



Omni Rancho Las Palmas, Rancho Mirage

PROGRAM HIGHLIGHTS

Wednesday, February 20th

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. – 10:00 a.m. *Mentor Program Meeting*
(2019-20 Class Orientation)

10:00 a.m. – 11:30 a.m. Welcome to the 44th Annual ACCCA Conference!

Welcome Address: Dr. Omid Pourzanjani, President of the ACCCA Board of Directors

General Session:

Worst Case Scenario: Community Colleges Respond in an Era of Increasing Natural Disasters

As incidences of tragic and costly natural disasters are on the rise, both in frequency and severity in California, your local community college could become a haven for disaster survivors or a staging ground for first responders—that is, if the campus is fortunate enough to remain unscathed by fire or flood waters. This “new normal” now begs a series of urgent questions for those who manage our campuses ranging from early warning systems to evacuation protocols, and complicated rules and regulations for coordination with state and federal resources. In tandem with all of the concerns, many of your own faculty, administrators, staff and students could themselves be victims of these disasters losing everything they own in a matter of minutes. How can we best support our colleagues in such unbearable circumstances?

One positive outcome of our most recent tragedies is that colleges are leading and learning as they address the current crises or help to contribute to the recovery of their neighbors. As we gain more understanding about how to respond effectively to these questions, ACCCA has brought together some subject matter experts who gained that expertise through their own unfortunate experiences, and the

state and federal resource leaders who must work together with local entities to initiate and sustain the recovery process.

We bring you this discussion to shed light on some of the acquired knowledge and help prepare you to confront the challenges of a *worst case scenario* at your own campus.

11:30 a.m.-12:00 p.m. Break

12:00 p.m.-1:45 p.m. Keynote Presentation



Every Journey Begins with a Single Step:
What would you do if you knew you could not fail?
Dr. Marc Williams, CEO, Williams Communications LLC

Over the past 25 years, Dr. Marc Williams has been widely regarded as a Sports Marketing Pioneer. He is one of the nation's experts on education, leadership, career transition, crisis management and professional development. Dr. Williams has worked for three of the largest sports brands in the world: Champs Sports, Footaction and Reebok, and he was named as one of the top 20 inspirational speakers in the world. His insights have been featured on CBS World News, BBC World News and CNN.

We've asked Marc to join us to speak about his remarkable personal journey and the leadership traits he considers most valuable in challenging times. As many of us know, community college leadership is not for the faint of heart. Marc will discuss the importance of managing ego, the value of self-esteem and the essential act of holding ourselves and our leaders accountable. Internalizing resiliency, hope and optimism are the outcomes we seek in this opening session address and how we hope to set the tone for the entire conference program. You will find that Dr. Williams is the perfect messenger to achieve this goal.

1:45 p.m.-2:15 p.m. Break

2:15 p.m. – 3:45 p.m. General Session
Lessons from HR: *Leading Through Change*

Coping, surviving and even thriving in a world of change requires essential leadership survival skills. Your friendly HR office is here to help! This session is intended to provide you with a personal **Survival Toolkit** of rules of the road when navigating difficult or treacherous waters.

Presented by: **Cindy Vyskocil, Vice President of Human Resources, South Orange County CCD, Crystal Crane, Executive Director of Human Resources, Coast CCD**

3:45 p.m. – 4:00 p.m. Break

4:00 p.m. – 5:15 p.m. General Session
Bullies and Sabotage: *Playground Theory in the*
Community College

It seems that every college has at least one bully whose only purpose is to make life difficult for others. This “flipped” session will offer a minimized presentation in order to focus on sharing stories, strategies and dialogue about counteracting some of the negative energy in the workplace and even at public board meetings!

Following a short introduction, round-table groups will discuss individual experiences to decide which story to share with the room. The remainder of the session will be devoted to hearing real stories and our facilitators will include your feedback with their commentary to identify real tactics and techniques for dealing with bullies and outright sabotage in the workplace.

Presented by: Dr. Robert Frost, Dean, John Adams Campus, City College of San Francisco, Dr. Geisce Ly, Dean of Downtown Campus & School of Business, Fashion and Hospitality

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

Join your peers and our conference vendors for an evening of fun, food and festivities. One drink ticket per person is provided behind your badge and then it’s a cash bar. 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. on Wednesday, February 20th.

