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Kim Russell Helen Dupont

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**Kim Russell – Director of Human Resources
Helen Dupont joined the interview**

May 29th, 2001

Interview – regarding history of college

Dr. Anthony: Kim as you reflect back what are some of the highlights that you remember? You've been here what - - 17 years or more?

16 years. One of my favorite things is when we first started – how involved everyone had to be in all aspects of what the college was doing. As we've grown, everyone has become more specialized. I miss all the contact with individuals. When we were on the first floor at CPC – we had constant walk-ins and I miss directing students to classes, helping them find their room numbers and things like that.

Dr. Anthony: The contacts and organization of

Yes

Dr. Anthony: You were on board when we were in the high rise weren't you?

Uh huh

Dr. Anthony: What was your observation of responsibilities there?

Well, when I walked in the door for my interview and then on my first day of work – I shared and office with the part-time purchasing. I had a box of applications Dr. Pike basically gave me the box of applications and told me to go do the personnel stuff. We got started and got forms from Grayson County College and Dallas County Community College and started process our own (???).

Dr. Anthony: So reflecting back who are some of the characters that you remember?

Oral (????) Johnston a consultant who came in and worked with us a little bit. He was quite a character.

Dr. Anthony: Still is!

Lots of fun moments!

Dr. Anthony: Were you pretty pleased with the way things moved, the process and everything?

Sure, we were talking the other day about how things were developing and how we were always pinching pennies. Guess that was because of Walter (Pike) always buying the cheapest things like chalk boards and things. If I had it to do over I'd probably be a little bit more aggressive now, buying better things, making a nicer impression on people. Silly things like that.

Dr. Anthony: Furniture and etc.

I think HR still has some of those old brown file cabinets that the college got from a law firm.

Dr. Anthony: What are some of the challenges that you faced back then?

Just the volume of work - - trying to get everything set up and running - - learning not being in a corporate environment. All the laws were different, not all of them but many of them.

Dr. Anthony: You started off by yourself then the first person you hired - - - you remember?

Yes, Sherry – can't think of her last name. Helen was hired in as receptionist – then when Sherry moved to the library then Helen came over to HR. It was just Helen and I for quite awhile. Then we hired Clark that next summer – Clark Baysinger. He helped us in the employment area and started taking a piece of that work. That was nice – having a little bit of professional help. Then I got pregnant and had Jonathan and Clark helped fill in while I was gone. After I delivered Jonathan I was feeling pretty good – this was at the end of a payroll cut off – he was calling me with payroll questions and I was trying to answer his questions.

Dr. Anthony: At the hospital?

At the hospital, so that was kinda interesting. We were so small so everyone had to do whatever it took to get the job done.

Dr. Anthony: As you reflect back on significant periods in the history of the college do you see any change in the direction of the college?

I really need to have more thought on this. I guess what happened with (Floyd ????) is probably the most significant change – wouldn't you think???? Wrong fit!!!!

(Dr. Anthony - - - I'm not sure if Kim was referring to D. Floyd or ??? Couldn't ever hear clear enough.)

Dr. Anthony: Wrong fit!

That will remain (????) that are still in that box over in the corner. But I think that was one of the 1st big issues. Real political issue also ----- ??? fast decisions.

Dr. Anthony: Looking back I think we've had some excellent people.

Absolutely, absolutely. We've had some great hires. We have some administrative staff with longevity. There are times that I wish we had _____ behind the hires to improve the quality of the hires but all in all I think we've done a great job.

Dr. Anthony: All the salary efforts thru the years - - - we've had banding and

I don't even want to go there. . . .

Dr. Anthony: Don't want to go there huh?

No, there are some things I wish we could have put in place. Do you remember that very 1st consultant that we got ??? beat out of town basically?

Dr. Anthony: Yes, I do.

If we could have implemented his plan I think we would be in better shape.

Dr. Anthony: Volatile time.

Yes, it was. That's probably the biggest most volatile time that affected me.

