



2022 ACCCA Annual Conference
February 23-25, 2022
Hyatt Regency Monterey, Monterey CA

Tuesday, February 22nd

**8:15 a.m. – 4:15 p.m. ACCCA Pre-Conference Workshop *Management Essentials*
(Separate Registration Required)**

Wednesday, February 23rd

8:00 a.m. – 5:30 p.m. Conference Check-In/Hospitality Desk Open

8:00 a.m. – 5:00 p.m. Mock Interviews (separate registration required)

8:00 a.m. – 9:45 a.m. Mentor Program Meeting (2022-23 Class Orientation)

10:00 a.m. – 7:30 p.m. Exhibit Hall Open

10:00 a.m. – 11:30 a.m. Welcome to the 46th Annual ACCCA Conference!

Keynote Presentation by GT Reyes:

A settler on Huichin Oholone ancestral land, aka East Oakland, Dr. G.T. Reyes (Taga-Ilog & Kapampangan) is a community-engaged scholar-artist-organizer-PRAXISioner. His work is grounded in the empowerment of young folks, teachers, school leaders, and cultural workers to radically imagine and build capacity to transform their own realities while both excavating and honoring their ancestral ways of being and becoming. As an Assistant Professor in the Educational Leadership for Social Justice Ed.D. program and Preliminary Administrative Credential Services program at California State University, East Bay, he is an active part of cultivating programs that have liberatory potential and power. His approaches to educational leadership development, research, and professional learning are rooted in critical, socio-cultural, & ethnic studies discourses that forefront culturally sustaining and radical healing pedagogies while also decentering whiteness and coloniality.

In addition to his work at CSUEB, he coaches school leaders and is also a founding school designer and Board member for the forthcoming Homies Empowerment Community High School for Oakland Success (HECHOS), which aims to welcome "home" formerly incarcerated, gang-impacted/involved, and school-marginalized youth to invoke and reframe the Warrior, Scholar, Hustler, and Healer within and toward a vision of emancipation and self-determination. He completed his Post Doctoral Fellowship from Stanford University and his Ph.D. in Language, Literacy, Society, and Culture in Education at the University of California at Berkeley.

11:30 a.m.-11:45 a.m. Refreshment & Technology Break

11:45 a.m.-12:45 p.m.

Concurrent Sessions Round #1

#1 Putting the Money Where Our Mouth Is

The California Community College Chancellor's Office (CCCCO) has made clear their commitment to serving the needs of queer and trans students. Despite this stated commitment, funding allocated to extend or develop innovative and impactful programs to serve queer and trans students has been lacking. Please join the presenters, as they unveil the grant program from the Chancellor's Office providing financial support to campuses in setting up services to serve our queer and trans students.

Presented by: Michael Quiaoit, Dean of Educational Services and Support for the CCCCCO and **Dr. Emilie Mitchell**, Interim Dean of Social and Behavioral Sciences at Cosumnes River College and Co-Lead of the CCC LGBTQ+ Summit

#2 The SJCC Student Equity Framework: A Guide to Operationalize Equity and Empower Student Success

Equity principles bolster student development and learning outcomes when integrated into the design and delivery of programs, curricula, policies, processes, and services. As such, community college administrators must look forward, thinking of collaborative, innovative, and effective ways to operationalize equity and empower campus community members with the means to identify, the agency to challenge, and the authority to remove inequitable structures. This session will highlight the development and implementation of the SJCC Student Equity Framework. The SJCC Student Equity Framework integrates six thematic areas (Awareness, Assessment, Advocacy, Access, Achievement, and Action) to serve as an equity assessment tool toward strengthening and sustaining student success.

Presented by: Dr. Rene Alvarez, Dean of Academic Success and Student Equity, San Jose City College, **William Garcia**, Vice President of Student Affairs, San Jose City College and **Blake Balajadia**, Director of Student Development and Activities, San Jose City College

#3 Elevate: Strategies for Engaging Teams for Innovation

As community college administrators, we frequently come into an existing team with its own challenges, personalities, and history. When we have new ideas, we can't just hire new people with new skills. Instead, we have to motivate our team to try new things.

In this interactive session, participants will talk about common challenges related to managing employees and learn how to use those issues as opportunities to support innovation. We will discuss proactive steps managers can take to avoid employee issues, as well as strategies for handling

evaluations, discipline, and conflict in ways that result in higher employee engagement. Participants will learn concrete strategies to engage and grow employees within our system, and learn how leadership can help existing employees innovate. Designed for newer administrators.

Presented by: Shelly Blair, Dean of Innovative Learning and CE, Coastline College

#4 You mean they get to see my email?! Responding to California Public Records Act Requests

This will be an interactive session covering the CA Public Records Act, required administrator response, how different constituencies (student journalists, parents, private investigators, union reps, the media, and your own employees) are using the Act to examine your operations, and how to manage risk associated with these records. The session will include a multimedia presentation, facilitated discussion, and learning activities that involve the attendees.