The drawing will be held the start of the Association meeting on Thursday, February 21st at 3:15 so be sure to have your tickets with you and to be on time to the session. **You must be present to win.**

7:30 p.m. Evening on Your Own—Experience Rancho Mirage!

Thursday, February 21st

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

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

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

<p>9:00 a.m. – 10:15 a.m. BREAKOUTS</p>
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Tracing Professional Metamorphosis: *Using Reflective Frames to Expand Professional Capacity*

A study of emerging leaders found that their evolving use of reflective practice can be a key aspect of their professional development. This session will explore the findings of the study through three distinct themes and provide an interactive element through audience case analysis.

Every professional “sticky situation” can be assessed in three ways: through interpersonal, contextual and technical frames. As administrators mentor or train their teams, and for their own professional development, employing strategies that integrate reflective practices can help facilitate the expansion of professional capacity.

*Presented by: **Kate Jacques**, AVP Instruction & Curriculum, American River College*

What Would a Dean Do? *Making Meaning from Madness*

Never accept that one is too busy for ongoing Professional Development! Through meeting ice-breakers we have established a tradition of scenario-based training that benefits both new and seasoned deans. Names have been changed to 'protect the innocent', and a healthy supportive dialogue around unique scenarios both educates and encourages everyone, and creates space for dialogue that extends beyond the technical and into philosophical approaches to leadership.

Attending this session will provide you with strategies for facilitating your own ongoing professional development and help you understand the critical role that trust plays in building a strong management team.

*Presented by: **Jennifer Zellet**, Vice President of Instruction, Modesto Junior College*

Achieving Institutional Success as an Interim

Since an interim appointment may not exceed two years (CCR 53021), how can an administrator with these positional time constraints, have a positive impact on a California community college campus? In this highly interactive session led by two current interim leaders, attendees will be provided with specific strategies on advancing institutional priorities as an interim administrator and they will explore the unique advantages and challenges of serving in an interim capacity.

*Presented by: **Matt Calfin**, Interim Dean of Learning and Technology Resources, Grossmont College, **Michael Reese**, Interim Vice President of Academic Affairs, Grossmont College*

Starting Off on the Right Foot! *An Orientation for New Administrators*

This session was developed as an orientation for administrators new to the California community college system, or new to their roles. The facilitators will share insights and strategies to help less seasoned managers transition successfully into the new role or environment so that they thrive, not merely survive, and are effective when leading change and managing competing priorities.

Situational awareness, relationship building, organizational culture, unions and politics, professional development, and work/life harmony are all areas that will be explored, and participants are encouraged to ask questions, network throughout the session and share their own experiences in a safe learning environment.

*Presented by: **Dr. Geisce Ly**, Dean of Downtown Campus & School of Business, Fashion and Hospitality, **Dr. Omid Pourzanjani**, Visiting Sr. Executive, Digital Futures Lab, California Community College Chancellor's Office*

Project Management in your Pocket!

Industry expert **Marcelina Nowosadzki** will co-facilitate this project management tutorial that provides the tools, techniques and proven practices to help you successfully manage multiple projects from start

to finish. You will learn, collaborate and leave the training with tools that can be applied to a project you may already be engaged in at your campus.

Presented by: **Marcelina Nowosadzki**, Higher Ed Implementation Program Manager, Nelnet

10:15 a.m. – 10:45 a.m. Networking Break with Exhibitors

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

The Business Roundtable is open to all business colleagues and conference sponsors/exhibitors. ACCCA staff, consultants and volunteers will be on hand to provide you with information about member benefits and how you can best leverage them to expand your community college customer base in 2019.

10:45 a.m. – 12:00 p.m. BREAKOUTS “Fast Pitch Sessions”
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ACCCA’s “Fast Pitch Sessions” feature several topics in each room in a round table setting. Presenters, who are experts in each of the topics, will make a 3-5-minute pitch to the full audience trying to “sell” their session. Whichever session you choose, it will be moderated by one of the four experts in the room; it will be an interactive discussion on one of the following topics:

Fast Pitch Round 1

- **Re-imagining Community Colleges in a Change Resistant System**

Today our Community Colleges are faced with new performance funding formulas, College Promise, Student Equity, Completion and Success: all tied to Guided Pathways. While aimed at stronger student success metrics, these changes also face resistance and concern. This Session will explore examples of how colleges have successfully navigated these murky waters to meet these new challenges.

