

CONNECTIONS

e-BULLETIN

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4CS Facilitates Leadership Workshop for Staff at East Los Angeles College

Nearly 50 classified staff from East Los Angeles College participated in a half day leadership workshop provided by 4CS on Friday November 30th. Cari Plyley, 4CS President Emeritus and Julie Whiting, 4CS Past President along with Kathy Perkins, Classified Senate President from MiraCosta College, facilitated a series of workshops and discussions centered on the important role classified employees play in the governance process at their colleges, the value of employee involvement, strategies and tools for how to participate effectively and information on leadership development resources.

The first workshop entitled "The Classified Role in Governance" primarily focused on educating the staff about the rights and responsibilities they have in regards to participating in college governance. Since there is no history or culture of classified involvement in governance at East Los Angeles College there was a high level of interest in this particular topic. Cari explained the legal requirements and models that exist for putting it into practice. She ended with a challenge to the group that it was now their responsibility to inform those who were not present and the college as a whole about the elevated role they need and want to play.

The second presentation was led by Kathy Perkins from MiraCosta College. "Committees 101" was devoted to why and how classified staff should be participating on college committees. It was packed full of quality information and specific examples that can be applied regardless of whether a college has just a senate, a senate and a union, or just a union representing them in governance. This presentation may be part of the offerings at the Classified Leadership Institute in June.

It was an exciting and interactive morning filled with lively discussion and an opportunity for 4CS to really provide some guidance and support to a group of classified employees who are interested but unprepared to take a more active role in governance

If you are planning a classified leadership workshop or staff development retreat and would like 4CS to facilitate a presentation or leadership discussion please contact your local area representative. Contact information is available through our website at <http://www.ccccs.org>.

Annual Classified Leadership Institute June 12-14, 2008

The 16th annual Classified Leadership Institute, Step Up To the Plate: Responsible Governance Participation will take place June 12-14, 2008 at the Granlibakken Conference Center in Tahoe City, CA. This yearly leadership development event provides interactive and inspirational workshops designed to get classified staff more engaged in leadership and governance at their local campus and develop personal leadership skills.



The workshop strands will focus on: Involvement and Participation; Legislation, Policy and Protocol; Team-building and Collaboration; and Technology Tools for Leaders. More information is available on the 4CS website at <http://www.ccccs.org> and registration information will be available in early February. We look forward to seeing you there!

Apply Now for Scholarship to Attend CLI in June

4CS is pleased to announce an exciting scholarship opportunity. Come to the Classified Leadership Institute and let us foot the bill! The CLI Scholarship was established in 1998 to assist colleges in recognizing classified employees who have made positive leadership contributions and/or exhibit strong leadership potential and are actively pursuing leadership roles at their colleges. The scholarship covers the cost of attending the Classified Leadership and standard lodging accommodations at Granlibakken.



A minimum of two \$500 scholarships will be awarded for the 2008 CLI. Last year 4CS was able to offer a total of three scholarships. Eligibility criteria,

application forms and requirements, and contact information can be found by visiting the 4CS website at <http://www.ccccs.org/activities/cli/scholarship08.html>. Forms must be received by February 22, 2008 to be considered for the award. All scholarship nominees and recipients receive special acknowledgement at the CLI Awards dinner held during the conference. This is a fantastic opportunity to experience a world class leadership conference!

An Open Invitation to Join the 4CS Executive Board

4CS is a member run organization that is governed by a 22 member executive board. Each year at the annual business meeting, held in June, new area representatives and officers are installed to guide the organization through the next year. We encourage you to consider becoming involved at the statewide level by joining the 4CS board. Candidate qualifications and election procedures are available on the 4CS Website (<http://www.ccccs.org>) and by email notice to our General Members (Classified Senates). The election process will reach completion at the 4CS General Business Meeting, held during the Annual Classified Leadership Institute.

The position itself is a most rewarding one. You meet, network and work with talented classified, faculty, administrative and legislative individuals throughout the State of California to improve the California Community Colleges System for its students and communities. You will have the opportunity to promote excellence and communications among the classified staff of all of the California Community Colleges and to help others with similar interests in building a healthy and responsive higher educational system. The position is exciting, challenging, fun and as diverse as you make it, as well as a lot of work.

