



ASSOCIATION OF CALIFORNIA
COMMUNITY COLLEGE ADMINISTRATORS

2024-2025 ANNUAL REPORT





THE ASSOCIATION OF CALIFORNIA
COMMUNITY COLLEGE ADMINISTRATORS



As ACCCA approaches its 50th Anniversary, we pause to reflect on how we have evolved over those years, and what ACCCA means to our members today. We are in a time of uncertainty in the state and throughout the nation, and the professionals who lead our colleges through difficult times need the support of an organization that understands their needs and remains a refuge and a resource to them.

As President of the ACCCA Board this past year, my priority has been to focus our work squarely on the members, their needs, and how we can make ACCCA sustainable in the decades ahead to continue meeting those needs. Through our professional development, advocacy, and collaboration with other organizations that share our commitment to maintaining ethical management practices, we will achieve this goal.



My hope for the next 50 years is that ACCCA will continue to grow, adapt to the changing times, and never lose sight of its strong commitment to being an inclusive organization for every administrator.

I am proud of the work of our Board, the Commissions and Committees, our staff, and most of all the volunteer members who devote their time and expertise to this organization. What makes us strong is the diversity of our members, from all areas of administration, who come together to support one another, innovate, and share, ensuring that our mission moves forward to benefit not just administrators but also the institutions they serve.

Dr. Tammeil Gilkerson
ACCCA Board President

2024-2025 EXECUTIVE OFFICERS OF THE ACCCA BOARD



PRESIDENT

Dr. Tammeil Gilkerson

Chancellor
Peralta CCD



PRESIDENT-ELECT

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Dean, Downtown Campus and School of
Business, Child Development, Culinary,
Fashion, & Horticulture
City College of San Francisco



PAST PRESIDENT

Dr. Lonita Cordova

Assistant Superintendent/Vice
President, Student Services
San Joaquin Delta CCD

2024-2025 BOARD OF DIRECTORS



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DEAN, SOCIAL SCIENCES &
DISTANCE EDUCATION
PASADENA CITY COLLEGE



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RESOURCES & EMPLOYEE RELATIONS
MONTEREY PENINSULA COLLEGE



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DIVERSITY & INCLUSION
FOOTHILL COLLEGE



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CHABOT COLLEGE



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INTERIM ASSISTANT SUPERINTENDENT
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SOUTHWESTERN CCD



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FOOTHILL-DE ANZA CCD



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SUPERINTENDENT/PRESIDENT
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ACADEMIC RELATIONS
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DIRECTOR, PROFESSIONAL
DEVELOPMENT
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ACADEMIC AFFAIRS
WEST VALLEY COLLEGE



