

A NEWSLETTER FOR THE CLASSIFIED SENATES OF THE CALIFORNIA COMMUNITY COLLEGES

THE 4CS MISSION

We recognize and value the classified senates' insight and support of student success, and advocate for inclusion in governance and active participation in professional development.

WHO IS 4CS

- California community college classified professionals
- Focus on empowering classified professionals to improve the lives of over 1.4 million students in the CCC system
- Statewide classified professional organization, serving the community college system since 1995
- Organized with a volunteer, elected executive board
- Non-profit public benefit corporation formed by member classified senates

WHAT 4CS VALUES

- The mission of the California community colleges
- Dynamic support of student success efforts locally and statewide
- Shared mutual respect among students, faculty, administration, and classified professionals
- Classified professionals shared governance interests
- Staff development, leadership, and growth for all classified professionals

WHY 4CS MATTERS

- We are essential to the success of the community college student
- We represent the shared governance voice of the largest group of permanent community college employees – classified professionals
- We are an invaluable resource of CCC information
- We bring an incredible variety of expertise and technical skills that benefit our students, faculty, administrators, and community

A MESSAGE FROM OUR 4CS PRESIDENT

I consider engaging with our Classified Professionals and partners to be one of the most rewarding aspects of being your 4CS President. It has been an amazing and busy year and I can't believe the academic year is over.



4CS has been doing so much in 2022/23

Here are a few of the projects and partnerships that 4CS has fostered this year:

- ◇ *Transfer of Caring Campus to 4CS for Institutionalization and Sustainability.*
- ◇ *Partnering with LIFT for the Classified Professionals Leadership and Career Advancement Series*
- ◇ *Campus Safety Workgroup*
- ◇ *Advocacy with Legislators*
- ◇ *DEIA Conference Planning with Chancellor's Office*
- ◇ *Re-Branding*
- ◇ *Equity Chat with the Equity Avengers on Twitter*

While this year is not without challenges, we're reminded of our mission to recognize and value the classified senates' insight and support of student success, as well as to advocate for inclusion in governance. We strive to observe, recognize and participate in thoughtful evaluation of our procedures, working to address and eliminate racial barriers and biases by improving equity practices.

I want us to all remember that our students inform us, seeing what they accomplish on campuses statewide is very inspiring. Classified Professionals are the first responders on the ground with our students, we connect to our students and show them each and every day that they do belong!!

As this is my last President's message, I hope I've instilled how important the Classified voice is, and I believe we've made that heard more now than ever before. When I was asked during the Equity Chat what my walk-up song or anthem was, I selected "The Champion" by Carrie Underwood. This song inspires me to believe in the power deep inside & reminds me that I'm a badass.

All Classified Professionals are Champions in our own ways. The lyrics inspire us to push ourselves beyond our limits & conquer what we want to accomplish & overcome. *We all have a champion inside of us, we just have to find it.*



CALIFORNIA COMMUNITY COLLEGES CLASSIFIED SENATE

Dedication. Leadership. Advocacy.

NEW 4CS LOGO & TAGLINE

WHY LINKS - Intersection and interconnection

A connection of people and integration of their goals, ideas, and efforts. The links represent the bonds we develop as we make connections between and amongst each other. Joining together make us stronger and more effective in what we do as leaders and professionals.

4CS VALUES BEING CONNECTED.

Human connection is a deep bond that's formed between people when they feel seen and valued. During authentic human connection, people exchange positive energy with one another and build trust. Much of what humans do in their day-to-day life involves looking for links — or relationships between people and things. The links in our logo means we are connected. Our connectedness forms a liaison reinforcing the state of being united with our professional campus and area colleagues, as well as statewide leadership representatives.

EVERY LINK IN A CHAIN IS EQUALLY IMPORTANT:

Dedication. Leadership. Advocacy.

