



## Quarterly Newsletter | March 2020

### President's Message: Doug Houston, ACCCA Board President

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Dear Colleagues,

As I reflect on this year as your ACCCA President, I am proud of the work we are all doing in an unprecedented time of chaos and uncertainty.

Some of you have heard me say - we are living in “VUCA” (Volatile, Uncertain, Complex and Ambiguous) times, and we must respond with VUCA (Visionary, Understanding, Courageous and Agile) leadership. Yes, these are trying times, and as a friend once said, “If it were easy, they wouldn’t need us.”



As President of the Board I am extremely proud of our Association for stepping up to support administrators as we work to serve our colleges, students and communities. I’m equally thankful for the amazing ACCCA staff who seem to accomplish twice as much as any group twice their number.

The tenacity of our countless volunteers who work to create and deliver world-class professional development and support services to our members is impressive, and I’m grateful to my colleagues on the ACCCA Board who devote their time, talent and leadership for all of ACCCA’s members.

In this issue of ACCCA Reports we shine a light on our Chief Information System officers and that recognition could not be more timely. Right now they are the front line in ensuring that we can work remotely and that our students and faculty can carry on the mission of our institutions: educating the top 100%.

Even as you work remotely, I encourage each of you to find the time to stay connected--with ACCCA and to each other as we move forward. The weeks and months ahead will test all of us in an environment that is increasingly “volatile, uncertain, complex and ambiguous” and we will respond by continuing to be “visionary, understanding, courageous and agile.” Stay safe and press on!

## Member Profile: Scott Conrad

Interim Dean, AIS at MiraCosta CCD and Member,  
ACCCA Board of Directors

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Scott Conrad is currently the Interim Dean for Academic Instruction at MiraCosta CCD which is the latest adventure in a 40-year career in technology including 10 years as the Dean of Technology and Management Information Systems at Santa Rosa Jr. College. He holds a BS in Industrial Engineering, MBA in MIS Relational Database Design and Ed.D. in Organizational Leadership.

After 25 years and a successful career in private sector businesses, Scott brought his skills and expertise to the community colleges. When he arrived, Scott found that the environment at companies like Hewlett Packard, Oracle and Microsoft in Silicon Valley were in sharp contrast to what he found when he landed at his first college campus where faculty were using dial up modem technology to access their email.

Scott is very involved in his profession both through ACCCA as a board member and member of the CFLA, and as a member, and current board member of CISOA [Chief Information Systems Officers Association.] A profile of CISOA is included in this issue of ACCCA Reports.

[Read Full Interview](#)

## Affiliate Shout Out



Digital Transformation for Student Success

### CISOA—The Chief Information Systems Officers Association

In this “new normal” it’s a fact that CISOA is an essential partner to all of us—something that was never more evident than it is right now.

As we face an unprecedented period of uncertainty, we are reminded that CISOA is leading the way to build the technological capacity that will get us through this crisis, and into the future. Our Information Systems professionals have taken on the challenge in amazing ways. We need them, and we must support them—here’s why:

- Information System Officers are the front line of this transition to online education
- CISOA establishes standards and practices for information systems professionals within the California community colleges;
- The organization provides professional growth and development opportunities to association members;
- They maintain an essential communication and support network among the systems IS officers, other community college personnel, the Chancellor's Office and other state agencies;
- Their work increases awareness of the value and necessity of information systems for effective planning and management of individual districts and the California community colleges as a whole.

[Read Full Article](#)

## What's RIGHT with this picture?

Each annual conference is the venue where we gather together and recognize the best examples in the art of administration. This year was no different and ACCCA had the honor of sharing the stories of five amazing recipients!

### ACCCA Volunteer of the Year

**Steve Wylie, Executive Dean,  
Lake and Colusa County Campuses, Yuba CCD.**

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Steve's Volunteer Spirit and his willingness to spread the word about ACCCA stood out this year. Steve joined the Woodland Community College team in August 2015, and when asked to serve as the Region 2 representative on ACCCA's Regional Membership Council, he didn't hesitate. As a member of the council he has shown leadership, brought new ideas and infuses

all his communications with kindness and care. Steve strives to connect the campus reps from the Los Rios, Mendocino, Napa, Sierra, Solano and Yuba districts so that members and non-member administrators alike are updated on ACCCA events, opportunities and that they respond to requests for information.

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### Recipients of the ACCCA Award for Progress in Diversity Cerritos CCD and San Jose-Evergreen CCD

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The ACCCA Award for Progress in Diversity was created in 2002 for a simple and comprehensive purpose--to honor administrators and organizations that have demonstrated a significant contribution to the progress of expanding diversity on a campus, in a district or in the state.