Presented by: Mark Fields, Dean of Academic Affairs, Laney College

#5 Equity at the Margins: Building High Quality Prison Education Programs

This session will focus on practices that build, stabilize and support the growth of quality degree pathways in state and local correctional facilities. Based on the experiences and reflections of a pilot turned regional program, we will examine the ways in which our equity work must travel to the margins of our communities in order to ensure education truly belongs to all. Practical and programmatic insight will be shared, as well as strategies for building a high quality network of allies. Efforts to support guided pathways, social justice, anti-racism, recidivism reduction, and campus culture will be explored.

Presented by: Dr. Mariko Peshon McGarry, Dean, Prison and Reentry Education Program, Folsom Lake College, **Dr. Monica Pactol**, Vice President of Instruction, Folsom Lake College

12:45 p.m.-1:45 p.m. Lunch & Networking

1:45 p.m.-2:45 p.m.

Concurrent Sessions Round #2

#1 At the Intersection of Race, Religion & Sexuality

*Students come to institutions with many complex identities, and institutions must understand all disproportionately impacted identities, which can be related to racial, sexual, gender, and/or spiritual identities. This workshop will share research and practices to serve students who are LGBTQ+, religious/spiritual, and racially minoritized. Attendees will hear narratives of Queer and Trans BIPOC students as they encountered isolation, hate crimes, distress, and then a passion for social justice. This presentation will enlighten administrators and equip them with resources to support students encountering hostile campuses; the workshop will close with specific actions for administrators and institutions to implement to ensure students are holistically served, supported, and guided to success. The presentation is based on Dr. Moon-Johnson's bestselling book, *Beyond Surviving: From Religious Oppression to Queer Activism*.*

Presented by: Dr. Joshua Moon-Johnson, Dean of Student Services and Title IX Coordinator, American River College

#2 Achieving Equitable Dual Enrollment in Rural California

Multiple barriers to higher education exist in rural California. Rural areas represent the lowest incomes, least access to higher education, and lowest educational attainment in California. How can we best provide equitable supported access to higher education in some of our most underserved areas? Personalized, wrap-around support for the dual enrollment environment is a good place to start.

Join me on a journey to discover how Mendocino-Lake Community College District, in a service area of 3,200 miles, with no four-year university, has creatively used the tools made available during the pandemic to offer dual enrollment opportunities in over 15 different high school districts, with student bodies ranging from 1,594 to 9! Evidence based data and statistics, combined with personalized student stories await you.

Presented by: Amanda Fox Xu, Ph.D. Dean of Centers, Mendocino College

#3 Dodging Disaster: Understanding the Impact of Latent Bias in Recruitment

Bias acts as a cognitive shortcut, moving a thought process through pre-determined tendencies without resorting to higher level critical thinking. This workshop explores biases that extend beyond protected characteristics, and which many don't realize play a role in safeguarding an equitable recruiting process. Participants will be asked to identify and reflect on the mental shortcuts that can place a thumb on the scale during the hiring process.

Presented by: Randy Erickson, Principal Attorney, Erickson Law Firm, **Charo Albarran**, Associate Vice President, Human Resources Training and Development, Napa Valley College

#4 Listen to Your Heart

In a time when restorative practices are necessary, this presentation will offer strategies to lead and survive in a world that can be full of ego-driven people and toxic work environments. Avoiding burnout requires healthy boundaries and work/life balance in a world of technology and access where there are no borders. This interactive session will engage participants in self examination, exploration of concepts, and solution seeking.

Presented by: Dr. Jennifer Zellet, Vice President of Instruction, Modesto Junior College, **Dr. Lonita Cordova**, Vice President of Student Services, San Joaquin Delta College

#5 DEI: Is Disability Included?

The short answer to the question in the title is yes. The long answer is: it should be. According to the CDC, one in four adults in the United States has a disability making the disability community one of the largest minority groups. As such, establishing the foundation for and maintaining successful diversity, equity, and inclusion (DEI) initiatives should start with including this significant minority group. Even more so, the structural inequity students with disabilities face are often compounded by race, ethnicity, and immigration status. This presentation will provide historical background and the current status of services for students with disabilities and explore potential solutions as to how to include them in the DEI efforts.

Presented by: Edina Rutland, Director of Student Accessibility Services, San Jose City College

2:45 p.m.-3:00 p.m. Refreshment & Technology Break

3:00 p.m. – 4:00 p.m.

