



Quarterly Newsletter | December 2019

This quarter our newsletter rounds out the year with three members sharing a sample of their #MyACCCA stories, Conference highlights, Budget Workshop details, a new installment of *What's RIGHT with this Picture?* and more!



*Members of the 2019 Admin 201 cohort show how to tell your ACCCA story (#MyACCCA) and at the Conference in Riverside, you'll get your chance to do just that! Who was the ONE to inspire you? Who first introduced you to ACCCA? What is your favorite ACCCA memory? You can share your story at this year's conference in our special "confessional" booth and we may use your story in future newsletters! **Your ACCCA story** will encourage others to continue to pursue their career goals and build their network in ACCCA!*

45th Annual Conference in Riverside

Our 2020 Conference has been carefully curated to make sure there is something that can resonate for every administrator, and a lot that will stay with you long after you leave. Thanks to



an amazing response to our call for presenters, we've expanded our menu of breakout sessions and enhanced our general sessions. We've also got a special surprise for all ACCCA members who attend the conference this year, and a reward for those who decide to join on the spot!

Remember, this is the conference created *BY* administrators *FOR* administrators and if you've got your career on your mind, it's the place to be in February!

[Register Now](#)

Conference Keynote Speakers:



Dr. César A. Cruz

From marching 76-straight miles, to hunger striking for 26 days, César has dedicated his life to fighting for justice.

He has been an educator for 23 years, in positions of leadership for the last 17 years, most recently serving as the Dean of Secondary Schools Program at Harvard University. He co-founded the independent school, Making Changes, out of his home and has sought to create autonomous education spaces. He received his doctorate in Educational Leadership at the Harvard Graduate School of Education, becoming the first Mexican immigrant male to do so.



Terisa Siagatonu

Terisa is an award-winning poet, teaching artist, mental health educator, and community leader born and rooted in the Bay Area.

Her presence in the poetry world as a queer Samoan woman and activist has granted her opportunities to perform and speak in places ranging from the White House (during the Obama administration) to the UN Conference on Climate Change in Paris, France. The most memorable moment in her career was receiving President Obama's Champion of Change Award in 2012 for her activism as a spoken word poet/organizer in her Pacific Islander community.

Terisa's writing blends the personal, cultural, and political in a way that calls for healing, courage, justice, and truth.

Dr. Cruz will bring a message of hope for the future and demonstrate how you have a critical role in a student's success.

She will be that spark of inspiration you need right now, and help us see our current reality in a beautiful new way.

DEADLINE APPROACHING: Nominate a Colleague Today!

Is there a deserving administrator on YOUR campus? There's still time to submit a nomination to honor them! *(Don't delay, the deadline is December 15th!)*

Each year, we take time to recognize some of our exceptional colleagues for their excellence in leadership in the field of community college administration. On your own campus, you may know of a colleague who stands out for their contributions to the institution, and we are offering a wonderful way to let them know how much they are appreciated!

[Submit Nomination](#)

Volunteer Shout Out!

"Count Me In!"

Thank you to the Volunteers helping us select the 2020 Recognition Award winners:

Charo Albarran
Tammy Montgomery
Jeremy Brown
Renee Craig-Marius
Sofia Ramirez-Gelpi

Consider Volunteering yourself!

[Take the Survey Now.](#)



Less than one hour after sending out the request, **25 people** from our volunteers list responded to serve on a committee of 5 needed to select award winners at the 2020 Recognition Program. While Community College administrators are not known for having a lot of time on their hands, our ACCCA membership continues to step up and meet the needs as they arise.

Our Newest Members

On Our Way to 1600 Strong, Welcome New Members!

REGION TWO

Mariella Guzman-Aguilar

REGION EIGHT

George Bradshaw

Karen Hubbard

REGION THREE

Mike Holtzclaw
Dennis Franco

REGION FOUR

Maria Escobar
Andrew Chandler
Lori Silverman
Marie Noriega
April Henderson

REGION SIX

Matt Calfin

Victor Rojas
Nathaniel Harrison

REGION NINE

Wallace Johnson
Patty Quach
Darren Otten

REGION TEN

Myesha Jackson
Leticia Diaz
Krystal Henderson

What's RIGHT with this Picture?

San Bernardino Valley Colleges' Strategy for Success!"



Impacting student's lives through education provides a ripple effect that positively impacts the lives of their families, their quality of life, and the quality of place in the communities where they live and work.

San Bernardino Valley College is implementing just such a ripple effect which started with a Guided Pathways initiative championed by the faculty and President Diana Z. Rodriguez in May 2019. All classified staff, faculty, and administrators were invited to engage in the conversation. These stakeholders were a part of the dialog from the onset, and as a result, the program is moving forward smoothly because everyone understands the basis of the SBVC Guided Pathways strategies and had input into the results they hoped to see.

“Throughout the year, our team has created the foundation needed to take SBVC and our students into the next decade,” said President Rodriguez. “The paradigm shift focused on Guided Pathways being embraced by our campus community and we are implementing strategies throughout campus developed from our dialogue on how to improve student completion and success rates.”

