



Omni Rancho Las Palmas, Rancho Mirage

TENTATIVE PROGRAM OF EVENTS

Updated 1/30/2019

Conference Co-Chairs: **Kimberlee Messina**, Interim Vice President of Instruction, Clovis College and **Rory Natividad**, Dean, Health Sciences & Athletics, El Camino CCD

Host College:
College of the Desert

Wednesday, February 20th

8:00 a.m. – 5:30 p.m. Conference Check-In/Hospitality Desk Open

Ballroom Pre-Function

8:00 a.m. – 5:00 p.m. Mock Interviews (separate registration required)

Las Palmas Ballroom F-H

8:00 a.m. – 10:00 a.m. Mentor Program Meeting

(2019-20 Class Orientation)

Las Palmas Ballroom F/G

10:00 a.m. – 7:30 p.m. Exhibit Hall Open

Fiesta Ballroom 1-5

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 and **Dr. Joel Kinnamon**, Superintendent/President at College of the Desert

Las Palmas Ballroom D/E

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 very well 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 and still being called upon to respond to the needs of their campus. How can we best support our colleagues in such unbearable circumstances?

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 unfortunate experiences, as well as the state and federal resource leaders who work with local entities to initiate and sustain the recovery process.

One positive outcome of California’s recent tragedies is that our colleges are leading and learning even as they address the current crisis and continue to contribute to the recovery of their neighbors.

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

Presented by: **Jeff Toney**, Office of Emergency Services, State of California; **Douglas Houston**, Chancellor, Yuba CCD; **Samia Yaqub**, Superintendent/President, Butte CCD; **Frank Chong**, Superintendent/President, Santa Rosa Jr. College; and **Kevin O’Rorke**, Vice President Student Services, Shasta-Tehama-Trinity Joint CCD.

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

Break

Fiesta Ballroom 1-5

Sponsored by: CCC CA Virtual Campus, OEI

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

Keynote Presentation:

Dr. Marc Williams, CEO, Williams Communications LLC

Las Palmas Ballroom D/E

Lunch Sponsored by: Keenan & Associates

Keynote Sponsored by: Bank of America Merrill Lynch

[INSERT PHOTO]

Over the past 25 years, **Dr. Marc Williams** has been widely regarded as a sports marketing pioneer, and he remains one of the nation’s experts on education, leadership, career transition, and crisis management. He’s left his mark on three of the largest sports brands in the world including Champs Sports, Footaction and Reebok, and he was also named one of the top 20 inspirational speakers in the world. His insights have been featured on CBS World News, the BBC World News and CNN.

We’ve asked Marc to join us to speak about his remarkable personal journey and how that informed the leadership traits he considers most valuable in challenging times.

As we are all too aware, community college leadership is not a spectator sport nor is it 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.

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

Break

Fiesta Ballroom 1-5

Sponsored by: Schools First Credit Union

**2:15 p.m. – 3:45 p.m. General Session:
Lessons from HR: *Leading Through Change*
Las Palmas Ballroom D/E**

Coping, surviving and even thriving in a world of change requires essential leadership survival skills. This session is designed to allow you to walk away with specific strategies for resolving workplace conflicts as well as personal and professional life skills, coping mechanisms and communication strategies to successfully help you lead your way through difficult, volatile and highly political situations.

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

**3:45 p.m. – 4:00 p.m. Break
Fiesta Ballroom 1-3
Sponsored by: Next Generation Web Solutions**

**4:00 p.m. – 5:15 p.m. General Session:
Bullies and Sabotage: *Playground Theory in the
Community College*
Las Palmas Ballroom D/E**

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 and **Dr. Geisce Ly**, Dean, Downtown Campus & School of Business, Fashion and Hospitality.

**5:15 p.m. – 7:30 p.m. Annual “FUN’D” Raiser Reception with the Exhibitors
Fiesta Ballroom 1-5
Sponsored by: Liebert Cassidy Whitmore**

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 a cash bar will be available throughout the event. 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.

The drawing for the 50/50 Raffle will be held the start of the Association meeting on Thursday, February 21st at 3:15 and **you must be present to win!** Be sure to have your tickets with you and to be on time to the session.