Concurrent Sessions Round #3

#1 Creating Shared Ownership of Institutional Data

Having accurate data is essential to decision-making about student success and institutional effectiveness and is also now the basis for revenue generation and performance monitoring. This session will describe how the North Orange County Community College District engendered shared ownership of institutional data through virtual districtwide data discussions utilizing interactive, hands-on sessions, small group facilitators, and “live” documentation. Over the course of 27 districtwide meetings in 2020-2021, more than 100 employees collaborated to identify roles and responsibilities (RACI Matrices), create documentation of data processes (MIS Desk Guides), and develop action plans for improvement. Strategies for increasing communication and collaboration around data accuracy and integrity, capitalizing on the current remote work environment will be shared and discussed.

Presented by: Gabrielle Stanco, District Director, Research, Planning and Data Management, and **Dr. Cherry Li-Bugg**, Vice Chancellor, Educational Services and Technology, North Orange County Community College District

#2 Leading an Educational Revolution: Linking Institutional and Personal Values

Leading an educational revolution is a complex and multifaceted process for CCC administrators. Everyday values and beliefs impact the way leaders function, make decisions and work with teams. To create long lasting systemic change, leaders must start with examining their own ambition, ethical behaviors, and leadership style through self-reflection and connecting personal values to those of the institution. This session will explore Values Based Leadership (VBL) models for ethical, authentic, and transformational leadership to maximize long term effectiveness, institutional outcomes and to revolutionize your educational institution. Are you ready?

Presented by: Nicole Jones, Dean of Counseling, Cuyamaca College

#3 Reinventing Service in A Time of Panic and Pandemic

Shelter-in-place orders in March 2020 forced colleges to reimagine and reinvent how we work and how we serve. Community Colleges across the state needed to radically pivot to fully online remote services in a manner for which there was no manual, roadmap, nor atlas. We underwent radical shifts in organization and reinvented our service to reach students and live our mission. How does a college navigate this shift while retaining a strong sense of belonging and community? Ohlone College embraced this journey (with trepidation) and rediscovered the transformative power of people and purpose. In this session we will explore the challenges and unique solutions we faced as an organization and our planning processes as we realized there is no returning to our more static pre-pandemic model of education and service.

Presented by: Ghada Al-Masri, Dean of Social Sciences, Ohlone Community College

#4 Integrating Diversity, Equity & Inclusion into your District

No matter where you are in this process, beginner, intermediate or advanced, this panel will help you take the next step in embedding DEI into your campus culture. This session will provide ideas and open dialogue to uncover strategies for making every student and employee feel welcome and included in your District.

Presented by: Diane Fiero, Deputy Chancellor and Chief DEI Officer, Santa Clarita Community College District, **Cindy Vyskocil**, Vice Chancellor, Human Resources, South Orange Community College District, **Crystal Crane**, Executive Director, Human Resources, Coast Community College District

#5 TT

The Obstacle was the Way: Strategic Leadership and Maximizing Resources: Eric Klein
Increasing Transfer Student Retention Rates at Four Year Institutions: James Bunker
Mentoring: An ideal way to serve and create relationships: Julie Kiotas

4:00 p.m. – 4:15 p.m. Refreshment & Technology Break

4:15 p.m. – 5:15 p.m.

Concurrent Sessions Round #4

#1 Panthers, Butterflied, Farm Workers & Disability

THE BLACK PANTHERS, THE BUTTERFLY BRIGADE, AND THE UNITED FARM WORKERS OF AMERICA; THEIR ROLE IN THE DISABILITY RIGHTS MOVEMENT.

Not everyone is aware of the degree to which the disability community has significantly contributed to and relied upon the intersectional character of America's civil rights history. The Section 504 Sit-In, the longest occupation of a Federal building in US history, was as deeply intersectional as the disability community itself. While the disability community has come a long way since the passage of the Americans with Disabilities Act, it still has a surprisingly long way to go. Access, inclusion, and universal design by post-secondary administrators, faculty and staff is the single most necessary and promising pathway to equity for ALL students.

Presented by: Paul Grossman, J.D., P.A., Executive Counsel, Association for Higher Education and Disability, **Malia Flood**, Ph.D., Dean of Access and Wellness, Mt. San Antonio College

#2 Predicting the Future: Exploring Hybrid Learning through Many Voices.

In this session we will explore how specific engagement methods focused on equity - workshops and community surveys - were used to create an inclusive and well informed master plan for the Grossmont-Cuyamaca Community College District (GCCCD).

This case study illustrates how an institution can navigate the uncertainties related to a hybrid learning future: campus spaces, budget priorities, pedagogy, culture, equity, and student, faculty, and staff experience. We will include results from the Education Engagement Index: national survey research on community college student and faculty experience and future preferences for hybrid learning. This session will not only share the different techniques used to engage with the campus community, but also how the findings were interpreted to inform a master plan.

