



ASSOCIATION OF CALIFORNIA
COMMUNITY COLLEGE ADMINISTRATORS



Admin 001 - “So You Want to be an Administrator?”

June 22-23, 2021

Day 1 - June 22, 2021

9:00 AM - 11:00 AM - Session 1

- ❖ **Welcome/Introductions - Ajani Bryd, Admin 001 Team**
- ❖ **Personality/Leadership Inventory Review - Sean Hancock, Andy MacNeill**
- ❖ **California Community Colleges 101 - Cindy Miles**

1:00 AM - 3:00 AM - Session 2

- ❖ **Overview of Middle Management Part I - Jennifer Zellet, Lonita Cordova**
- ❖ **Day 1 Wrap-up - Ajani Byrd**

Session 1

9:00 AM - 11:00 AM

- ❖ **Welcome/Introductions**
- ❖ **Personality/Leadership Inventory Review**
- ❖ **California Community Colleges 101**

Welcome/Introductions

- ❖ Name/Title/College
- ❖ Perception of Administration? (Padlet)
- ❖ What aspect/area of admin are you interested in?
- ❖ Why do you want to go into administration?
- ❖ What is your administrative superpower?



Two things to know about California to be successful:

- 1. No one is in charge*
- 2. Anything can happen*

— Dr. Constance Carroll

Chancellor, San Diego Community College District

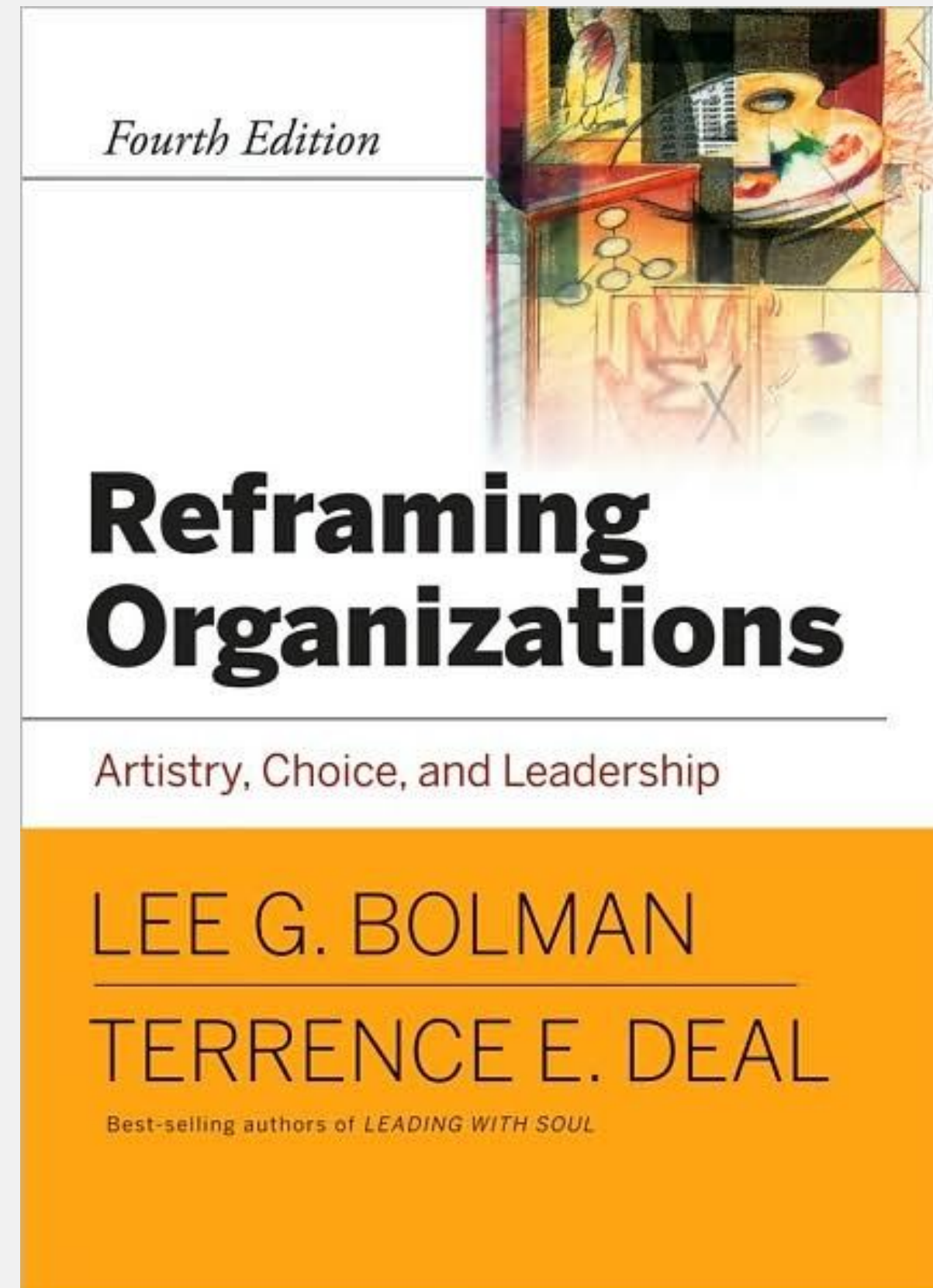
Personality/Leadership Inventory Review

Reframing Organizations

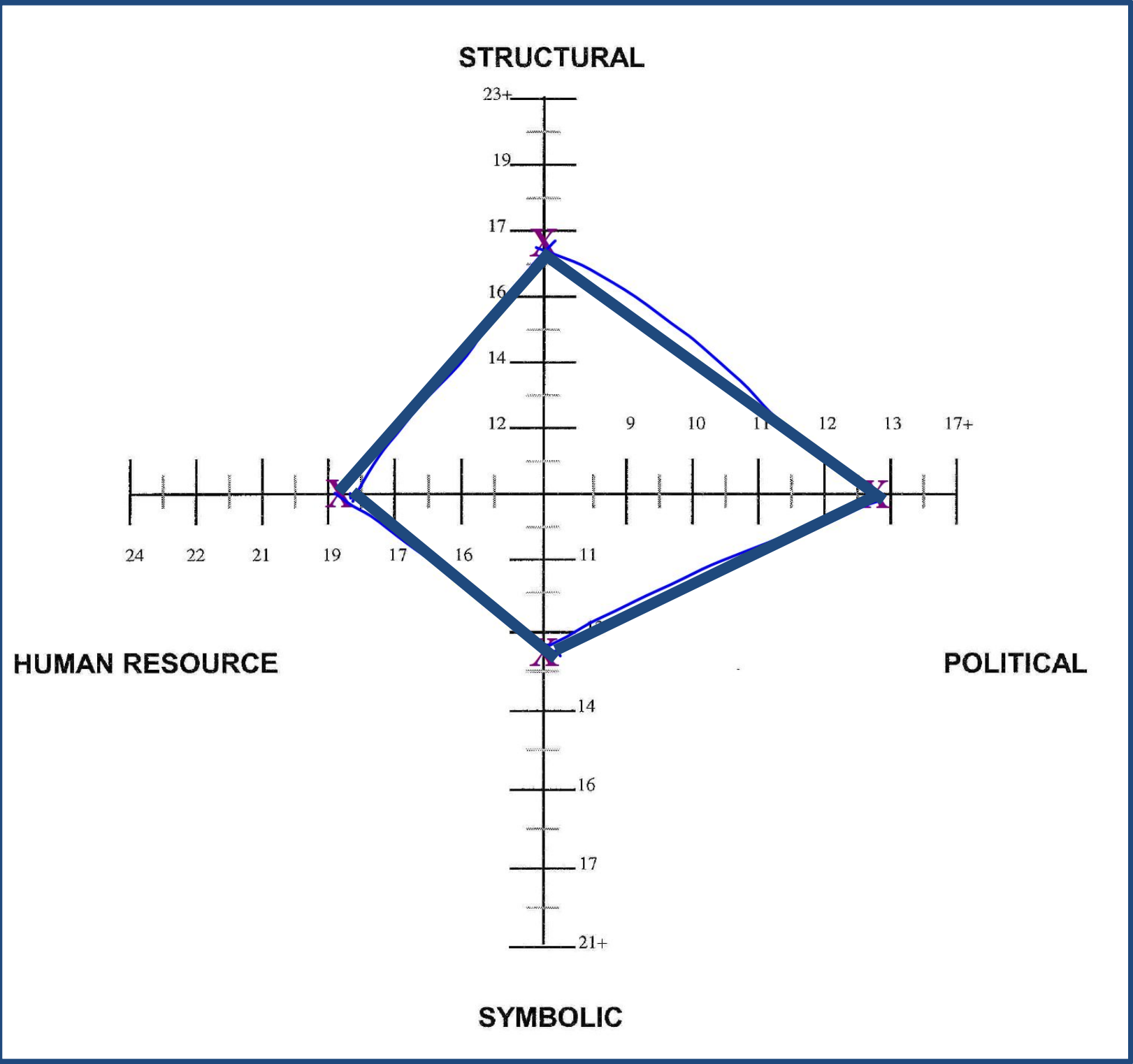
Bolman & Deal identify four distinctive 'frames' from which people view their world - Structural, Human Resources, Political, and Symbolic.