No link is more important than the other. We are all essential and bring something uniquely special into our collective work. We are links in a chain, working in tandem to support and add to each others work. We link arms to work toward something grander than one person can accomplish. We link together developing purpose and detailing a path forward as a group. *Only together can we accomplish these and so much more!*

OUR NEW COLORS

The color scheme shows we strive to be inclusive of all walks of life signified in the hues. We want to bring a sense of embracing diversity and inclusivity. The use of colored icons represents positivity with purposeful visual impact.

BLUE

Blue is linked to trustworthiness, Professionalism, Loyalty, tranquility and stability, it's also often connected to feelings harmony and calmness, reminding us of the sea and sky.

PURPLE MAGENTA

Purple and Magenta signify wisdom and optimism along with creativity and innovation. It also represents celebration, education and Elegance.

GREEN

Green denotes a connection to sustainability; full of life and vitality. It also represents harmony and healthy renewal.

YELLOW/GOLD

The warm yellow is traditionally associated with optimism, warmth, illumination and Innovation.



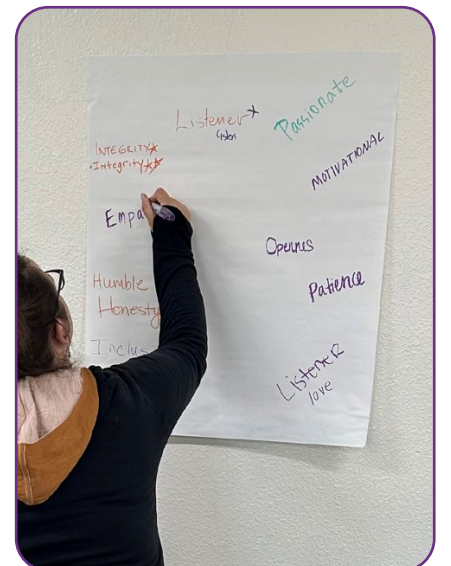
4CS FACILITATES NVC CLASSIFIED PROFESSIONAL DEVELOPMENT DAY

David Rodriguez and Olga Prizhbilov facilitated a Professional Development Day at Napa Valley College as part of the 4CS Speakers Bureau. David and Olga spoke on various topics: 9+1 for classified professionals, governance structures, leadership on campus, and personality preferences and how to use them in the workplace.

The presenters were impressed by the passion and heart of the NVC classified professionals. Their desire to contribute to their campus community and for the success of their students was palpable. Their passion, paired with the skills they learned at the Professional Development Day, will help the classified professionals foster an inclusive culture, elevate their voice in college governance, and further their college's mission.

INTERESTED IN SPEAKERS BUREAU?

4CS has a wealth of speakers on various topics who are able to come to your college and provide professional development for your classified professionals. For more information visit CCCCS.ORG or email communications@cccscs.org





OUR 4CS “WHY”

DAVID RODRIGUEZ

The work we do matters; the quality of our conversations determine the impact of our decisions. Being an active leader at the local and state level means doing my part to support and strengthen the work we do for our diverse communities. We do this by sustaining and improving the quality of our conversations and inputs into the decisions we make. As a former community college student, I am passionate about the role our colleges have in increasing access to higher education, promoting equitable student achievement, and open up opportunities for families. As a classified professional, I am encouraged by the genuine care, valuable insights, and essential contributions our classified colleagues make to sustaining our colleges and furthering our impact to the communities we serve. Working to promote and participate in participatory governance bodies that foster a thoughtful collegial consultation process, inclusive of all constituent groups, including classified professionals, is a way to support the good work our community colleges do for our communities.



VIRGINIA CRISWELL

My previous roles were in the private sector. So coming into education was like entering a different world. My classified colleagues embraced me with so much love that I knew I'd found my people. I wanted to pay that love forward and share that with other classified professionals. I do this work to be a voice for us and to spread love and support!



OLGA PRIZHBILOV

I joined 4CS because I loved being around classified professionals who had a mindset to change the world. And they are not afraid to work for it! I stayed because 4CS is a great team and I love giving back to my fellow classified professionals.



MONIQUE REYNA

I serve for my community. To provide resources and support and to amplify their voices when needed.