Moderated by: Deborah Shepley, Principal, Gensler

Presented by: Erin Cubbison, Strategy Director, Gensler and **Brianna Hays**, Senior Dean of Institutional Effectiveness, Cuyamaca College

#3 Negotiation Boot Camp - How to Prepare for Collective Bargaining

This workshop will provide an overview of labor relations and collective bargaining in community college districts and how administrators can effectively prepare. Topics will include the preparation and presentation of initial proposals and the relevant authority and recent legal developments regarding bargaining requirements and obligations under the EERA. It will also include the various roles of each team member and board, and offer strategies on how to build improved labor relations, present financial data, retain management rights, and avoid grievances and unfair practice charges.

Presented by: Randy Erickson, Principal Attorney, Erickson Law Firm, **Kim Widdes**, Executive Director, Human Resources, South Orange Community College District, **Cindy Vyskocil**, Vice Chancellor, Human Resources, South Orange Community College District and **Ann-Marie Gabel**, Vice Chancellor, Business Services, South Orange Community College District

#4 Heading for the Exits: The Administrative Exodus in the California Community Colleges and Strategies to Confront it

It's called alternatively "The Great Resignation" (NPR, HBR, The Atlantic, Washington Post, etc.) or "The Great Reshuffle" (LinkedIn, Bloomberg, etc.). Employees, across all stages, are leaving employment all together or changing careers for reasons not seen at this scale prior to the Pandemic. This is especially true for leaders. Recent national statistics, and our own eyes, are telling us that when the going gets tough, even the toughest leaders are choosing to just GO.

Increasing early retirements and fewer quality candidates in hiring pools all point to one inescapable fact: community colleges are quickly losing the leadership game. And why is that? What used to be seen as a desirable top-tier profession is now, for many, something to be endured and survived, and hopefully escaped with health, reputation and sanity intact.

A growing chorus of those heading for the exits are telling us that a lack of respect and support, increasing politicization of local boards, growing dissatisfaction with working conditions, frustrations with ever-shifting state priorities and the impacts of the pandemic are top motivating factors. Organizations like ACCCA, ACBO, ACHRO and the League among others, are working to find ways to mitigate these impacts and exploring policies and practices that will support administrative teams as they manage in this volatile, sustained-crisis environment.

Our panel includes the perspectives of current system leaders and those about to exit their leadership roles; it will also include executive coaches and professional wellness experts who are working diligently to develop and deliver solutions to this challenge. Our dialog will explore both constructive policies and practices that can be implemented now as well as the need for a greater focus on long-term support and wellness. If you're concerned about the future leadership of the California Community Colleges, you need to take part in this discussion!

Presented by: Doug Houston, Chancellor, State Center Community College District, **Willy Duncan**, Superintendent/President, Sierra Community College District, **Samia Yaqub**, Superintendent/President, Butte-Glenn Community College District

#5 Cultural Competence & Sensitivity in the Workplace

Understanding people of different backgrounds and cultures is increasingly important in today's multicultural work environment. Cultural sensitivity training can help educational institutions increase cultural competency and prevent conflicts that can lead to incidents of discrimination, harassment and

retaliation. Participants will learn what it means to have cultural sensitivity and how to implement culturally sensitive behavior.

Presented by: Ashlee Reece, Associate, AALRR, **Jackie Hang**, Associate, AALRR

5:15 p.m. – 7:30 p.m. Annual “FUN’D” Raiser Reception with the Exhibitors

Join your colleagues and our conference vendors for an evening of fun, food and festivities. One drink ticket per person is provided behind your badge, and a cash bar will be available throughout the event. Purchase 50/50 Raffle tickets for \$5 each or five for \$20 and support the Mentor Program Scholarship fund! Tickets may be purchased at the ACCCA Desk or from members wearing ticket aprons from 2:00 p.m. to 7:00 p.m.

The drawing for the 50/50 Raffle will be held at the start of the Association meeting on Thursday, February 24st at 4:30 and **you must be present to win!** Be sure to have your tickets with you and to be on time to the session.

Musical Entertainment provided by: Bobby Nakamoto

7:30 p.m. Evening on Your Own—Monterey!

Visit the Guidebook app or the ACCCA Desk for more information!

Thursday, February 24th

8:00 a.m. – 4:30 p.m. Conference Check-In/Hospitality Desk Open

Be sure to stop by the **ACCCA Membership Kiosk** to check out the latest programs, benefits and information compiled exclusively for ACCCA Members, and those who want to be! You can also sign up to participate in a virtual focus group; update your member profile; get a look at the latest Benchmark Compensation Report for Administrators; review community college job opportunities and drop off brochures for positions that may be currently open at your campus.

