage participation in local community walks (Cancer, Alzheimer's, Heart Walks)
- Annual Valencia 5K Run, Walk & Roll

A LAST THOUGHT:

- “I think everyone has a spark of greatness that needs to be given the opportunity to burn.”

Paul Hersey