KULDEEP KAUR

VICE CHANCELLOR,
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YUBA CCD



DR. JIM LANCASTER

VICE CHANCELLOR, WORKFORCE
& ECONOMIC DEVELOPMENT
LOS ANGELES CCD



DR. ANDY MACNEILL

DEAN, ARTS, HUMANITIES,
COMMUNICATIONS &
TELECOMMUNICATIONS
SAN DIEGO CITY COLLEGE



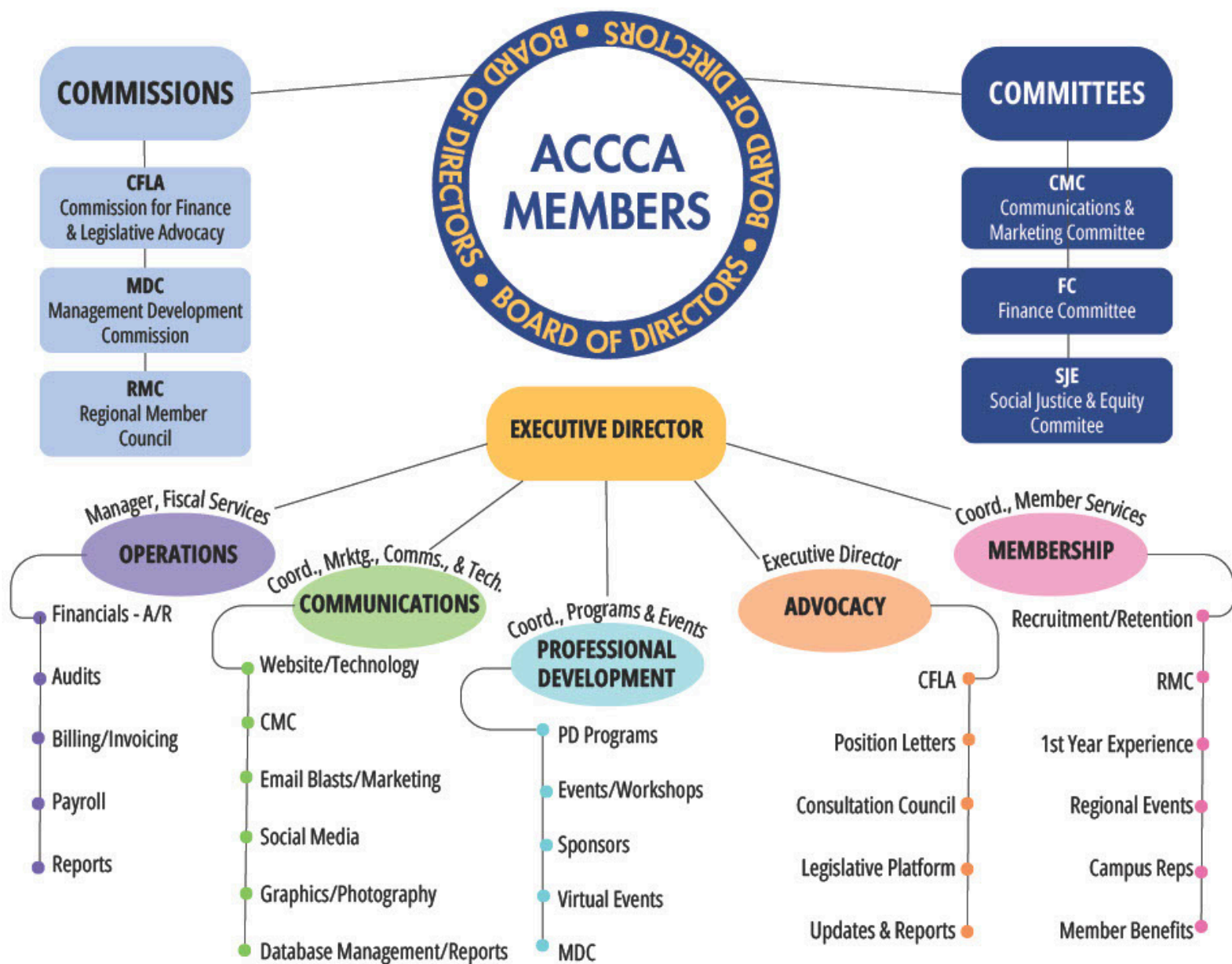
DR. CHAR PERLAS

SUPERINTENDENT/PRESIDENT
COLLEGE OF THE SISKIYOU



SHARON ORMOND

PARTNER
AALRR



ACCCA STAFF



Christel Mikami
Fiscal Services



Patti Marcotte
Communications,
Marketing &
Technology



Alex Karratti
Programs & Events



Ana Sneed
Member Services &
Program Support

LETTER FROM EXECUTIVE DIRECTOR

Susan Bray



As I write this, I am about to begin my final year as ACCCA's executive director. After nearly 40 years of caring for this organization, to now find myself overseeing its transition to new leadership, and imagining its future without me in it, is nothing less than surreal. I've not yet begun to process it all.

This past year we've worked extremely hard to prepare for this transition to new leadership; continue our work in social justice; refine our programs, processes and strengthen our advocacy, and at the same time, celebrate the longevity of the organization itself.