8:00 a.m. – 4:00 p.m. Exhibit Hall Open

8:00 a.m. – 9:00 a.m. Deluxe Continental Breakfast

9:00 a.m. – 10:20 a.m. General Session

Keynote Presentation, Introducing the Coalition: Unity is Our Superpower

The Coalition was birthed pre-COVID in Los Angeles in 2019 when three higher educational organizations decided to stand in solidarity in addressing conditions of inequity within the California Community College system. These organizations include the [African American Male Education Network and Development \(A2MEND\)](#), [Asian Pacific Americans in Higher Education \(APAHE\)](#), and [California Community College Organizacion de Latinx Empowerment Guidance & Advocacy for Success \(COLEGAS\)](#).

Presented by: Dr. Rowena Tomaneng, President, San Jose City College; **Dr. Edward Bush**, President, Cosumnes River College; **Dr. Eric Ramones**, Associate Vice Chancellor of Human Resources, West Valley-Mission CCD; and **Michelle Batista**, Vice President of Student Services, Lake Tahoe Community College

10:20 a.m. – 10:45 a.m. Networking, Refreshment & Technology Break with Exhibitors

10:45 a.m. – 11:45 a.m. ACCCA Business Colleague Roundtable

10:45 a.m. – 11:45 a.m.

Concurrent Sessions Round #5

#1 Successfully Navigating the Ripple Effects of Community College Regulations and Initiatives

There are more opportunities than ever to use the constantly changing landscape to our advantage. Despite the many regulations and initiatives that govern our funding, we can take what we know and expand our capacity to grow programs and serve students. This presentation will provide strategies developed through lived experiences resulting in successful outcomes! .

Presented by: Dianne Van Hook, Chancellor, Santa Clarita Community College District, **Jason Hinkle**, Controller, Santa Clarita Community College District

#2 Real Talk with Women of Color in Community College Leadership

In this session, our panelists will share their stories of becoming successful women of color as community college administrators. Facilitators will ask them to describe their journeys and their experiences, triumphs and challenges they have faced, and how they have persevered along that path. Those in attendance will also have the opportunity to ask questions of the panelists.

Moderated by: Martha Clavelle, Dean of Counseling Services, Grossmont College, **Presented by: Denise Whisenhunt**, JD, Grossmont College President, **Dr. Marsha Gable**, VP Student Services, Grossmont College, **Dr. Shakerra Carter**, VP Student Services, San Diego College of Continuing Education, **Dr. Tina King**, Assistant Superintendent/VP for Student Affairs, Southwestern College

#3 The Need For New Talent To Replenish The Ceo Pipeline Is Crucial And Requires Individual And Institutional Planning On Who? How? When? What? And Where

The need for CEO leadership is ever-changing, and the steps to get there are even more complex. The need to improve inclusiveness and top leadership begins with understanding what is needed and removing the mystery.

This session will provide practical steps on how to position oneself to become a community college CEO while avoiding missteps on the way to getting there. Using case studies and the experiences of the Buttimer Awardees and Sitting Presidents, it presents authentic voices in real-time, thus giving attendees references for continued and practical use.

The guide for exploration will be using the coordinator's recent publication (2021) by Routledge entitled, A Practical Guide to Becoming a Community College President.

Attendees will gain a general historical overview of the community college, its power, and its continuing need for outstanding leadership. They will explore steps to the presidency, examine how to prepare for the interview; Review needed competencies for now and beyond the 21st century; Examine strategies for keeping the job and performing with distinction; How to develop and cultivate a network and understand

the changing nature of the student body, faculty, staff, and administration, while valuing diversity across the institution. They will review practices for short, intermediate, and long-term success as leaders while understanding how teamwork contributes to personal and institutional success.

Upon returning to their campuses and working in their current roles, participants will have identified new sources for success and tools to help them further excel and prepare for a role as CEO if that is their vision.

Presented by: Edward J Valeau, Emerita, Hartnell Community College District, **Frances White**, Emerita/Superintendent/President, College of Marin, and **Judy Walters**, Member, Contra Costa CCD Board of Trustees

#4 Cultivating Mental Wellness

This interactive session will focus on breaking the mental health stigma among leaders, increasing mental health awareness, and promoting self-care practices. To achieve these goals, participants will create a plan that includes 6 defined areas of self-care: physical, intellectual/psychological, emotional, professional, social, and spiritual, in order to achieve a more healthy version of themselves. Electronic worksheets, relaxation videos, and other resources will be provided.