Each frame comes with a range of concepts, metaphors and values which provide the scaffolding for organizing raw experience of the world.

No one uses only one frame all the time, although people often show a preference for one or two frames.



Structural	16.75 (16)
Human Resource	18.67 (22)
Political	12.75 (1)
Symbolic	12.55 (5)
ST + HR	(1)
HR + SY	(2)



The Four Frames

Lenses – focus, filter some things and allow others to pass through, help us order experience.



Organizations through the Four Frames as Metaphors



1. Structural Frame—the factory with leadership as social architecture
2. Human Resource Frame—the family with leadership of empowerment
3. Political Frame—the jungle with leadership of advocacy
4. Symbolic Frame—the theatre with leadership of inspiration

Structural Frame



- ❖ Origins - sociology & management science.
- ❖ Goals, specialized roles, and formal relationships.
- ❖ Structures fit organizations environment and technology.
- ❖ Responsibilities, rules, policies, procedures.

Human Resource Frame

- ❖ Origins - psychology
- ❖ Capacity to learn, and capacity to defend old attitudes and beliefs.
- ❖ Organizations as extended family.
- ❖ Individuals with needs, feelings, prejudices, skills and limitations.



Political Frame

- ❖ Origins - political science
- ❖ organizations as arenas, contests, or jungles.
- ❖ Different interests competing for power and resources.
- ❖ Rampant conflict – difference in needs, perspectives, and lifestyles.
- ❖ Bargaining, negotiation, coercion, compromise, and coalitions.

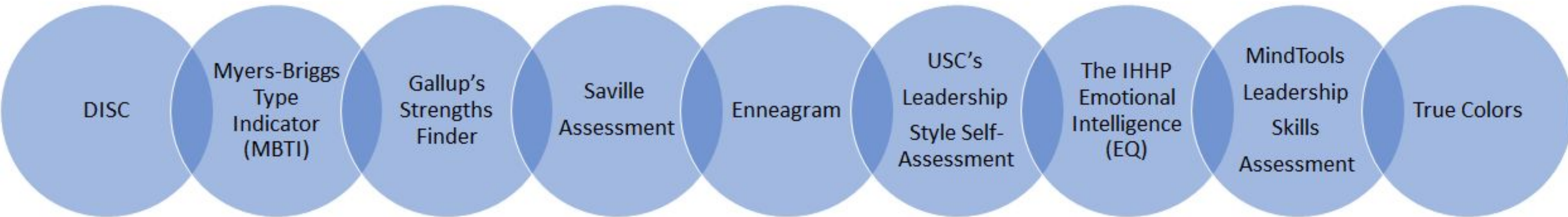


Symbolic Frame

- ❖ Origins - social and cultural anthropology
- ❖ Organizations as tribes, theatres, or carnivals.
- ❖ Culture – rituals, ceremonies, stories, heroes, and myths.
- ❖ Organization is theatre – actors play role while audiences form impressions.