I'm so incredibly proud of and grateful to our Board and leadership for the care with which they are guiding this transition, and I'm positive that the next leader of ACCCA will be the one to take the organization to its next level of greatness under their watch.

Over the years, I've had the honor and pleasure of knowing and working with 36 of ACCCA's 43 Board Presidents, countless board members, commission and committee members, Campus Reps and volunteers—so many of whom remain my dear friends. In all that time I can't recall a single moment where the challenges of this job outweighed the joy of knowing that this was my calling, and it was enough.

I want to express my sincere gratitude to the talented professionals who support me and the work ACCCA does every day. I am so fortunate to have these phenomenal women in my life, and I am forever grateful to them: Patti Marcotte, Christel Mikami, Alex Karratti, and Ana Sneed, for all that they do to support me, and the Association.

In gratitude,

A handwritten signature in dark ink, appearing to read "Susan K. Bray". The signature is fluid and cursive, with a large, stylized "S" and "B".

Susan Bray, Executive Director

SOCIAL JUSTICE & CAREER ADVANCEMENT INSTITUTE

The Social Justice & Career Advancement Institute (SJCA) is an innovative partnership between ACCCA and the CCCCCO to address a leadership pathway gap for people from marginalized communities heading into executive roles. The goal of this joint effort is to directly support the Diversity, Equity, Inclusion and Accessibility [DEIA] focus of the Vision 2030, by assisting in the development of administrators who foster more equitable and diverse institutional practices at their campuses within the California community college system. The effort is also designed to produce critical data necessary to validate progress across the system. In the last 16 months, we have several impressive accomplishments listed below and are currently addressing some challenges planning for a sustainable future for the Institute as an ongoing ACCCA program.

Accomplishments

- Cohorts 1 & 2 have graduated, Cohorts 3 & 4 are underway
- Over 250 applications were vetted, and 141 participants selected over 4 cohorts
- Broad representation by 68 campuses throughout the system
- Cohort 5 will be selected in August 2025, and another 4 Cohorts by the end of year 3
- Data gathered from the Institute by Ed Insights/CSU has supported the Vision 2030 outcomes
- Several participants have reported that the Institute gave them the confidence to take on new administrative roles
- Graduates of the Institute are being called on to present at conferences to share their experiences as equity-minded leaders.



ANNUAL CONFERENCE HIGHLIGHTS

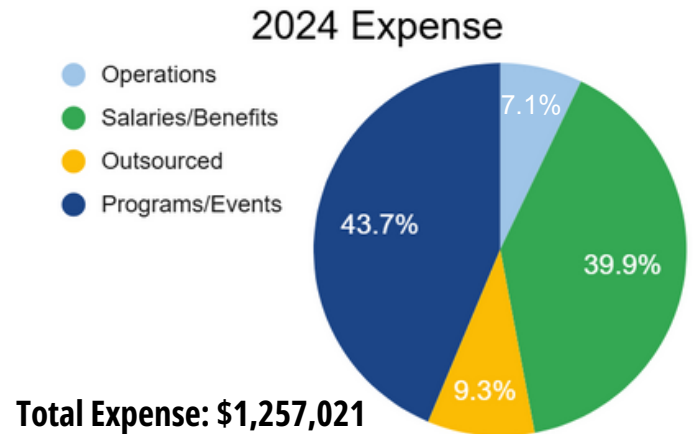
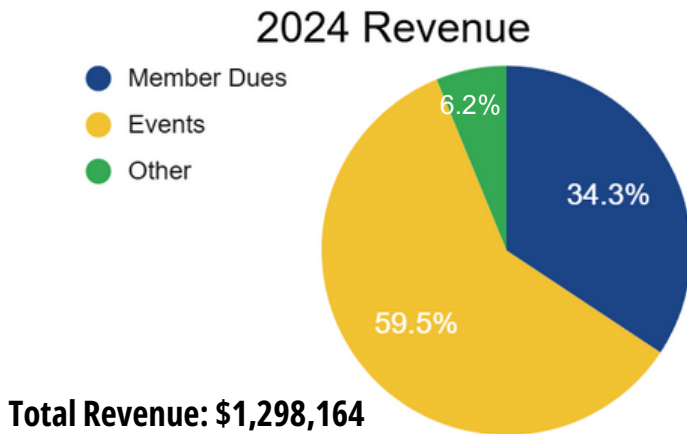