Presented by: Guadalupe Castro, Director of Student Health Services, Imperial Valley College

#5 TT

Leadership in Times of Uncertainty (like now): Scott Conrad

The Art of Team Building: Nicole Jones

Campus Ready, Student Ready: Reimagining the Future of Higher Education in a COVID Environment: John Parker

11:45 a.m. – 12:45 p.m. Luncheon, Award Presentations—Networking Time

12:45 p.m.- 1:45 p.m. --General Session

Keynote presentation by dr. becky martinez:

dr. becky martinez is a Mixed Race, Mixed Class Woman of Color that attributes her approach to embracing the both/and as a result from these particular identities. She is a proud aunt, friend, learner, person that likes to run, observer of nature, fan of ice cream and hopes to always be in process. She is a consultant and trainer with an emphasis on social justice, leadership and organizational development. Her work focuses on engaging individuals and groups to recognize systemic dynamics of privilege and oppression for more inclusive and equitable policies, practices, and structures. becky strives to create space for healing and liberation as part of her work, particularly in this current moment. She works with diverse groups at the college level and with non-profit organizations and government agencies. She is a faculty member with the Social Justice Training Institute, a Co-Lead Facilitator for LeaderShape, a board member with Class Action, a former certified trainer for the Anti-Defamation League and the Gay, Lesbian & Straight Education Network and counselor-advocate through Peace over Violence.

1:45 p.m.-2:00 p.m. Refreshment & Technology Break

2:00 p.m.- 3:00 p.m.

Concurrent Sessions Round #6

#1 Fireside Chat with dr. becky martinez

A follow up Q&A session with dr. martinez after her afternoon keynote session.

Presented by: dr. becky martinez, Consultant/Trainer, Infinity Martinez Consulting

#2 Implementing Employment Practices that Support Cultural Competence in the Workplace

Our communities are comprised of a mix of races, ethnicities, religions, sexual orientations, cultures, values and languages. Educational institutions show support for diversity and inclusion, yet claims of discrimination continue to rise. This presentation will assist human resource administrators in implementing policies and expectations to promote cultural competence in the workplace to help defend claims of discrimination and foster a more positive and productive workplace.

Presented by: Brooke Jimenez, Partner, AALRR, **Beverly Ozowara**, Associate, AALRR

#3 Reinventing Partnerships to Reconnect with Refugee Students During the Pandemic

When the SDCCE went remote on March 14th, 2020, we had 48 hours to communicate with students about the shift to online and how they would connect with us. At the time, SDCCE had approximately 2,000 students in beginning ESL classes, most of whom lacked technology and/or digital literacy skills in addition to having limited English.

In this session we will explore how our team quickly reconnected with these students and their families using strategies like a multilingual help desk, multilingual texting, and Zoom enrollment sessions.

Our presenters will discuss how CalWORKs students received laptops and hotspots; and will demonstrate how ESL instructors created videos to show students how to access courses and services. Transitioning back to campus in fall 2021, CalWORKs and ESL continue to innovate together to serve beginning ESL and refugee students.

Presented by: Jan Jarrell, Dean of English as a Second Language and Citizenship, San Diego College of Continuing Education, **Roberta Krauss**, CalWORKs Program Director, San Diego College of Continuing Education

#4 So You've Inherited A Dysfunctional Department...How to Lead with Intent

This session is designed from a Human Resources perspective to help new administrators lead with integrity and intent when they discover they've inherited a dysfunctional department. Understanding that a new administrator can't change everything at once, this presentation will include strategies for prioritizing where and how to spend your limited time, and how to keep your sanity as you begin to make changes.

Presented by: Cindy Vyskocil, Vice Chancellor, Human Resources, South Orange Community College District, **Crystal Crane**, Executive Director, Human Resources, Coast Community College District

#5 TT

The Pandemic Journey of a First Year Admin: Perspective on Learned Self Care: Andree Thomas

Innovative Redesign of Outreach and Onboarding Student Communication Platforms: Meg Chil-Gevorkyan

Benefits of Embedded Counseling for ESOL Completion Persistence, and Belonging: David Lee & Federick Ngo

3:00 p.m.- 3:15 p.m. Refreshment & Technology Break

3:15 p.m. – 4:15 p.m. Concurrent Sessions Round #7

#1 The Administrator's Perspective: Equal Employment Opportunity Hiring for Student Success

Community college districts have long been required to develop equal employment opportunity (EEO) plans designed to diversify their workforce and identify and address underrepresentation. LCW offers two related workshops on the issue of how to promote workforce diversity from the academic and classified administrators' perspectives, while complying with districts' Title 5 EEO responsibilities.

Presented by: Alysha Stein-Manes, Associate, Liebert Cassidy Whitmore, **Andrea Indgley**, Director of Employment Services/Personnel Commission, Ventura County Community College District, **Amy Brandt**, Associate, Liebert Cassidy Whitmore

#2 Mission Creep: Prioritizing Funding for Mandates That go Beyond the Core Mission

This presentation will share innovative examples of how colleges have pivoted to address the basic needs of students during the pandemic. Using federal stimulus, as well as State funds, colleges can have a direct impact on challenging issues like student hunger and housing insecurity, childcare, mental health, transportation and other barriers that could prevent them from completing their education. Our panel will discuss the design and delivery of new programs and services being established, how they complement existing programs, and how they can be sustained into the future.