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

Visit the Guidebook app or the ACCCA Desk for more information!

Thursday, February 21st

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

Ballroom Pre-Function

Stop at the **ACCCA Membership Table** to check out the latest with ACCCA and sign up for membership. Take a look at community college job opportunities at the **Job Announcement Table** (also feel free to drop off job opening brochures for positions at your campus.)

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

Fiesta Ballroom 1-5

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

Fiesta Ballroom 1-5 & Ballroom Pre-Function

Sponsored by :Erickson Law Firm A.P.C.

9:00 a.m. – 10:15 a.m. #1 BREAKOUT SESSION (5 options)

1A. Tracing Professional Metamorphosis: *Using Reflective Frames to Expand Professional Capacity*

LAS PALMAS BALLROOM C

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 Jaques**, Associate Vice President of Instruction & Curriculum, American River College

1B. What Would a Dean Do? *Making Meaning from Madness*

LAS PALMAS BALLROOM F

Never accept that you are 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.

In this interactive session, names are changed to protect the innocent and a healthy supportive dialogue around unique scenarios will educate and encourage you as we create an experience that goes 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.

1C. Achieving Institutional Success in Your Interim Role

LAS PALMAS BALLROOM H

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 seasoned administrators currently in interim positions, attendees will be provided with specific strategies on advancing institutional priorities and exploring the unique advantages and challenges of serving in an interim capacity.

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

1D. Starting Off on the Right Foot! *An Orientation for New Administrators*

LAS PALMAS BALLROOM A/B

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 their new role or environment so 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. 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, CCCC; and Lizette Bricker, Dean, Enrollment Services & Support Programs, College of San Mateo.

1E. The Fundamentals of Planning: *Knowing HOW is the First Step*

LAS PALMAS BALLROOM G

Every successful project requires a good plan. Whether it's implementing a major campus or district initiative or completing a straightforward set of tasks, this formula still applies.

In November, ACCCA hosted a Region 10 workshop on Project Management, and the most frequently asked question at that training was simply: *"what is the best way to plan?"* This session focuses on the essential elements of successful advance planning for taking on any project or task--no matter how overwhelming the mission may be.

Presented by: Marcelina Nowosadzki, Higher Ed Implementation Program Manager, Nelnet and Charlie Ng, Vice President, Human Resources, MiraCosta CCD.

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

Fiesta Ballroom 1-3

Sponsored by: SELF

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

Fiesta Ballroom 1-3

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 Business Member benefits and how you and your company can best leverage them to expand your community college customer base.

10:45 a.m. – 12:00 p.m. #2 BREAKOUT SESSION (3 options) Fast Pitch Sessions

ACCCA's Fast Pitch Sessions feature several topics in each room in a round table setting. Presenters, who are the subject matter experts (SMEs) for each of the selected topics make a 3-5-minute pitch to the full audience, trying to pitch their session and lure you to their table. Whichever session you choose, it will be moderated by one of the experts in the room and they promise you a concise and interactive discussion on one of the following topics:

2A. Fast Pitch Room #1 [three options]

LAS PALMAS BALLROOM A/B

- **The Re-Imagination of 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 colleges that are successfully navigating through these new challenges.
- **Beyond Recruiting: Retaining and Supporting Marginalized Employees**--These challenges that faculty and staff experience when they are marginalized by race, sexual orientation and gender biases occur on many levels. These SMEs will provide strategies for supporting and retaining valuable employees who may be experiencing this form of bias and explore multiple identity groups through a lens of researched innovations designed to improve onboarding, support and retention.
- **Digital Done Right**--What if you could turn an existing mailing list into an effective digital campaign? How about digitally targeting an event that you know regional high school students and their parents will be attending? New and innovative digital trends will be shared and our SMEs will discuss feasible and affordable mobile marketing and automated campaign options. You'll come away with high-impact additions to your marketing plan that get results and won't add to your workload.