Current SBVC students were also invited to join the conversation which

provided unique insight - especially with initiatives like AB 705. “Some students were excited, and some were a little intimidated by the lack of remediation courses. Some haven’t done a quadratic equation in a long time, but this gave us an opportunity to come alongside the student and reassure their understanding of the process,” added Rodriguez.

“The foundation of “what’s right with our strategy” is we started with a common goal, returned to the heart of our mission, and are maintaining a laser focus on achieving our goals,” added Rodriguez. “These core values can be summed up in two words- student success. Success in life, achieving student goals, providing for their families now and in the future, and success in implementing positive change in the communities we serve.”

SBVC plans to stay the course for their remaining Guided Pathways ‘paradigm shift’ objectives into the year 2020, while also maintaining a mindset of continuous improvement for current strategies. “While progress is being made,” Rodriguez said. “We don’t just have Guided Pathways meetings- it’s a call-to-action team that comes together on a regular basis and we will always look for ways to improve our strategies for our students.”



Advocacy Roundup

MARK YOUR CALENDAR: January 15, 2020

Annual ACCCA/ACBO Budget Workshop

Moderated by **Doug Houston**, our Budget Proposal Analysis Panel includes:

Chris Ferguson
Analyst, Dept. of Finance

Edgar Cabral
Analyst, Legislative Analyst's Office

Eloy Oakley*
Chancellor, Calif. Community Colleges

Aaron Brown
Vice Chancellor for Business, Riverside



Each year, ACCCA and ACBO

CCD

Joe Wyse

Supt./Pres., Shasta CCD and Chair, CEO Board

The SCFF State of the State Panel, moderated by **Aaron Brown**, includes:

Ann-Marie Gabel

Vice Chancellor for Business, South Orange CCD and Member of the SCFF Oversight Committee

Jim Austin

Special Assistant to Chancellor Eloy Oakley, CCCCCO

Willy Duncan

President/Superintendent, Sierra CCD and Chair, SCFF Task Force of the CEO Board

Brian Sanders

Chief Instruction Officer, Columbia College and CIO Representative to the Consultation Council and Administrative Leadership Council

**invited/not confirmed*

collaborate to host a unique opportunity to hear from a panel of experts from the Chancellor's Office, Department of Finance, and the Legislative Analyst's Office, among others, to review the Governor's budget proposal just days after its release.

The event provides an open forum to engage with these leaders and your colleagues from around the state about the current financial realities and prospects for the near future.

EVENT DETAILS:

When: Wednesday, January 15, 2020 - 10:00 am to 2:30 pm

Workshop Location:

Hilton Arden West, Sacramento
2200 Harvard Street

Keynote Speakers:

Assembly Member **Jose Medina**, *Chair, Assembly Higher Education Committee* and **Robert Kleinhenz**, *Economist with UC Riverside**

[Register Now](#)

Professional Development for Administrators and Managers

Prepared to Lead?



On November 21st a team of ACCCA Volunteers, along with Executive Director Susan Bray presented a pre-conference session at the CCLC Conference in Riverside based on feedback from ACCCA members and program participants. The session: ***Prepared to Lead: Matching Training Options to Performance Needs***, explored the nature of existing training opportunities and what is needed to help administrators address the challenges of the system's "Vision for Success."

The session explored data for new administrators; those moving into leadership roles and opportunities on the horizon for future training programs. Those attending the session contributed their ideas and ACCCA's Management Development Commission will use their feedback to strengthen existing programs and inform new content development.

Kudos to Doug Houston, Chancellor, Yuba CCD; Charlie Ng, VP Human Resources at MiraCosta CCD and Geisce Ly, Dean of the Downtown Campus, City College of San Francisco for their leadership and help in bringing new training options to administrators!

**SAVE
THE
DATE**
Aspiring CEOs Program 2020

**A COLLABORATIVE EFFORT
BETWEEN CCLC & ACCCA!**

Session One: November 18, 2020
CCLC Annual Conference - Hyatt Regency, San Francisco

Session Two: February 16, 2021
ACCCA Annual Conference - Hyatt Regency, Monterey

- Engaging Sessions
- Skill Building Webinar
- Mock Interviews
- Public Forum Workshop

Registration will open spring 2020

www.accca.org



REGIONAL EVENT ALERT!
**Management Essentials
One-Day Workshop
Feb. 25th in Riverside
Register Today!**

New Program for Those Transitioning to the CEO Role!

Also at the League conference, CEO Larry Galizio announced a new collaboration between ACCCA and the League that has resulted in a new skills development program aimed at helping administrators move into the top leadership spot. The *Aspiring CEOs* program will debut at the November 2020 League Conference, and its cohort of 35-40 participants will complete their training at the ACCCA Conference in February, 2021.

Watch your email for application details in the spring!

The next ACCCA regional training event is set to take place in Riverside (Region 9) on February 25th. The new workshop, *Management Essentials*, is a full day of training for new administrators and managers on the essentials of managing in today's community college environment. The workshop is being presented as a pre-conference activity on the day before the start of the ACCCA Conference and the program will be held three more times, in the North and South, to provide greater opportunity to get these essential management skills members have told us they need.