Leadership Styles Assessments/Inventories



Leadership Styles Assessments/Inventories

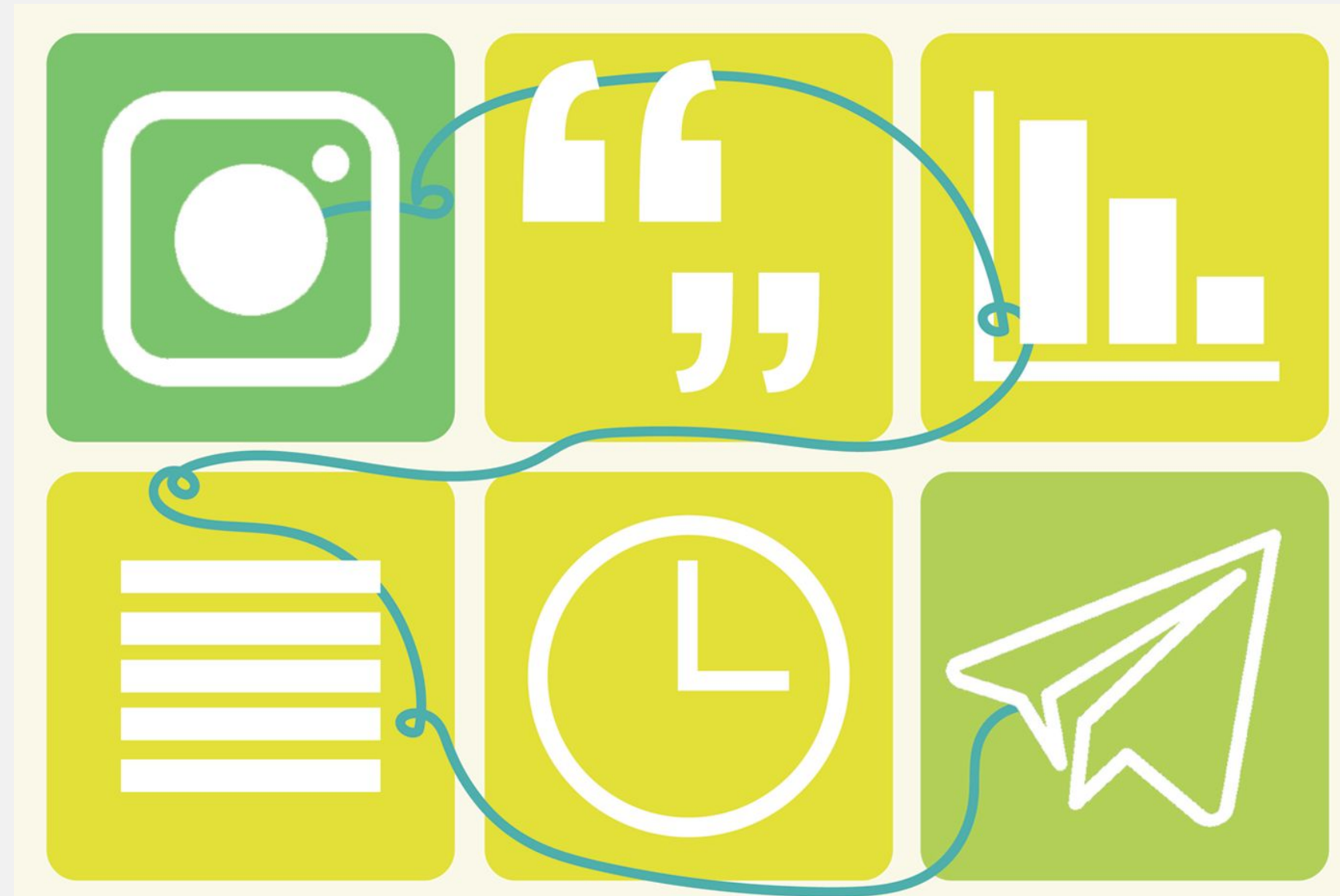
Why are leadership style assessments used?

- ❖ Self-Awareness
- ❖ Emotional Intelligence
- ❖ Greater Effectiveness in the Workplace
- ❖ Better Relationships with Colleagues
- ❖ Ability to identify and manage emotions
- ❖ Reduced Stress

“By Examining the patterns that emerge in how you view yourself, and how others experience you, you can identify way to learn and develop as a leader.” - Harvard Business School Online

Leadership Styles Assessments/Inventories

Do they change?