- **Beyond Recruiting: Retaining and Supporting Marginalized Employees**

This session discusses the challenges that faculty and staff experience when they are marginalized through race, sexual orientation and gender biases. Presenters will provide strategies for supporting and retaining valuable employees who may also be experiencing this form of bias. Participants will explore multiple identity groups through a lens of researched innovations designed to improve onboarding, support, and retention of faculty and staff impacted and marginalized through bias.

- **Digital Done Right.**

What if you could turn an existing mailing list into a digital campaign? How about digitally targeting an event that you know regional high school students and their parents will be attending? All of this is possible. Let San Joaquin Delta College and 25th Hour show you new, exciting digital trends that can reach consumers who have visited target locations and reach device IDs associated with mailing addresses.

Imagine following up a click-through on your landing page with an automated postcard mailer without burdening your staff, yourself, or your budget? The 25th Hour/Delta College digital team will discuss feasible, affordable mobile marketing and automated campaign options - high-impact additions to your marketing plan that get results and won't add to your department's workload.

Fast Pitch Round 2

- **Sexual Orientation and Transgender Rights: *Practical Advice to Address Discrimination***

The legal requirements addressing discrimination based on sexual orientation and gender identity is a rapidly evolving area requiring increased attention. To ensure colleges comply with the various requirements in both federal and state law and create a safe environment for all, our presenters will assist participants in gaining a deeper understanding of the requirements and how to avoid potential legal issues. The focus of the session is on practical “real world” solutions that comply with the spirit of the law, and meet the needs of their campus community.

- **Building a Balanced Management Culture**

Mt. San Antonio College has developed a unique program to address the all-to-prevalent issue of work/life balance in today’s management culture. In this session our presenters will share the challenges and success of the program including the illuminating results of their unique Management Culture Survey.

Fast Pitch Round 3

- **Climate Change: *Shifting Culture to Change the Climate***

Administrators who understand how implementing large-scale institutional changes works are the most successful. The influx of countless initiatives, new and old, means that campuses and those who manage them must initiate, and sustain, important shifts in operations and that often means a culture shift. Measuring SLOs, integrating equity, basic skills, and SSSP, creating guided pathways, and implementing AB 705, and AB 19 are all challenges necessary to meet goals, but they do not have to be disruptive to your campus operation. This session will offer tools for getting your campus colleagues engaged and on board with the vision making the necessary transition as positive as possible.

- **Keys to the Kingdom: *Communications and Marketing for the Future***

No longer can our Marketing and Communications be restricted to program brochures or updating the college website. The new California landscape for community colleges requires a cultural shift in every department, and Communications and Marketing is no exception. Coordination among the various communication chains is key to efficiency and managing costs. Internal communications can be leveraged to get all employees rowing in the same direction and innovative communications with our students will be required to keep students until their educational goals are realized.

12:00 p.m. – 1:30 p.m. Luncheon, Award Presentations—Networking Time

1:30 p.m. – 2:45 p.m. BREAKOUTS
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The Road Less Traveled: *Charting Your Course to Executive Leadership*

Through both presentation and active participation, our panelists—each a seasoned administrator and search and selection consultants—will provide attendees with an inventory of strategies to navigate a successful career pathway. The presenters will focus on moving to a vice-president or CEO position. Self-assessment (professional and personal), successful skills and characteristics, and the application/selection process will be discussed.

Presented by: **Dr. Dean Colli**, Vice President and **Dr. Benjamin Duran**, PPL, **Matt Wetstein**, Superintendent/President, Cabrillo College

Advocacy for All: Understanding the Needs of LGBTQ+ Students

This workshop will provide administrators with an overview of the concepts of gender identity, gender expression, and sexual orientation on California community college campuses today. Presenters will explore current research on the challenges that LGBTQ+ students face on campus and the effects these challenges have on retention and persistence. Strategies will be provided for creating a plan to address needs of LGBTQ+ students, faculty, and staff members and on meeting requirements of recent state legislation. This workshop will discuss assessment, planning, and institutionalizing of support services into existing equity plans and efforts.