HONORING OUR JOURNEY >>> IGNITING OUR FUTURE

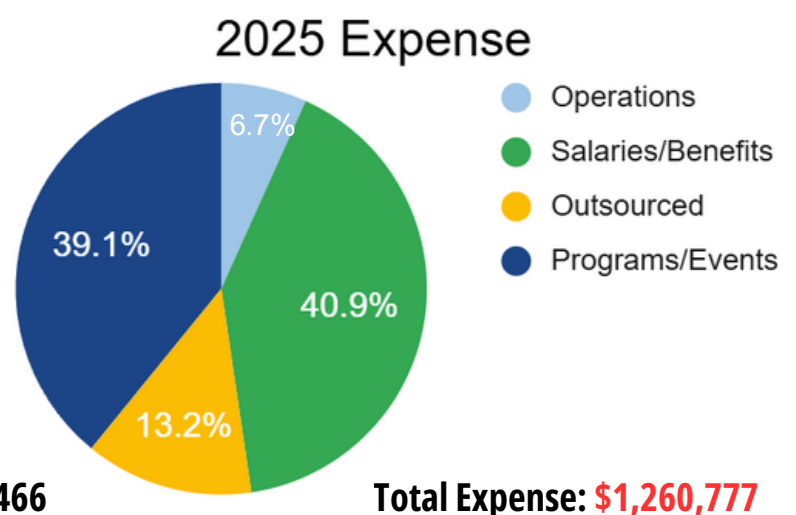
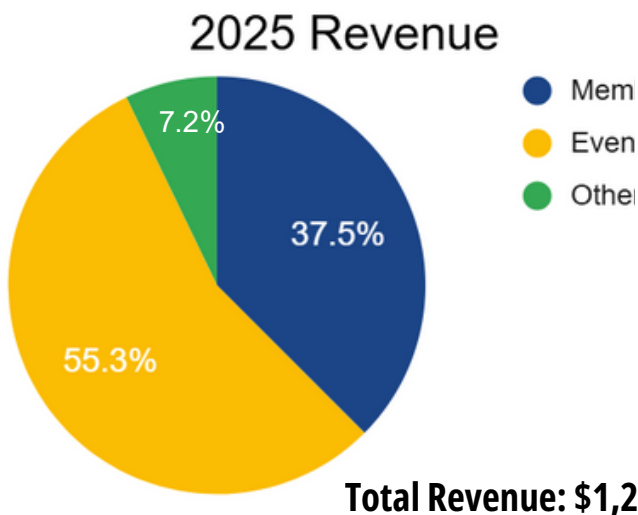


FINANCIAL SNAPSHOT

2024 BUDGET ACTUALS



2025 ADOPTED BUDGET



The 2025 deficit is attributable to one time costs and increased salary due to transition. This deficit will be covered by existing reserve funds.



BUTTIMER AWARD WINNER'S STORY



Willy Duncan, Superintendent/President at Sierra College

Sierra College Superintendent/President Willy Duncan was honored with the Harry Buttimer Distinguished Administrator Award for transformational community college leadership and significant contributions to the local community, economy, workforce, and equitable access to higher education. Willy became the superintendent/president of Sierra College in 2011 and has been a strong advocate for all ACCCA members and his colleagues.