2B. Fast Pitch Room #2 [two options]

LAS PALMAS BALLROOM F

- **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 legal area requiring increased attention. To ensure colleges comply with the

various requirements in both federal and state law, these SMEs 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**—Individuals on your management team may represent a wide variety of personalities, agendas and levels of skill and knowledge. While that is a strength to celebrate, it can also mean dysfunction and stress as the collective team works together to adapt to challenging internal and external factors. To assist its employees, Mt. San Antonio College has developed a unique program to address the work/life balance issues that are so common in today’s management culture. In this session you’ll hear about the varied challenges, and ultimately the many successes of this innovative program and explore the results of their strategic *Management Culture Survey*.

2C. Fast Pitch Room #3
LAS PALMAS BALLROOM H

- **Climate Change: *Shifting Culture to Change the Climate***--Administrators who understand how to implement large-scale institutional change are a valuable resource at their institutions. The current influx of new priorities and changing policies means that our colleges and those who manage them must initiate, and sustain important shifts in operation that can trigger a corresponding shift in the college culture. Our SMEs will demonstrate that change does not necessarily mean disruption in your campus operation and can offer strategies and tools for getting your colleagues engaged and on board to make the transition as positive as possible.
- **Keys to the Kingdom: *Communications and Marketing for the Future***—California’s new landscape for community colleges requires some level of change in every department—and Communications/Marketing is no exception. No longer can outreach be restricted to brochure or website updates. These SMEs assert that coordinating separate lines of communication is key to efficiency and managing costs, and that internal communications can be leveraged to get everyone rowing in the same direction. Innovative communication models for students will be demonstrated that are designed keep them engaged to completion of their educational goals.

12:00 p.m. – 1:30 p.m. Luncheon, Award Presentations—Networking Time
LAS PALMAS BALLROOM D/E
Sponsored by: AALRR

1:30 p.m. – 2:45 p.m.	#3 BREAKOUT SESSION (5 options)
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3A. The Road Less Traveled: *Charting Your Course Toward Executive Leadership*
LAS PALMAS BALLROOM C

Our panelists—each a seasoned administrator and professional search consultant—will provide attendees with an inventory of strategies they can employ to navigate a successful career pathway. This interactive session will focus on the transitions of dean to vice-president or vice-chancellor, and on to the CEO role. They will focus on using a self-assessment (professional and personal) tool and approaching the application/selection process in ways that can work to your advantage.

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

3B. Advocacy for All: Understanding the Needs of LGBTQ+ Students

LAS PALMAS BALLROOM H

Recent legislation has resulted in new requirements that will impact your current planning process for equity assessment, planning and the development of related support services. This session will begin with an overview of the concepts of gender identity, gender expression and sexual orientation in the context of the California community colleges, and will include current research on the challenges that LGBTQ+ students face. The impact of gender identity-based barriers on retention and persistence will be demonstrated and strategies for addressing the needs of students, faculty and staff members in this environment will be discussed.

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

3C. Changing Culture: The Transformational Journey of "How"

LAS PALMAS BALLROOM G

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

So, given Einstein's assertion, exactly how do we get from here to there? This question, among others, will be addressed by using the essentials of *Appreciative Inquiry*, and allowing space for each participant to explore a "mini query" that is focused on a goal that they choose. Our presenters will reveal the power of the positive question and demonstrate the five core principals of a process that is designed to improve or affect cultural change within an institution.

"Act as if what you do makes a difference. It does." **William James**

Presented by: **Dr. Judy E. Walters**, Certified AI Facilitator, Retired CEO; and **Dr. Omid Pourzanjani**, Visiting Sr. Executive, Digital Futures Lab, CCCC

3D. True Confessions of a Senior Leader: Tough Questions to Ask on the Way to the Top

LAS PALMAS BALLROOM F

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.

3E. Ban the Box: Hiring Policies for Employees and Student Workers with Criminal Records

LAS PALMAS BALLROOM A/B

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*), only increases the difficulty.

Providing qualified candidates with a fair opportunity for employment is beneficial to the institution. However, administrators also have a duty to protect campus communities. In this session, experts from the Chancellor's Office and the Stanford Criminal Justice Center, along with colleagues from community college HR offices, will discuss new legal and policy guidelines, explore 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*

Fiesta Ballroom 1-3

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

Las Palmas Ballroom D/E

Each year ACCCA members—and those with an interest in membership—come together to hear the annual reports from Association leaders including an update on continuing legislative and policy issues, information on available training programs in the coming year and recognize our colleagues who have gone above and beyond.