DINA PIELAET

I want to be an agent for change. As an activist for the social greater good, part of why I serve is to help promote QUALITY OF LIFE for students and staff through policy and strategies in Higher Education. I feel this is one way that our entire community thrives.

My personal tagline is *"know your gift. Share it."* I do this through the creative process and critical thinking while serving on numerous committees and community outreach opportunities.

I strive to shine the light of awareness on the amazing work we do in our student centric and social justice goals.

DEBORAH KNOWLES

So many skills and talents go under utilized or ignored.

Some classified professionals have graduate degrees, others have experience and wisdom well beyond that of a degree. Students are great at seeking out helpful, knowledgeable people regardless of title.

I joined 4CS to empower classified professionals to use their voice and realize their value regardless of title. The California Community College system needs classified professionals to ensure our students' engagement and success.

KATHY MATTHIES

The classified professionals are one of the top and largest workforces in the USA and in my opinion the most underrepresented. I feel my representation is helping bridge that gap. We have made many gains in our pursuit of being asked to be at the table and involved in the decisions being made for those attending community colleges, but there is much more to be done. Our work matters and helps to change lives for many. We are the beacon shining on our students and our community.





COLLEGE FUTURES FOUNDATION

*More Graduates for a
Thriving California*

Increasing equitable postsecondary completion in service of upward mobility and a better life for every California learner—especially those who are underserved—requires a systems change approach, pursued in collaboration with partners, leaders, and organizations across and beyond California’s postsecondary ecosystem.

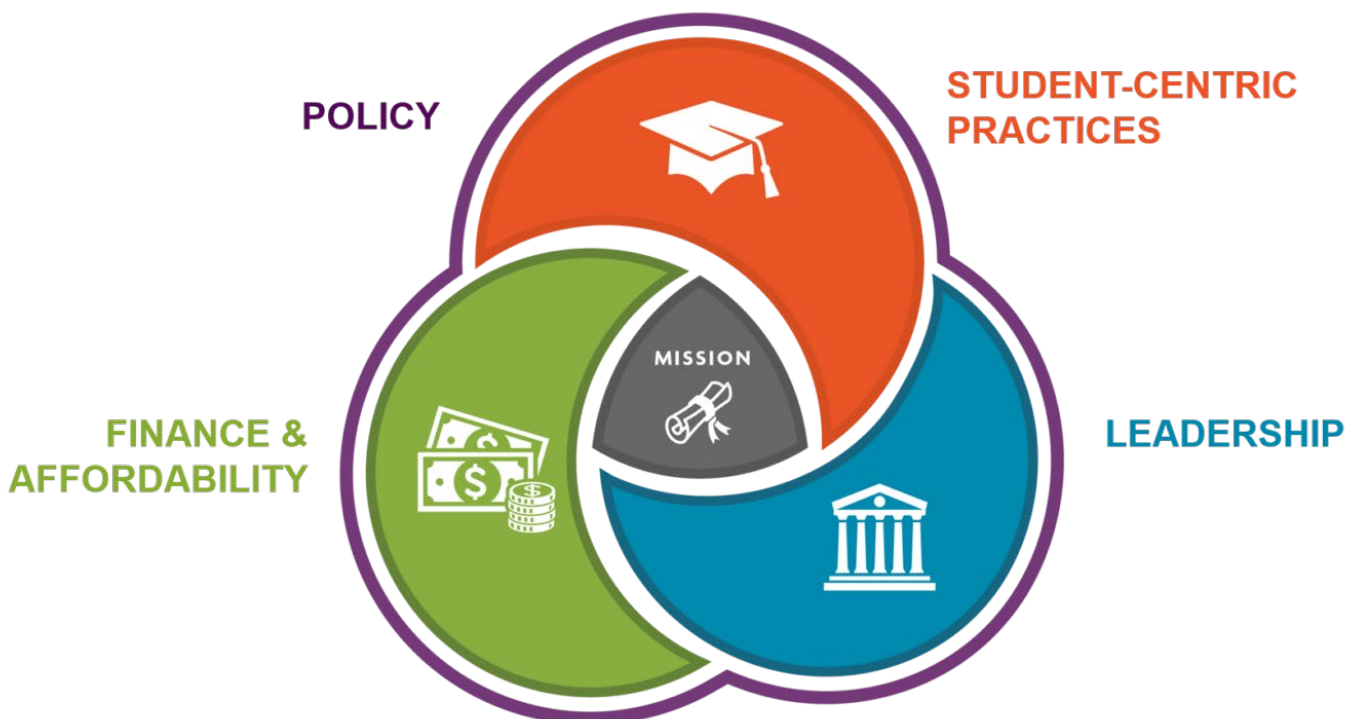
College Futures Foundation focuses on interrelated areas that, together, can catalyze the transformation needed to ensure our education system equitably serves California’s diverse students now and into the future.