"Willy was instrumental in setting a positive tone when he served as ACCCA Board President. He has a wealth of insight that he continues to share with his Board colleagues. Specifically, he has helped shape ACCCA (over the 10+ years) to where it is today--a strong membership organization that is committed to the professional growth and development of today's community college administrators." - Geisce Ly, City College of San Francisco

Susan Bray, Executive Director of ACCCA commented, "Willy Duncan is much loved by ACCCA and throughout our system, and it was a joy to see him get this recognition from ACCCA. We were fortunate to hear from his family and 2024 recipient, Ron Gerhardt, Chancellor of the Chabot Las Positas CCD, who all spoke in detail of his impact on the Sierra district, but also the community and especially his family and friends. As he leaves the ACCCA Board, but never our ACCCA family, he has set a standard for our organization and our Commission for Finance Legislation and Advocacy that he has chaired for over a decade."

In 1986 the ACCCA Board created the Harry Buttimer Distinguished Administrator Award named for Harry Buttimer, one of the original founders of ACCCA, and the former Chancellor of the Contra Costa CCD.

In the 39 years since the award's debut, the Harry Buttimer Distinguished Administrator award has stood as a defining recognition for the California Community College CEO who, in the course of their career, has distinguished themselves among their peers and in their community.



OTHER AWARDS



MERTES AWARD FOR EXCELLENCE IN COMMUNITY COLLEGE RESEARCH

Eric Felix, Associate Professor, San Diego State



AWARD FOR DIVERSITY, EQUITY AND SOCIAL JUSTICE

Emilee Mitchell, Chair, The California Community College LGBTQ+ Summit Advisory Committee



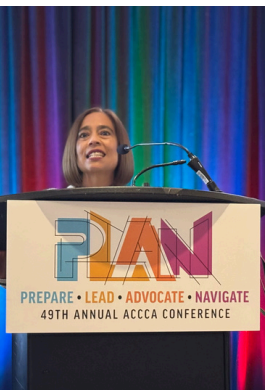
LEADERSHIP AWARD FOR ADMINISTRATIVE EXCELLENCE

Kiersten Elliott, Dean of Community & Academic Relations, Santa Monica CCD



VOLUNTEER OF THE YEAR

Silvia Cornejo, Interim Assistant Superintendent/Vice President of Academic Affairs Southwestern CCD



ACCA BUSINESS PARTNERS



ACCA BUSINESS MEMBERS



ACCCA COMMISSIONS AND COMMITTEES

COMMISSIONS

MANAGEMENT DEVELOPMENT COMMISSION [MDC]

The Management Development Commission is the largest and most complex entity within the Association's volunteer structure. Led by co-Chairpersons **Andy MacNeill**, Dean, Arts, Humanities, Communications & Telecommunications at San Diego City College and **Lonita Cordova**, Assistant Superintendent/Vice President, Student Services at San Joaquin Delta CCD, the MDC works to develop and curate training and professional development programs and networking events for college administrators throughout the year. Supported by 11 focused teams representing individual programs and events, the commission currently comprises over 30 individual volunteers year round.

COMMISSION FOR FINANCE, LEGISLATION & ADVOCACY [CFLA]

The CFLA is led by Chair **Daren Otten**, Superintendent/President of Copper Mountain CCD and Vice Chair, Diane Fierro, Vice Chancellor of Human Resources at Coast CCD. This Commission includes 16 volunteer members who are devoted to keeping members informed and influencing policy and legislation that impacts administrators and their institutions.

The CFLA represents ACCCA on the statewide Consultation Council and participates with the CCCCCO and other entities to provide testimony before the legislature and take positions on key legislation. Additionally, the CFLA provides training to administrators on the legislative and budget process in the State of California, and works closely with our advocates from School Services to skillfully represent the administrative perspective at the state level.