### **Cerritos CCD**

Recognized for their efforts to develop a diversification plan for employee hiring that was unprecedented, Cerritos CCD implemented top-down leadership and participatory governance. The district demonstrated a collective commitment toward infusing equity, diversity, and inclusion throughout the hiring process.

Their work has led to the necessary and critical reflection across the institution that was necessary to infuse equity throughout the academic and operational structures and resulted in a three-year action plan with articulated goals for new hiring policies, procedures and processes, intentional training and development, data literacy, and communications that can serve as a model for others.



### **San Jose-Evergreen CCD**

San Jose-Evergreen CCD has shown conclusively that it is committed to the principles of equal employment opportunity and diversity by implementing a remarkable comprehensive program that puts those principles into practice and their data shows real results indicating the potential for scaling across the system.

By mission, policy and practice the SJECCD Board and district leaders have communicated the message that diversity in the academic environment fosters cultural awareness, promotes mutual understanding and respect, and provides suitable role models for all students. Their innovative hiring efforts have led to real change in the demographics for their faculty, administration and classified staff populations that mirror student demographics and forms a strong foundation for real structural transformation.

Their notable work in providing cultural awareness training to members of the campus community supports this forward movement and opens up new opportunities for students and employees to participate in cultural activities that promote understanding and awareness.



Since 1997 our Association has sought to recognize substantial research efforts that have significantly contributed to our understanding of higher education, and the effectiveness of the policies and practices we employ. Our selection committee agreed that Dr. Martinez's research provided a much needed deep dive on the policies and

practices around Title IX, how districts are deploying those policies and the outcomes and challenges that result.

In 2014, Senate Bill 967 codified many aspects of what was current practice, however, as her research shows, our system's response, although improving, has been and continues to be disjointed and challenging. With policies and procedures that vary from institution to institution, this research illuminates the urgent need to understand where current practice disconnects from the intent of the law, and systemic ways we can address those challenges.

Her Dissertation: A STUDY OF TITLE IX POLICY IN THE CALIFORNIA COMMUNITY COLLEGES offers us new policy considerations for districts struggling with the impact of meeting multiple, often duplicative demands, while preserving the intent of the law. Her research abstract and executive summary can be accessed on our web site.

### **The 2020 Harry Buttimer Distinguished Administrator Award Honoree**

**Dr. Cindy Miles, Chancellor [retired], Grossmont-Cuyamaca CCD**

Since 1986, ACCCA's Harry Buttimer Distinguished Administrator Award has been the vehicle for recognizing individuals who, through a career of service and leadership, have represented the very best of our profession and inspired others to strive for excellence in their own careers. To this day, the award remains the legacy recognition for the Chief Executive Officer in California's community colleges.



Named for the late Harry Buttimer, a founding member of ACCCA and an outstanding leader in his own right, the award was created to recognize administrators who have consistently demonstrated integrity; principle; compassion; and strength in leadership throughout their careers. Their significant contributions to fellow colleagues, their institutions and their



community are the very qualities that form the criteria for the award, and are qualities that Harry Buttimer is remembered for today.

Dr. Miles epitomizes the leadership qualities for which ACCCA's Harry Buttimer Distinguished Administrator award was created. She has 30 years of higher education experience having served in various academic leadership roles in California, Colorado, Florida and Texas.

She is a lifelong learner, environmentalist, and advocate for high-performance and humane organizations and has been recognized on numerous occasions for promoting positive relationships across diverse stakeholders through open dialogue and collaborative processes.

She has been recognized at the state and national level for promoting diversity, equity and inclusion initiatives. Dr. Miles is a woman of high moral character and integrity having provided executive leadership for Grossmont-Cuyamaca CCD, serving over 30,000 students at two Hispanic-Serving colleges in East San Diego County bordering Mexico since 2009.

In supporting this nomination, colleagues point to her qualities of leadership that inspired them. Larry Galizio, CEO of the Community College League said:

“Dr. Miles has consistently and passionately advocated for and participated in the professional development work of her less experienced CEO colleagues by leading seminars for our New CEO workshops and our CEO Strategic Leadership Program. Her willingness to expend the time and energy to support the growth and development of California Community College leaders statewide is a testament to her commitment and dedication to our sector's statewide mission and its leadership.”

San Diego CCD's Chancellor, Constance Carroll, noted that:

“Chancellor Miles played an enormous leadership role in helping to revise the practices and “tone” of the Accrediting Commission for Community and Junior Colleges (ACCJC). She chaired one of the two regional committees that were charged with the task of revising the Commission's mission and procedures. Her leadership was indispensable in bringing about the changes and the positive climate that we all now enjoy with ACCJC. In my view, Cindy Miles was the “unsung hero” of this enormous venture.”

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## Professional Development Round-Up

### Conference Re-Cap

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## Conference By the Numbers



## A Note of Appreciation: 2019-20 Class Mentor Grads



As our ACCCA Mentor Program experience comes to an end, we wanted to take a



moment to share with ACCCA members our heartfelt appreciation for the support, guidance, and challenge this program has provided each of us.