Presented by: **Joshua Moon Johnson**, Dean of Student Services, Equity Programs & Pathways, American River College, **Emilie Mitchell**, Pride Center Coordinator, American River College

Changing Culture: The Transformational Journey of "How"

"The significant problems we face cannot be solved at the same level of thinking we were at when we created them." (Albert Einstein).

"Act as if what you do makes a difference. It Does." (William James)

Successful leaders thrive in times of change. In the midst of chaos, they find the issue at the core of the problem, bring focus to the issue and then collaborate to solve the problem. Using the essentials of appreciative inquiry, participants in this session will explore the power of positive questions and gain an understanding of the five core principles of the change process.

Presented by: **Judy E Walter**, Certified Appreciative Inquiry Facilitator, Retired

True Confessions of a Senior Leader: Tough Questions to Ask on the Way to the Top

Through research, doctoral leadership instruction, and over 50 years' combined practice, Dr.'s Frost and Ly distill the toughest challenges, scenarios, and "true confessions" into the BIG question: am I ready for a senior leadership role? In 30 minutes, Frost and Ly offer 3-4 brief "cases" from California leader experiences that prompt some essential questions that aspiring leaders must ask.

In this highly interactive session, engagement throughout will be encouraged and participants will be invited to share their own stories and ideas that will add context to the content.

Presented by: **Dr. Geisce Ly**, Dean of Downtown Campus & School of Business, Fashion and Hospitality, and **Dr. Robert Frost**, Dean, John Adams Campus, City College of San Francisco

Ban the Box: Policies for Hiring Employees with Criminal Records

Hiring and employing classified, academic employees and student workers with criminal records can be challenging. The complicated nature of Education Code mandates and other state and federal laws including the Fair Chance Act (also known as Ban the Box, effective in 2018), increases the difficulty.

Providing qualified candidates an opportunity at employment is beneficial to the institution, however, administrators also have a duty to protect our campus communities. In this session, presenters from the Chancellor's office and a community college district HR office will discuss new legal and policy guidance for colleges including highlighting model practices and effective policies.

Presented by: Diane Fiero, Assistant Superintendent/Vice President, Human Resources, College of the Canyons, Marc LeForestier, General Counsel, CCCCCO, Debbie Mukamal, Executive Director, Stanford Criminal Justice Center, and Cindy Vyskocil, Vice Chancellor of Human Resources, South Orange County CCD

2:45 p.m. – 3:15 p.m. *Networking Break with Exhibitors*

**3:15 p.m. – 4:30 p.m. *Annual Association Business Meeting,
Legislative Report and Member Recognition***

Each year the Association's members come together to hear the annual report of the Association, receive an update on continuing legislative and policy issues and our advocacy platform, conduct a vote on issues that the Board may put before the membership, and to recognize and honor our colleagues who have gone above and beyond expectations.

The annual meeting is for all members, AND those who may want to join ACCCA or find out more about member benefits. The ACCCA Board and our Executive Director Susan Bray encourage you to attend the 2019 Association Meeting and get to know your fellow administrators in ACCCA. You'll hear about new developments in Association operations, training programs and advocacy initiatives that have transpired in the past year. Prize drawings will take place at the Annual Meeting and you must be present to win!

4:30 p.m. – 5:45 p.m. *President's Reception*

5:45 p.m. *Evening on Your Own--Enjoy the Area!*

Friday, February 22nd

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

8:00 a.m. – 9:00 a.m. *Deluxe Continental Breakfast and Networking*

<i>9:00 a.m. – 10:15 a.m. BREAKOUTS</i>
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Against the Wind: Implementation of the Student Centered Funding Formula

After months of debate, analysis, blow back, modeling and an incredible amount of work by so many dedicated colleagues, the Student Centered Funding Formula (SCFF) is now in year 2 of a three year phased-in implementation. More significantly, expiration of the "hold harmless" provision is just around the corner. In January at the Budget Workshop we heard from Assembly and Senate representatives charged with establishing the legislatively required committee to oversee implementation of the SCFF. Joining our panel for this session is **Christian Osmena**, Vice Chancellor for Finance and Facilities at the Chancellor's office. Along with the Chair of the

Workgroup on Fiscal Affairs and members of the Oversight Committee, our panel will bring you current on the challenges and successes of the new formula, and what to expect as we approach full implementation.