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 to get to know your fellow members and hear about why membership now is so important. The winner of the 50/50 raffle will be announced, so remember to keep your tickets with you and remember, *you must be present to win!*

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

Starlight Terrace

Sponsored by: Cetera Advisors Network

ALL conference attendees are invited to join **Dr. Joel Kinnamon**, Superintendent/President at College of the Desert, and **Omid Pourzanjani**, President of the ACCCA Board and Visiting Sr. Executive, Digital Futures Lab, CCCCCO, along with members of the ACCCA Board of Directors for hosted wine, beer and light hors d'oeuvres before enjoying a free evening in Rancho Mirage. Musical entertainment is provided by Jesus Palominos, College of the Desert.

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

Visit the Guidebook app or the ACCCA Desk for more information!

Friday, February 22nd

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

Ballroom Pre-Function

Stop at the **ACCCA Membership Table** to check out the latest programs, benefits and information compiled exclusively for ACCCA Members and those who want to be! You can also review community college job opportunities and drop off brochures for positions that may be currently open at your campus.

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

Ballroom Pre-Function

9:00 a.m. – 10:15 a.m. #4 BREAKOUT SESSION (3 options)

4A. Becoming a Transparent Leader in an Otherwise Opaque World

LAS PALMAS BALLROOM C

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; and **Dr. Keith Curry**, President, Compton College.

4B. Legal Eagles

LAS PALMAS BALLROOM A/B

Get your questions answered and gain a better understanding of 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 that are 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; and **Eileen O'Hare Anderson**, Partner, Liebert Cassidy Whitmore.

4C. Guardians of the Academy: Superheroes Lead an Academic Revolution

LAS PALMAS BALLROOM F

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 within our administrative teams using a familiar analogy: superheroes! The presenters will explore practical

strategies and tips to help you manage your team of superheroes in today's very complex community college setting.

Presented by: Kaneesha Tarrant, Interim Vice President of Student Services, Norco Community College and *James Lancaster*, Vice President of Academic Affairs, Los Angeles City College.

**10:30 a.m. – 12:00 p.m. Closing General Session:
NOT ON OUR CAMPUS! *Standing Together to Confront
Intolerance and Ensure Free Speech***

Las Palmas Ballroom D/E

Once expressed in innuendo, intolerance is now more frequently blatant and bold. It comes out on a bright sunny morning where those who worship are gathered, or it jumps out at you from the wall of a campus bathroom. Intolerance and hate has always been present on our campuses, but now blatant taunts at those considered to be “other” or hateful slogans on flyers scattered carelessly on our campus grounds can bring a campus to a full stop.

In this, our closing session, we will hear a researched assessment of organized hate movements in America and how they are currently manifesting on our campuses. We'll also hear how organized efforts to confront these movements are taking hold and changing the culture to stop hate before it begins. The “Not on Our Campus” movement has existed, in some form, for a number of years and it aims to create a new culture of inclusion and understanding.

In concert with these issues, the need to ensure that protected speech continues unrestricted and the equally important mandate to ensure a safe campus will be addressed.

Swathi Shanmugasundaram, Research Analyst with the Southern Poverty Law Center (SPLC) will begin the session with a report on the current environment so we can begin our discussion with a common understanding. She will join our panel of perspectives representing the legal aspects of protecting free speech, the student's perspective, the campus safety perspective and the administrator's perspective.

In this session you will participate in this discussion as we collaborate to understand how campuses can respond to the needs of students and strike a balance between a desire for a respectful environment, and the historical role of academia in facilitating a marketplace of ideas.

Presented by: Swathi Shanmugasundaram, Research Analyst, Southern Poverty Law Center; **Sharon Ormond**, Partner, AALRR; **Michael Tuitasi**, Vice President of Student Services, Santa Monica CCD; **John Adams**, Chief of Campus Police, Santa Monica CCD; and **Iiyshaa Youngblood**, President, Student Senate for California Community Colleges.

12:00 p.m. Conference Adjourns