Presented by:

#3 Agile, Able, and Poised: Strategies for Women who Aspire to Career and Personal Balance.

When was the last time you took a deep breath? This session is designed especially for aspiring women administrators seeking balance in both personal and career success. We will reflect on the pandemic with its challenges and lessons learned, and how to cultivate networks, build careers, and navigate politics as we enter post-pandemic times. Join us to discuss work/life balance and how, as a leader, you navigate return to campus plans as well as nurture your own goals. Our panel of experienced administrators in different life phases will share their strategies for balancing full lives and share the wisdom gained over the years. The panel will engage the audience to discuss daily practices you can start today, and provide a handout to help you make small adjustments to reach your goals.

Presented by: Ilona McGriff, Senior Director, Grants and Resource Development, City College of San Francisco, **Theresa Fleischer Rowlands**, Vice Chancellor, Education Services and Student Success, Chabot- Las Positas Community College District, **Monique Pascual**, Director, Apprenticeship and Instructional Services Agreement, City College of San Francisco

#4 Your Personal Brand and The Next Step

Do you have a personal brand? What does it say about you? Do you have an interview coming up that you're not sure how to prepare for? Join two dynamic community college marketers who have provided

senior counsel to administrators for years. In this session, you can develop or refresh your personal brand, get pointers for preparing your application package or learn how to prepare for the big interview.

Jennifer and Guisselle will cover everything from how to create your personal brand to what to wear for the big day. Impressions matter and you only get one chance. Learn tips on how to prepare for your next career and interview. Roll up your sleeves, make YOU the priority, and learn while having fun.

Presented by: Jennifer Aries, President, 25th Hour Communications, Inc., **Guisselle Nunez**, Associate Vice President, San Francisco State University

#5 TT

Wellbeing and burnout among administrators: What do we know and what should we do?: Nan Ho
Reclaiming My Identity After My Mother's Dementia: Abigail Patton
The Spider, The Hamster, The Cat and Resiliency: Kathleen Sullivan-Torrez

4:15 p.m. – 4:30 p.m. Refreshment & Technology Break

4:30 p.m. – 5:15 p.m. Annual Association Business Meeting, Legislative Report and Member Recognition

Calling all ACCCA Members! We invite you to join us for an information-packed, town hall style “shareholders” meeting of the Association. Come for the 50-50 drawing, and stay as the new ACCCA website goes LIVE! When we officially “flip the switch”, you’ll be *amazed* at all the new features designed with member-input to improve your user experience. ACCCA’s updated advocacy platform will be unveiled, and you will hear the latest in budget, policy and legislation from ACCCA’s advocate.

You’ll meet the ACCCA Board, and Commission and Committee leaders, who are devoted to your success as they announce exciting new programs and benefit updates you can access immediately. We will take a moment to honor our fellow members who have demonstrated exceptional achievement in the most demanding of times, *and we will CELEBRATE our REunion!*

The members of the ACCCA Board, and our Executive Director Susan Bray, encourage you to plan to attend the 2022 Association Meeting to reconnect with your fellow members, to acknowledge the many successes we have achieved together, in spite of unprecedented challenges. Again, the winner of the 50/50 raffle will be announced at this meeting so be sure to get those tickets while you can and bring them to the meeting with you. And remember, *you must be present to win!*

5:15 p.m. – 6:30 p.m. President’s Reception

ALL conference attendees are invited to join **Wyman Fong**, President of the ACCCA Board along with members of the ACCCA Board of Directors for hosted wine, beer and light hors d’oeuvres before enjoying a free evening in Monterey.

6:30 p.m. Evening on Your Own--Enjoy Monterey!

Visit the Guidebook app or the ACCCA Desk for more information!

Friday, February 25th

8:00 a.m. – 12:00 p.m. Conference Check-In/Hospitality Desk Open

Be sure to stop by the **ACCCA Membership Kiosk** to check out the latest programs, benefits and information compiled exclusively for ACCCA Members and those who want to be! You can also sign up to participate in a virtual focus group; update your member profile; get a look at the latest Benchmark Compensation Report for Administrators; review community college job opportunities and drop off brochures for positions that may be currently open at your campus.

7:30 a.m. – 8:30 a.m. Deluxe Continental Refreshment & Technology Breakfast and Networking

8:30 a.m. – 9:30 a.m.