California Community Colleges 101

- California Community Colleges 101
 - *Presented by: **Cindy Miles**, Executive Director, Global Community College Leadership Network*



Session 2

1:00 PM - 3:00 PM

- ❖ Overview of Middle Management Part I
- ❖ Day 1 Wrap-up

Overview of Middle Management Part I



Day 1 Wrap-up

Text

Day 2 - June 23, 2021

9:00 AM - 9:30 AM - Coffee Hour/Networking

- ❖ **Breakout Rooms - Dr. Andy MacNeill**

9:45 AM - 11:45 AM - Session 3

- ❖ **Overview of Middle Management Part II - Gregory Smith, Linda Beem**

1:00 PM - 3:00 PM - Session 4

- ❖ **Making the Transition - Panel Discussion Facilitated by Julie Kiotas**
- ❖ **Closing - Lonita Cordova**

Coffee Hour/Networking



<div><div>❖ Dr. Ajani Byrd, Director, Extended Opportunity Programs and Services</div><div><div>➤ <i>Professional Interests:</i> Retention and persistence of students of color, program assessment and evaluation, and transfer readiness of marginalized populations in two-year institutions.</div><div>➤ <i>Personal Interests:</i> Watching sporting events, specifically soccer; movies, fitness</div></div></div> <div>1</div>	<div><div>❖ Dr. Sean Hancock, President (Cerro Coso Community College)</div><div><div>➤ <i>Professional Interests:</i> Equity, Trust Building, Participatory Governance, Strategic Planning and Execution, Guided Pathways</div><div>➤ <i>Personal Interests:</i> Travel, French Bulldogs, Tennis, Sci-Fi/Fantasy Movies & Television, Hallmark Channel (Christmas), HGTV</div></div></div> <div>2</div>	<div><div>❖ Dr. Lonita Cordova, Assistant Superintendent/Vice President of Student Services (San Joaquin Delta College)</div><div><div>➤ <i>Professional Interests:</i> Mentoring, Equity, ACCCA, and building relationships</div><div>➤ <i>Personal Interests:</i> Star Wars, Disney, Music, and Traveling</div></div></div> <div>3</div>
<div><div>❖ Dr. Julie Kiotas, Dean of Business & Applied Technology (Pasadena City College)</div><div><div>➤ <i>Professional Interests:</i> Data Informed Decision Making, OER, Online Instruction, and Career Education.</div><div>➤ <i>Personal Interests:</i> Gardening (succulents), cooking, netflix, shopping & flower arranging.</div></div></div> <div>4</div>	<div><div>❖ Dr. Andrew MacNeill, Dean of Learning Resources and Academic Support (San Diego Mesa College)</div><div><div>➤ <i>Professional Interests:</i> Professional Learning, Interest Based Bargaining/Problem Solving, Mentorship, Instruction</div><div>➤ <i>Personal Interests:</i> Travel, Movies, Cross-fit, Puzzles, Family, Soccer</div></div></div> <div>5</div>	<div><div>❖ Dr. Jennifer Zellet, Vice President of Instruction (Modesto Junior College)</div><div><div>➤ <i>Professional Interests:</i> <i>Equity in Instruction/Academics; Team Building; Silo Busting for Student Success</i></div><div>➤ <i>Personal Interests:</i> Reading, Writing Poetry, Gardening, My Hobby Farm (15 Goats, 14 Chickens, 1 Amazing Husband 😊)</div></div></div> <div>6</div>
<div><div>❖ Dr. Jamal Cooks, Dean of Language Arts (Chabot College)</div><div><div>➤ <i>Professional Interests:</i> Learning Communities; AB705; Teacher Pipeline</div><div>➤ <i>Personal Interests:</i> Track Coach, Student College advising, and traveling</div></div></div> <div><div></div><div>7</div></div>	<div><div>❖ Maria Villagomez, Senior Dean, Library, Language Arts, Social Sciences, Distance Education (Napa Valley College)</div><div><div>➤ <i>Professional Interests:</i> Academic Affairs, Curriculum, Collective Bargaining, 10+1, Enrollment Management, Administrative Senate, Leadership</div><div>➤ <i>Personal Interests:</i> Travel/Study Abroad, Culture, Blogging/Writing</div></div></div> <div>8</div>	



Session 3

9:15 AM - 11:15 AM

Overview of Middle Management Part II



Session 4

1:00 PM - 3:00 PM

- ❖ Making the Transition
- ❖ Closing
- ❖ Day 2 Wrap-up



CONTACT US

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