Dr. Anthony: What are some of the things that you'd like to see included in this book?

There were a couple of stories that we were laughing about earlier. They may be kind of hard to write down though. The story was about a time that I had to go on a trip – seminar – and this was pretty early times for the college. The very beginning of the time for HR to have computers and printers. We had a “inteli link” (sp) put on my printer because money was so tight that we only had one printer and this link enabled different ones in our office to queue up for the printer rather than all of the print jobs hitting the printer at one time – which if they did – all we got was garbage. Anyway, while I was

gone Jean and Helen had some data that they wanted to print and somehow it didn't print so they requested it to print many times - - - then - - - it did start printing and wouldn't stop. This thing printed over and over and over. They would try to cancel – stop the printer and still it would print. Jean called my husband – even though they had not ever met - - hoping that he could help to stop it since he was good with computers and Jean and Helen didn't have a clue. Reams – at least 2 – went thru the printer then started re-using – as budget was so tight they just knew they were going to be fired for the waste.

Then there was the printer that I messed up as I was trying to get a presentation for Shirley. Actually I was using the wrong paper.

Then another situation - - in September 1986 we were getting the new software SET (?) and this was the 1st payroll to run on this new software. We were going thru getting everything ready to go – we'd been working til 1 and 2 in the a.m. getting all data in and ready – working mega hours – just trying to get everything going right for the 1st go around cause remember we got HRS up and running in about 6 weeks which all other systems had months to get set up and we got down ready to print payroll and realized that our printer didn't fit the width of the _____ checks so we had to trim all the checks, they were pin fed at that time, then tape the checks to plain paper – so that was another of those little technology problems. We had all the checks stretched out in computer services and we were taping, taping and taping. Helen had to go to Grayson County College to pick up the associate faculty checks. Helen said: For contracts we had that dot matrix printer and that would take forever. Kim said: Walter was so worried about Helen with all that money – he said if anyone stops you – let them have it.

Dr. Anthony: We've been reminiscing here about some of the old times and some of the significant things and those are significant and also some of the humorous things as we move forward what stands out in your mind.

Helen said: On a conference – I thought for some reason that you had said that the administrative staff were going to Fresno California for a conference and that you were

going to Lake Texoma or something and I'm wondering why you're not taking a plane or chartering a bus to get you to the airport and finally when I found out you were going to lake Texoma I thought why are you going to Fresno California – have you ever been to Fresno California - - - no - - - I have no idea Dr. Anthony where I came up with Fresno California, like the kids tell me - - - you just make it up as you go along Mom.

Dr. Anthony: That's almost like Kim and Jimmy Carter.

Helen said: I have no idea and I remember we didn't have equipment in the _____ building and we had a box and Walt was always wanting it – it was a typewriter box and we used it as a telephone stand. Sherry Creighton and I worked in this little office with 1 desk and she'd use the desk sometimes and I would use the floor then we would switch up. We would type cards. We typed index cards for everyone that applied and back then when the college 1st announced that it was opening we had probably 5,000 applications.

Kim said: That was before computers were real active. That was to keep track of who had applied and we'd file the cards alphabetically.

Dr. Anthony: That was a 2 x 5 card?

Kim said: Exactly – with contact information on them. Helen said: That's right and we typed all day long. Walt always laughed about our makeshift telephone stand – but we didn't have room to put anything anywhere except on the box

Dr. Anthony: Walt used the box that the TV came in as his TV table.

Helen: I'm trying to think of something - - supplies - - Kim said: Oh it was when we were at (Pitney ??? office) well there was an office that was across the hall from us that were vacating their suite - - they had all these great office supplies that they were throwing away – cause they didn't want to move them I guess but the blue paper that they threw away was the paper that we used for Board Policies for years. We saved all that

blue paper – Beth Payne I guess was the one that started it. Board Policies were on the blue paper and procedures were on white paper.