Becoming a Transparent Leader in an Otherwise Opaque World

Through a moderated discussion with session participants, a panel of community college presidents and senior leaders will share examples from their own interpretation and practice of Transparent Leadership. The second half of the session will include panelist commentary, cases/examples, and responses to notecard questions from the audience. The session will connect how transparency positively influences institutional outcomes.

*Presented by: **Dr. Robert Frost**, Dean, John Adams Campus, City College of San Francisco, **Dr. Theresa Fleischer Rowland**, Associate Vice Chancellor, City College of San Francisco, **Dr. Marlon Hall**, President, Lassen College, **Diana Rodriguez**, President, San Bernardino Valley College, **Dr. Keith Curry**, President, Compton College*

Legal Eagles

Get your questions answered while learning how to deal with labor, education and employment issues important to your district. Attendees will share their questions with others in the group who possibly have the same problems, concerns and issues. The questions asked will dictate where this interactive session will end up. Colleges deal with a number of issues on a daily basis and it's best to be prepared. Take this opportunity to get some answers - without those pesky billable hours!

*Presented by: **Pilar Morin**, Partner, Liebert Cassidy Whitmore, **Laura Schulkind**, Partner, Liebert Cassidy Whitmore, **Eileen O'Hare Anderson**, Liebert Cassidy Whitmore*

Guardians of the Academy: Super Heroes Lead an Academic Revolution

How do you manage a team with different personalities and generational differences in the academic setting? This session will highlight the different personality types we commonly find on our administrative teams using a familiar analogy: superheroes! The presenters will include practical strategies and tips to help you manage your team of superheroes in today's very complex community college setting.

*Presented by: **Kaneesha Tarrant**, Vice President of Pathways & Student Affairs, LATT, **James Lancaster**, Vice President of Instruction, LATT*

10:30 a.m. – 12:00 p.m. Closing General Session

NOT ON OUR CAMPUS! *Standing Together to Confront Hate in the California Community Colleges*

This is the session you stay for because you know that Hate is on the rise and is no longer hiding in the shadows. Creeping out from its hidden places, Hate is emboldened by heated rhetoric that is emerging more frequently and more loudly from its usual places. And now, it comes from places you wouldn't expect, from the highest offices and many of the common spaces that were meant to be shared by all.

Once expressed in innuendo, Hate is now blatant and bold. It comes out on a bright sunny morning where those who would worship are gathered, or jumps out at you from the wall of a campus

bathroom. Hate has always been present on our campuses, but now we hear its blatant taunts at those they consider other, and we see its slogans on flyers scattered carelessly across campus grounds.

Hate seems to be growing stronger these days, but it has never been indestructible. In this session we will hear a researched assessment of organized Hate in America, and how it manifests itself on college campuses—the home of free speech. We'll also hear about how collaborative efforts to confront Hate are taking hold and changing the campus culture so that it is not tolerated and has no place to grow.

The “*Not on Our Campus*” movement has been active in some form for several years. Now we're seeing a resurgence in its mobilization on California campuses and with it, a growing culture of inclusion and understanding. We begin with a keynote address by **Swathi Shanmugasundaram**, Research Analyst with the Southern Poverty Law Center (SPLC). We are honored to have her insights and participation as a member of our discussion panel that follows.

The Southern Poverty Law Center has an unparalleled legacy of confronting extremism and Hate throughout our country since it was established in 1971. Most notable is their work to hold the KKK financially liable and accountable for their crimes, and to address instances of criminal behavior and activity of organized hate movements in America. And friends, at SPLC business is booming.

Swathi is an expert on extremism including the organized anti-immigrant and anti-Muslim movements. Before joining the SPLC, she worked as a policy consultant for South Asian Americans Leading Together (SAALT), a national civil rights group based in Takoma Park, Maryland. She received her BA in Immigration Policy with minors in Asian Studies and Intergroup Relations Education from the University of Michigan in Ann Arbor.

12:00 p.m.

Conference Adjourns