Under Andy and Geisce's incredible leadership, and thanks to their generosity of spirit, insight, and relationships with leaders across the state, we have individually and collectively benefitted from this program in more ways than we could have hoped for or anticipated.

As a cohort, through our program year we had the great privilege of meeting with and learning from more than 15 senior community college leaders across the state about their challenges and experiences, and received incredible insight and advice to inform our own paths and journeys.

[Read Full Article](#)

## ACCCA 1600 Strong



### New Members in February

With over 30 new members in February, ACCCA is a little closer to our goal of 1600 Strong. Here are the names of our newest members. For contact information to reach out via e-mail and welcome them, [please click here](#).

Gary Albury  
Christopher Bass  
Simone Brown Thunder  
Ajani Byrd  
Joe Cascio  
Gregory Collins  
David Corley  
Chau Dao  
Janet Fantazia  
Tammeil Gilkerson  
Lataria Hall  
Ann Hamilton  
Grace Hanson

Marilyn Harvey  
Leticia Hector  
Sonya Horn  
Jordan Huynh  
Jannett Jackson  
Tina King  
Ketmani Kouanchao  
Narimendat Madramootoo  
Guisselle Nunez  
Gustavo Ocegüera  
Whitney Ortega  
Damien Pena  
Stacy Pinola

Lizette Ponthier  
Glenn Roquemore  
Thad Russell  
Angela Sanchez  
Tammera Shinar  
Christine Small  
Armando Soto  
Aaron Starck  
Andree Thomas  
Dan Walden  
Beverly Warren  
Kristina Whalen  
John White

## HR Spotlight

### Lozano Smith offers a useful tool for tracking employee leave

Our friends at Lozano Smith [ACCCA Business Member Company] have shared a resource they're using to track employee leave related to the



[Click to Access Document](#)

## Benefits of Membership

### Group Accidental Death and Dismemberment (AD&D) Insurance

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AD&D Insurance from Standard Insurance Company (The Standard) helps provide financial protection by promising to pay a benefit in the event of an insured member's covered death or dismemberment as a result of an accident. The cost of this insurance is paid by the Association as a member benefit.



**TheStandard**<sup>®</sup>

**Eligibility:** Must be a member in good standing of the Policyholder (ACCCA/SASS), except Retired members and Student or Associate members of ACSA or ACCCA.

**Eligibility Waiting Period:** You are eligible on the date you become a member.

**Coverage Amount:** Accidental Death coverage is in the flat amount of \$10,000 and is payable to the beneficiary. Dismemberment benefits are payable to the insured for specified losses. A listing of these can be found on the ACCCA web site or you can contact ACCCA for clarification.

This information is only a brief description of the group AD&D insurance policy sponsored by SASS/ACCCA. The controlling provisions will be in the group policy issued by The Standard. The group policy contains a detailed description of the limitations, reductions in benefits, and exclusions. A group certificate of insurance that describes the terms and conditions of the group policy are available for members who become insured according to its terms.

[More About This Benefit](#)

### Events Calendar

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Be aware that some programs, trainings and events have been postponed or rescheduled due to the impacts of COVID-19. The current status of all pending ACCCA and ACBO programs is listed below and is updated and available online at [www.accca.org](http://www.accca.org).

#### Key Upcoming Dates:

Management Essentials Workshop set for 4/24 at Chabot College *has been cancelled*. We chose not to postpone

because there are two other sections of that training already on the calendar and there are presently no plans to cancel those. Anyone who pre-registered for this workshop has been refunded.

**Spring Retreat for the Mentor Program [4-16-18]** is *postponed* to September, dates TBD.

**ACBO Institute April Module [4/15-17]** is suspended. Planners are working to re-book this 2nd half of the program for dates TBD in August.



**ACBO Conference [May 18-20]**. This conference has been cancelled. Plans for the fall 2020 conference are still in place.

### **Currently as scheduled, but subject to change are:**

- Great Deans 2020-21 Kick Off [July 8-9]
- Admin 101 [July 19-23]
- Admin 201 [July 13-17]

Members will be notified in April if these programs are going to be cancelled or rescheduled.

ACCCA will continue to put the safety of program attendees first and also try to provide information and training in ways that can be accessed remotely. The Board has tasked staff and the MDC to develop an optional menu of online options that can be presented over the next several weeks, and members were surveyed this week about their willingness to attend summer training programs. Based on our member's feedback and evolving circumstances, decisions will be made on a case by case basis.

We encourage each of you to look beyond these current circumstances and continue to engage with, and support one another. As always, ACCCA will continue our efforts to provide vibrant forums where you can continue to network and share your newest best practices.



### **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](#)**