Helen: Dr. Pike was interviewing me and it was so funny – he said this is what you'll be making – not important if he would be paying me or not – he said you'll be making \$12,000 and I said oh I thought it would be more than that – he said but you'll only be working 37 ½ hours and I said – I'm only working 35 hours now. So he called me that night and said – I'll pay more if you'll only come to work. We had back in that room – where we had the meetings for the entire faculty. . Dr. Pike was having all the employees stand up and introduce themselves and Dr. Pike stood and said "I've been with the college since 1965". Ha ha

Dr. Anthony: 20 years before . . .

Kim said: I remember that first Christmas party when we were at _____. We had sort of a feast – everybody brought something so we had plenty of food – then Toni and I went to the store and got all these little funny gifts and prizes. That's when we got these little binoculars that we gave to the focus ?? group.

Dr. Anthony: I've still got mine.

Kim said: We gave Walt something funny and that was when Toni was pregnant. Helen said: That's when it was announced.

Kim said: We gave Walt something and he read it as something that it wasn't. Not sexual but he read it that way – can't remember. Dr. Pike said Walt - - Walt Nielson. Oh funny. Purchasing person was sort of a runner so we gave her some batteries to keep her running.

Dr. Anthony: Yeah, I remember.

Kim said: Just goofy little things like that. It was fun. Helen said: Fresno – going to Fresno!

Dr. Anthony: Anything of importance to you that you think needs to go into the book? Characters – bookstore person – consultant – now that was a character. Something with Beth Payne.

Helen said: He's married now – stays in contact.

Kim said: How's Beth now – do we know?

Dr. Anthony: Have no idea – have no idea even where she is. Still get cards from Beth Henry. She's doing good, still married, has 2 adopted sons.

Kim said: Beth is one of those people that probably was one of the most interesting hires. We didn't have an opening – we just kind of created a position.

Dr. Anthony: She had such excellent references from Tarrant (?) County. There was a couple of people like that in fact Susan Evans – there was no opening either and I was talking to her on the phone and she was in Plano _____ and I ask that she call Rex Parcells and Rex hired her. That worked out well and some of those hires worked out real well in fact some were better hires than some of the planned hires.

Helen: Do you think Henry (?) and Lillie came in – weren't they both interviewing for the same job? Business and Industry??

Dr. Anthony: Both were continuing education. Lillie was CE too and we were also looking for Dean of Business I think at that time and Sue (??) said lets have Beth do CE and Lillie do the Business. It worked out then we sent Beth over to development after awhile.

Kim: I think its cause she was doing such a good job and just to expand her _____.

Dr. Anthony: Right. Can you think of anything else? I don't want to take too much of your time.

Helen/Kim: We can probably think of other things – if so we'll e-mail you.

Helen: I remember the 1st day I started I was standing in the doorway talking with Beth Henry and she introduced us and you said - - Oh you're the new kid on the block. Walt and I started the same day. We were the 7th and 8th and Kim was the 6th. Rebecca Crowell and I applied for the same job. She knows that she's going to get a call from me on August 26th cause that's my birthday and that's the day she started which was the job that was suppose to be mine.

Employees in order of hire:

1. Toni Allen Jenkins
2. Dr. Anthony
3. Walter Pike
4. Beth Payne
5. Rebecca Crowell
6. Kim Russell
7. Helen Dupont
8. Walt Nielson
9. Sherry Creighton
10. Cindy Hollifield
11. Ralph Hall 10-24-85
12. Debbie Floyd 11-1-85
13. Steve Ellis 12-2-85
14. Judy LaGrone 12-9-85
15. Sue Siebman 12-16-85
16. Glenda DeLeon 12-16-85
17. Billie Collins 1-2-86
18. Martha Tolleson 1-6-86 (Martha was the 1st faculty member hired)
19. Stephanie Meinhardt 2-1-86
20. Judy Richardson 2-1-86
21. Rodney Boyd 2-11-86

22. Peter Leitner 3-3-86

Martha Tolleson was the first faculty member hired.