[Learn More](#)

Business Member Profile

ACCCA is pleased to introduce our newest business partner



SchoolsFirst FCU began in 1934, when 126 school employees pooled their resources to start a new Member-owned financial cooperative, built upon the philosophy of “people helping people.” Both then and now, the Credit Union is committed to serving the financial needs of school employees and their families. Today, SchoolsFirst FCU’s Membership is 900,000 strong, with more than \$16 billion in assets.

Unlike traditional banking institutions, the Credit Union returns profits to its Members in the form of lower interest rates on loan products, higher savings rates and low or no fees on products and services. As a steadfast partner to the educational community, SchoolsFirst FCU offers products designed specifically for school employees, such as a School Employee Mortgage Program with down payments as low as 5%, a School Employee credit card, a savings account that helps them set aside money for the summer months, and no-interest classroom supplies and uniform loans.¹

The Credit Union also offers professional guidance, another great benefit of Membership. Many have changed their lives for the better by creating a financial plan and sticking with it, including recent retiree Angela M., who taught for 40 years. “I always felt like SchoolsFirst knew who I was,” she says. “Now all these years later, when I see how that money has grown in a safe place, I am very happy that I did exactly as I was told because it allowed me to maximize my salary.”

Member Brian M. loves the ease of banking on the go, using the credit union’s Online and Mobile Banking whenever he travels. “I’ve been able to transfer money when in Japan and Dubai,” Brian says. “The Mobile Banking App allows me to live life without borders or barriers and have full control over my financial well-being no matter where I am.” In addition, the Credit Union has 53 branches in Southern California, and more than 290 fee-

free ATMs and 28,000 fee-free ATMs shared with other credit unions through the CO-OP network.

The Credit Union's passion for serving community colleges and their school employees is what led to its business partnership with ACCCA. SchoolsFirst FCU will be happy to make onsite visits to help your employees become Members and learn about its many benefits. Visit www.schoolsfirstfcu.org to learn more.

Insured by NCUA.

1. All loans subject to approval.

Benefits of Membership

New and Improved ACCCA JobTrac - Check it out!



We are excited to share the new and improved JobTrac! Calling all HR folks and recruiters – submitting jobs just became easier! The interface is much easier to customize and allows you to manage your job listings - if you need to edit a post or you want to extend the application deadline - you can do all that right here in the NEW JobTrac!

For anyone looking for a new position at a community college, we just made your search easier! Say goodbye to scrolling through long job posts - the new interface is streamlined and easy on the eyes. Sort by job classification, location or keywords and simply click a job title and it will expand to the full listing with a button to apply. Use the new “Job Alerts” feature to receive emails *at your preferred frequency* when a new job you might be interested in is posted to JobTrac.

We can't wait for you to check it out! Visit and create your login to see all the great new features of ACCCA's JobTrac!

Check It Out

ACCCA Salary Survey Underway NOW!

Right now HR offices across the state are busy completing the 2019 ACCCA salary survey so all districts can be included in the most comprehensive analysis of administrative salaries and benefits available. The *ACCCA Benchmark Compensation Report* will be released at the conference, but you can get a look at prior year reports now on the ACCCA website.

Provided free to members for decades, this report has become an invaluable

tool for anyone seeking information on statewide administrative salary trends and to compare their own district with those of like size, region or other filters. If you see your Human Resource director on campus today, thank them for participating!

See Link to Past Salary Surveys

ACCCA Legal Services

ACCCA has partnered with **CLC Incorporated** to provide legal services to all members. Members have unlimited free telephone legal consultation for a wide range of legal matters, including any work-related and employer-employee issues. The service also covers civil, consumer, family, real estate, landlord/tenant, motor vehicle, criminal, immigration, and estate planning issues through:



- Unlimited free phone consultation
- A free one-hour, in-person legal consultation with an attorney matched to you
- Will preparation assistance
- Discounted document preparation
- An optional National Identity Theft Prevention and Response Program
- 25% discount on billable hours

To access your CLC Legal Services Benefit please dial: 1-800-541-9701. Be sure to have your ACCCA Member Login Number ready. If you need assistance call the ACCCA office at (916) 443-3559 or email membership@accca.org.

[More About This Benefit](#)

Benefits of Membership

Events Calendar

Key Upcoming Dates:

December 13, 2019– Award Nominations Deadline

December 23, 2019 through January 1, 2020 – Winter Break/ACCCA Office Closed

January 14, 2020–ACCCA Board Winter Meeting, Sacramento

January 15, 2020–Annual ACCCA/ACBO Budget Workshop, Sacramento

February 25, 2020–Regional Event: Management Essentials, Riverside

February 26-28, 2020–ANNUAL ACCCA CONFERENCE, Riverside



Suggestion Box

Have an idea for an article? Perhaps you'd like to



nominate a colleague for the Member Profile? Any suggestions you have to improve ACCCA are welcome here.

[Submit Your Suggestion](#)