If you are interested in serving and meet the minimum qualifications, please consider this an invitation. The previous members of the Board have enjoyed their tenure on the board and look forward to the positive future of 4CS. If you need more information please do not hesitate to contact any current member of the 4CS Executive Board or visit our website at <http://www.ccccs.org>

4CS to Attend Annual Legislative Conference in Sacramento

4CS leaders attend the upcoming Community College League sponsored Legislative Conference, Advocating for Opportunity Building Bridges to Success at the Grand Sheraton Hotel in Sacramento January 27 -28, 2008. This conference provides an excellent opportunity to learn about new members of legislative committees, legislative proposals affecting colleges and student learning, bold initiatives proposed by the Governor, timely information on the proposed State Budget, and advocacy strategies for the legislative year.



The League encourages colleges to bring advocacy teams to the conference that include trustees, presidents, administrators, classified staff, faculty members, and students – so talk to your college president now about putting together a team. 4CS will also be sending an advocacy team to meet with legislators on the final day of the conference. If you would like to join us, please contact Benita Briones, 4CS Bay 2 area representative, at bbriones@ccccc.org

Working with Classified Leaders at Diablo Valley College

Monica Souza, 4CS President and Julie Whiting, 4CS Past President met with a group of about 10 classified leaders Wednesday November 5, 2007 at Diablo Valley College. The senate president from Los Medanos College and Contra Costa College were also in attendance. The morning began with a welcome message from their new college president, Dr. Judy Walters who expressed her enthusiasm for the college and her appreciation for the level of communication experienced with both the classified senate and classified union presidents.

We discussed the important role classified serve in participatory governance process and formatted our presentation in a very conversational manner based on the small size of the group. A main concern at DVC is lack of participation and a need to change the mind set of many that their input does not matter. We spent a great deal of time offering examples of what works at other colleges and offering suggestions on how they could incorporate some of those ideas into their own situation.

It was a positive opportunity to share ideas and encourage them to invest in cultivating some additional leaders and reinvigorate their classified senate with the support of their college president. They have a real opportunity to get people involved through the avenue of staff development since they have funding to spend but no committee to direct how that happens. Just during our presentation we identified one additional member for their committee and pushed them forward.

4CS Talks Governance and Participation at De Anza College

4CS Officers, Patrick Lane and Cari Plyley presented a three-hour workshop for De Anza College classified leaders on December 7, 2007. The discussions centered on the history of governance and the ability of individuals to participate in the process. Key areas of interest from the group focused on how to integrate governance activities into daily work activities, finding time to participate, and insuring continued support from supervisors David Garrido, Foothill College Classified Senate President, joined us about halfway through the session and provided great input and ex-

amples of issues at Foothill College that applied to the subjects being discussed.

David also informed the group that he has been asked to develop a definition of "Excellence in Governance" which he hopes 4CS will also adopt as a resource to provide guidance for senates.

Host Olivia Patlan, De Anza College Classified Senate President, plans to continue working with 4CS and has asked us to consider a follow up presentation in the spring of 2008.

California Community Colleges Chancellor Diane Woodruff Comments on the State Budget Proposal

SACRAMENTO – California Community Colleges Chancellor Diane Woodruff today comments on Governor Arnold Schwarzenegger's proposed state budget for 2008-09.

The California Community Colleges received a reduction of \$525 million that includes a two-thirds reduction in growth funds. Due to this reduction, we estimate that we will not be able to serve 52,000 new students next year. As the state's largest provider of workforce training, the community colleges are critical to maintaining a healthy, growing economy. We recognize the fiscal dilemma that our Governor is forced to deal with, but we hope that we can continue to work closely with him to minimize the negative impact to our community colleges."

The California Community Colleges is the largest higher educational system in the nation comprised of 72 districts and 109 colleges with more than 2.6 million students per year. Community colleges supply workforce training and basic skills education, prepare students for transfer to four-year institutions and offer opportunities for personal enrichment and lifelong learning. The System Office provides leadership, advocacy and support under the direction of the Board of Governors of the California Community Colleges. For more information about the community colleges system, please visit <http://www.cccco.edu/>.

Community College League of California Considering Reconstitution of Board of Directors: What This Means to Classified Staff

On March 14, 2008, the CCLC Board will vote on whether to reconfigure its membership. The current board includes four representatives each from CCCT (California Community College Trustees) and CEOC-CC (Chief Executive Officers of the California Community Colleges), two each from ACCCA (Association of California Community College Administrators) and CCCCS (California Community Colleges Classified Staff). While not the original structure, the current board membership has been in place for approximately 15 years.

