

**Management Development Commission**  
**2022-2023 Annual Report**  
**Chair: Geisce Ly**

**The 2022-2023 Year in Review**

***Committee Composition and Meetings:*** The MDC is composed of the team leads/chairs for ACCCA's nine professional development programs. Susan Bray and Alex Karatti have been instrumental in providing staff support and operational logistics. In 2022-23, the MDC met monthly (usually on the first Wednesday) via Zoom.

This past year's focus was to:

1. Plan, coordinate, and host a highly successful annual conference in Rancho Mirage
2. Redesign/strengthen the content and delivery of every program to elevate them from good to great
3. Pivot the programs back to in-person format, except for Admin 001 (So You Want to Be an Administrator?) and the Budget Workshop
4. Explore options to increase capacity in programs where expansion is necessary and possible.
5. Launch the virtual Admin 002 (So You're Ready to Apply for Admin Jobs?) in January 2023
6. Fine-tune the Management Essentials program
7. Develop a DEI-themed program titled Social Justice & Career Advancement Institute to launch in January 2024
8. Relaunch the monthly webinars
9. Advance the feedback received from past membership surveys
10. Develop a succession plan for every program by adding additional team members and onboarding them.

***2023-24 Goals:*** The MDC did an outstanding job pivoting again post-pandemic to successfully offer invaluable professional learning opportunities in-person and virtually. We successfully adapted our programs' content and delivery considering our new normal and will continue to gauge our members' interests and needs. We will continue our monthly MDC meetings on Zoom. We are committed to pursue the following programmatic goals:

1. Plan, coordinate, and host another high-quality conference in February 2024 in Orange County.
2. Secure funding (\$250,000) from the State Chancellor's Office to launch our newest program—Social Justice & Career Advancement Institute—in January 2024.
3. Review, adjust, and pivot program modalities as necessary to accomplish expansion of capacity, fill existing gaps in the pathway, and/or modify the program frequency.
4. Embed elements of diversity, equity, inclusion, and belonging into every program.
5. Solidify the Management Essentials program as an essential one-day training and offer it twice per calendar year, as a pre-conference and in September.
6. Finetune Admin 002 (So You're Ready to Apply for Administrator Jobs?) to distinguish it from Admin 001 (So You Want to Be an Administrator?).
7. Plan, coordinate, and offer several relevant and timely noontime webinars.
8. Engage members who expressed interests as a volunteer and provide them with opportunities to be more involved.
9. Develop a succession plan for every program by adding additional team members and onboarding them.

10. Develop a policy to compensate recurring and/or notable speakers.
11. Create a database of program evaluation results and conduct a comprehensive review of surveys.
12. Develop an assessment tool to measure outcomes and program impact over time by tracking/surveying participants post-program to assess personal development and professional growth.

### MDC Team Leads

- **Mentor Program:** Andy MacNeill, Jessica Enders, and Geisce Ly
- **Admin 101:** Russi Egan and Jamal Cooks
- **Great Deans:** Amy Grant, Joshua Moon-Johnson, and Ray Gamba
- **Admin 201:** Charlie Ng, Jennifer Zellet, and Cindy Miles
- **Admin 001 and 002:** Ajani Byrd, Andy MacNeill, Jennifer Zellet, and Lonita Cordova
- **Management Essentials:** Natalie Schonfeld, Gita Runkle, Kale Braden, and Geisce Ly
- **Social Justice & Career Advancement Institute:** Joshua Moon-Johnson, Lonita Cordova, Eric Ramones, and Gita Runkle
- **Conference:** Kiersten Elliott and Geisce Ly
- **Webinars:** Silvia Cornejo, Kaneesha Tarrant, and Chris Gibson
- **Budget Workshop:** Willy Duncan and an ACBO Appointee TBD

### Annual Conference

- The 2023 conference in Rancho Mirage was a huge success! With approximately 450 attendees, it was ACCCA's most attended conference to date.
- The "United Leadership" theme was a perfect follow-up to our 2022 conference (theme was Reunited) for us to continue building, rekindling, and strengthening our community.
- The keynote speakers and panelists were intentionally chosen for their; and the workshop offerings were selectively curated and well-attended.
- We continued the ACCCAx Talks and will advertise this more intentionally in the future.
- We continued the Conference Buddy program to help orient first-time attendees to provide a more positive conference experience and will promote this opportunity well in advance in the future.
- Overall, the evaluations were very positive.

### Mentor Program

- The Class of 2023 included 17 mentees: 5 from the North and 12 from the South.
  - Both the Spring and Fall retreats were held in-person and we all had a terrific time.
  - We supplemented additional learning opportunities by continuing the Mentor Program Learning Series on Zoom for it helped with community building and peer support.
  - Mentees participated in regional meetups and small group meetings.
- We recruited two new team members (Kiersten Elliott and Pilar Huffman) from the Class of 2023.
- Jessica Enders is now the SoCal Co-Chair (with Andy MacNeill).
- There are 23 mentees in the current Class of 2024: 11 in the North, and 12 in the South.
  - Selecting this cohort continues to be rather challenging because it was a very competitive applicant pool.
  - It was great to start this cohort in person at the conference, and the bonding that took place in person at the Spring retreat in Los Altos Hills was priceless.

### Great Deans

- The Class of 2023 (total of 23) participated in-person and virtually.
- There are currently 45 administrators in the current cohort Class of 2024.

### Admin 101

- The Class of 2022 (composed of 68 administrators) participated in-person. The previous two cohorts participated virtually.
- We received 122 applications for the Class of 2023, and 72 administrators have been selected.
- This is the first year that we will be at Irvine Valley College for the entire duration. One of our agreements with IVC is that five of their administrators will be selected for every 101.

### Admin 201

- The Class of 2022 (composed of 25 administrators) participated in-person and virtually.
- We have accepted 25 administrators to be in the Class of 2023.

### Admin 001 (Virtual)

- The program's first cohort of 58 participants participated in June 2021.
  - o There were 125 applications for the inaugural program.
- The fee is \$200/participant.
  - o Those selected for this program received a 1-year Associate Membership and those moving into administration will be recruited for full membership.
- The second cohort participated in January 2022. There were 57 in attendance.
- The third cohort participated on June 7-8, 2022. There were 35 in attendance.
- We are planning to offer the fourth cohort in October 2023.

### Admin 002 (Virtual)

- The program's first cohort of 29 participants participated in January 2023.
- We anticipate offering the second Admin 002 in January 2024.

### Management Essentials

- We have offered this program six times thus far:
  - o February 2020 in Riverside
  - o October 2021 in Costa Mesa
  - o February 2022 in Monterey
  - o June 2022 at San Diego Mesa College
  - o October 2022 at San Joaquin Delta College
  - o February 2023 in Rancho Mirage
- We have reached full capacity (60) during the registration period for all six trainings.
- Future dates
  - o September 2023 at City College of San Francisco
  - o February 2024 in Orange County
  - o September 2024 (in Sacramento)

### Webinar Series

- We offered the following webinars to our members since our conference in Monterey:
  - o March 2022: *Diversity, Equity, Inclusion, and Accessibility (DEIA): Promising Hiring Practices Emerging Now with Dr. Abdimalik Buul*
  - o May 2022: *The Future of Remote Work in CA CCCs*
  - o Dec. 2022: *Administrators Moving UP: The Realities of a Working Doctoral Student*

- We plan to offer two webinars this Fall 2023 semester and two in the Spring 2024 semester.