REGIONAL MEMBER COUNCIL [RMC]

The RMC is the body within ACCCA that directly represents ACCCA members and advises the Board about the needs and preferences of members with regard to benefits, services and programs. Led by Chair **Bonita Steele**, Director of Programs and Program Support at Kern CCD, the Council is representative of the campus reps in the ten regions in the state. Currently the Council has 12 members representing 124 active ACCCA Campus Reps throughout the state. The Council provides leadership in the recruitment and retention efforts of ACCCA, supports the campus rep network and engages members and prospective members regionally through a series of events and activities designed to be accessible, build community and support administrators throughout the state.

COMMUNICATIONS & MARKETING COMMITTEE [CMC]

The CMC is the team within ACCCA that manages the brand and marketing of the Association as well as its communications, publications and website. Led by **Char Perlas**, Superintendent/President at College of the Siskiyous, this 5 to 8 member team works together to vet messaging, promotions, and collateral used to recruit members, promote programs and services and ensure members are fully informed and engaged.

SOCIAL JUSTICE & EQUITY COMMITTEE [SJEC]

The SJEC is the most recent advisory committee of the Board to be formed. It was created to ensure that ACCCA is fully transparent in its support of the Association's stated goals of supporting the diversity, equity and inclusion of ACCCA in all aspects and provide useful information to members and institutions about best practices to ensure these values are supported throughout the system. Newly appointed Chair, **Emilie Mitchell**, Dean of Social & Behavioral Sciences at Cosumnes River College and the team of 11 volunteers not only serve as the advisory board to the Social Justice & Career Advancement Institute, they work with each ACCCA commission and committee, the Board and staff to provide oversight and analysis of ACCCA's DEIA impact.

FINANCE COMMITTEE [FC]

A critical advisory committee to the Board, the ACCCA Finance Committee, is tasked with oversight functions working with the Executive Director, staff and the Executive Committee to ensure ACCCA is fiscally sound, compliant with all laws and regulations and provides their expertise to assist with budget development and financial planning for the Association. Currently chaired by **Chris DelaRosa**, Vice Chancellor of Business Services at the Foothill DeAnza CCD, the 5 person committee provides a wealth of expertise and guidance to safeguard the assets of the Association in the interests of its members.

STANDING COMMITTEES OF THE BOARD

ACCCA REGIONAL REPS



Region 1

Melissa Ericsson
College of the Siskiyous

“

We are super grateful to have amazing professionals who generously volunteer their time to support our fellow administrators and aspiring administrators. - Geisce Ly, CCSF

”



Region 2

Eliliana Becerra
Yuba College

“

“I cherish the sense of belonging ACCCA nurtures in the California Community Colleges.”

- Balaji Sethu Raja - Region 8

”



Regional 3

Chris Gibson
Skyline College



Region 4

Nan Ho
Las Positas College



Region 5

Katie Bachman
Cerro Coso Community College



Region 6

Lauren Elan Helsper
Antelope Valley College



Region 7

Veronica Jaramillo
Pasadena City College
and

Pilar Huffman
Compton College



Region 8

Balaji Sethu Raja
Citrus College



Region 9

Elena Rodriguez
Palo Verde College



Region 10

Javier Ayala
Grossmont College

MEMBERSHIP DEMOGRAPHICS



The Association's Strategic Goals included a 10% increase in membership in the 2024-25 year.

New recruiting events and a focus on Campus Rep engagement helped ACCCA exceed this goal with a 14% increase in membership for the year

ACCCA continues to partner with affiliate groups and Business Partners to host regional events and focus on recruitment for the coming year entering the 50th year of the Association.

1484 CURRENT MEMBERS

How long have you been an administrator in the California Community College system?

New administrator(first year)	10.95%
2-5 years	36.82%
6-10 years	24.38%
11-15 years	13.43%
16-20 years	4.48%
Over 20 years	9.45%

"My experiences [at ACCCA] have been nothing short of amazing."

"I attended the ACCCA Conference and fell in love with the association. I feel valued and advocated for. The learning and personal growth opportunities are invaluable."

Benefits our members find most valuable:

Free/discounted legal services	47.7%
Free professional liability supplemental policy	51.46%
Identity theft protection insurance	26.36%