Concurrent Sessions Round #8

#1 Legal Eagles

Do you have questions? Well, we've got answers. Come get your questions answered while learning how to deal with legal issues important to your District. Community College Districts deal with a number of issues and it's best to be prepared. Get legal answers - without those pesky billable hours!

Presented by: **Laura Schulkind**, Partner, Liebert Cassidy Whitmore, **Pilar Morin**, Partner, Liebert Cassidy Whitmore, **Eileen O'Hare- Anderson**, Partner, Liebert Cassidy Whitmore, **Amy Brandy**, Associate, Liebert Cassidy Whitmore, **Alysha Stein-Manes**, Associate, Liebert Cassidy Whitmore

#2 Improving and Scaling Online Program Quality

The recent pandemic has offered an opportunity for colleges to expand and amplify the value of their online programs in order to increase student enrollment, success, and completion, while reducing equity gaps in those metrics. The California Virtual Campus-Online Education Initiative (CVC-OEI) is creating a toolkit and set of processes and support services to help colleges assess their online programs and improve critical elements to serve students more effectively and improve college outcomes. This includes resources to improve online course design and online teaching, as well as department-level supports and online student services. Let us share how you can take your online program to the next level!

Presented by: **Bob Nash**, Dean, Academic Affairs and Professional Development, California Virtual Campus- Online Education Initiative, **Jamie Alonzo**, Director of Strategic Planning and Operations, California Virtual Campus- Online Education Initiative, **Michelle Pacansky-Brock**, Faculty Mentor, Digital Innovation, California Virtual Campus- Online Education Initiative

#3 Leading Substantive, Sustainable Change from the Middle

Come learn how ESOL deans at colleges in a multi-college district led from the middle to bring together faculty, executive administrators, Information Technology and Institutional Research to implement changes necessary for successful district-wide adoption of AB 705 for ESOL. The deans will share key elements of change leadership and management and how they served as both leaders and managers of change in this effort. Participants will explore their own efforts to effect change in terms of these elements to increase their possibilities for success.

Presented by: Lisa Cook, Dean of Liberal Arts and Social Sciences, Berkeley City College, Lilia Celhay, Dean of Liberal Studies and Language Arts, College of Alameda, Elizabeth Maher, Dean of Liberal Arts, Laney College

9:30 a.m. – 9:45 a.m. Refreshment & Technology Break

9:45 a.m. – 10:45 a.m.

Concurrent Sessions Round #9

#1 Rvision! Understanding CCC District Management Associations to Expand Administrative Consensus

This session is intended as a deep dive into the current state of affairs of established District Management Associations and Meet & Confer groups in the state. Panelists will explore recent survey data on the number, size and impact of these groups, and discuss the potential for organizing them to build greater administrative consensus at the state level, and improve the work environment for administrators and managers.

Moderated by: Susan Bray, Executive Director, ACCCA

Presenters: Brian Lofman, Dean Institutional Effectiveness, Hartnell Community College District, Andrew MacNeill, Dean, School of Learning Resources and Academic Support, San Diego Mesa College

#2 Layoffs: If You Need Them, Are You Ready?

Recent legislation has drastically altered the landscape of classified layoffs. We now must give classified employees notice of layoffs by March 15. Classified employees also now have hearing rights. This presentation will review the basics for getting your clients ready for classified layoffs (timelines, seniority lists, tie breaking procedures, rules, and processes for skipping & bumping, etc.). This session will cover it all! Come get ready for a new paradigm.

Presented by: Eileen O'Hare Anderson, Partner, Liebert Cassidy Whitmore, David Betts, Chief HR & Employee Relations Officer, Monterey Peninsula College

#3 "It Takes a Village": Using Relationships to Lead and Manage Projects to Serve Students

Join this session to explore ways to navigate the political landscape while maintaining and building stronger existing relationships on your campus to serve students. You will also learn a few ways to leverage relationships to strategically and efficiently manage projects.

Presented by: Chris Gibson, Dean of Language Arts, Skyline College, Aubrey Kuan Roderick, Acting Dean, Language Arts, College of San Mateo

10:45 a.m. – 11:00 a.m. Refreshment & Technology Break

11:00 a.m. – 12:00 p.m.

Closing General Session by Rob Johnstone

Dr. Rob Johnstone is a national leader in the higher education reform movement and is the Founder & President of the National Center for Inquiry & Improvement (NCII). He created NCII in 2013 to help 2-year and 4-year colleges create structures, processes and cultures that increase and make equitable

student completion, learning and labor market outcomes. His unique & engaging approach to inquiry & improvement fuses the world of foundations, initiatives, and system-level policy changes with the ground-level work of college practitioners & senior college leaders. He has worked on the ground with over 420 colleges around the country in 41 states and brings an energy and passion for authentic change to optimize the student experience to improve outcomes.