Several models for the new board membership were presented at the last League Board meeting in November. These options range from leaving the current membership intact to adding CEO and Trustee seats, to removing 4CS and ACCCA from the board. As the state continues to evolve in an effort to improve services and communication in education, I question whether reducing representation can be seen as a positive action. The League Board of Directors and Strategic Planning Committee, I represented the Classified voice on both, revised the League’s Mission, Values and Goals statements as follows:

Mission

The Community College League of California promotes student access and success by strengthening colleges through leadership development, advocacy, policy development, and district services.

Values

- Leadership: Is the voice of community college leaders
- Ethics: Acts with integrity and honor
- Action: Responds to district needs with innovative solutions
- Guided: By the community college mission
- Unity: Promotes inclusiveness and cooperation while embracing diversity
- Excellence: Committed to service and quality

Goals

- Goal 1: Advance the League as the primary advocacy organization for community college districts.
- Goal 2: Promote effective leadership at all levels for community colleges.

- Goal 3: Deliver outstanding services and programs that engage districts and support their operations.
- Goal 4: Be a highly effective and innovative organization.

I personally disagree with the suggested changes to reconfigure the membership of the board that result in reduced representation. This type of change does not support the strategic plan of the League. At the last Board meeting in November, ACCCA submitted a letter of resignation. At that time 4CS was asked why we should remain on the board but today I have to ask myself why we want to stay. I came up this short response that I would like to share with you today.

The California Community Colleges Classified Senate (4CS) was formed as a non-profit, volunteer, independent organization for Classified staff to learn, develop leadership skills and implement participatory governance on their campus. 4CS is part of CCLC so that we can learn and develop leadership skills to communicate and promote student access and success by strengthening colleges through leadership development, advocacy and participatory governance.

If 4CS is asked to resign, in my opinion, it will be distressing for all Classified to lose this valuable connection to state-wide participation and communication especially due to the fact that we are already a frail voice in the State. On the upside: we would continue to be affiliated with CCLC through the Classified Leadership Institute (CLI), facilitating workshops at the League’s Annual Conference, and using the Sacramento office as a hub. Please contact your constituency group on the CCLC Board of Directors listed below.

Monica Souza, President, 4CS

Community College League of California Board Of Directors, 2007-2008

- John Romo, Chair, Santa Barbara CCD (CEOCCC)
- Rebecca Garcia, 1st Vice Chair, Cabrillo CCD (CCCT)
- Michael Viera, 2nd Vice Chair, Citrus CCD (ACCCA)
- Terrence Burgess, San Diego City College (CEOCCC)
- Thomas J. Clark, Long Beach CCD (CCCT)
- Paul Fong, Foothill-De Anza CCD (CCCT)
- Nicki Harrington, Yuba CCD (CEOCCC)
- Martha Kanter, Foothill-De Anza CCD (CEOCCC)
- Monica Souza, Sacramento City College (4CS)
- Luis Villegas, Santa Barbara CCD (CCCT)
- Marcia Wade, Santa Monica CCD (ACCCA)
- Julie Whiting, State Center (4CS)

**Please Submit Your
Outstanding Classified
Leaders for Recognition at
CLI**

We want to showcase the classified leaders from your college at our annual awards dinner in June. Each year 4CS recognizes the outstanding classified leaders from across the state as chosen by their colleges and colleagues. College award winners from 2007 and 2008 will be featured in a slide show during the Classified Leadership Institute Awards Dinner on Friday June 13, 2008 and then on the 4CS website.

Please send the individuals name, title of the award, and a photograph to Jim Wilson at jwilson@ccccs.org. Please send the individuals name, title of the award, and a photograph to Jim Wilson at jwilson@ccccs.org.



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Monica Souza, President

4CS Mission Statement

The California Community Colleges Classified Senate (4CS), constituted as a voluntary membership body of appropriately recognized shared governance bodies, colleges, and districts which recognizes the value of higher education in the state of California, sees its mission as:

- Advocating the value and contributions classified staff provide to the learning environment;
- Providing quality service to promote student success;
- Cooperating with other organizations in the interest of enriching the educational environment of the California Community Colleges;
- Serving as a liaison between the California Community Colleges senates;
- Promoting the participation of classified staff in shared governance at the state and local levels; and
- Developing and supporting classified senates at the local level.