STUDENT-CENTRIC PRACTICES: CFF supports institutions working to become “equity-focused and student-ready” as they design their policies, practices, teaching, decision-making, and resource allocation around a core responsibility to ensure students accomplish their academic goals.

LEADERSHIP: CFF supports institutional leaders of color with the opportunity and capacity to successfully champion equitable postsecondary completion within and across systems, transforming campus cultures and student experiences.

FINANCE & AFFORDABILITY: CFF partners with innovators, advocates, and policymakers who are working to transform the way we structure and resource higher education and student access—from reimagining higher education’s basic business model and system of finance to improving policy and practice around supports and resources for students—so that doors are open and degrees are affordable to all of California’s students.

POLICY: CFF identifies and elevates promising, viable solutions that will smooth pathways and simplify access to robust supports, enabling students to access and complete an affordable education.



The CCRC studies community colleges because they provide critical access to postsecondary education. They help colleges strengthen opportunities and improve outcomes. The CCRC recently released a report on implementing Caring Campus and the strategies college presidents use to improve culture and support reform.

Developed by the Institute for Evidence-Based Change (IEBC), Caring Campus is at once a reform effort that colleges engage in to improve the daily experience of their students and an approach aimed at influencing the norms, values, practices, beliefs, and assumptions that comprise the culture of a college. Drawing on interviews with the presidents of nine community colleges that are implementing Caring Campus and with four IEBC coaches, this report presents a set of strategies used by the presidents to build a more positive college culture and support reform efforts. The seven strategies are as follows:

Communicating the vision of Caring Campus

Modeling the behavioral commitments central to Caring Campus

Aligning new and existing work

Establishing effective human resource practices

Creating relevant structures

Staying in touch with faculty, staff, and the college community

Celebrating wins



The report unpacks each of these strategies and cites specific examples of their implementation at the nine community colleges. Select reflections from the college presidents are also featured. The report illuminates the role of college presidents in supporting culture-focused reform and offers guidance for leaders at other colleges as they consider how best to initiate and nurture Caring Campus and other culture-focused reforms.

Use the QR code on this page or use this link to download the report: <https://bit.ly/CaringCampusReport>



WEDNESDAY, JUNE 7

CONCURRENT SESSIONS:

8:30 - 9:15am

Sequoia B - Newcomer

9:45 - 10:15am

Sequoia B - Using the Conference APP

2:00 - 3:00pm

Kaweah - The Brown Act & Compliance

Mineral King - Fostering Staff Leaders at CCC:
A Caring Campus Approach

Sequoia A - First 100 Days as Senate President

Sequoia B - 30 Year Retrospection:

Understanding our Past-Defining our Future

3:30 - 4:30pm

Kaweah - How to Develop a Robust PD Calendar & Uplifting
Classified Wellness on Your Campus

Mineral King - Understanding GenZs:
Lessons from Marketing

Sequoia A - Shared Governance:

Faculty, Staff & Student's Quest to be Heard

Sequoia B - Vision for Success: The Classified Effect

GENERAL SESSIONS

WEDNESDAY, JUNE 7

10:30 am - 12:30pm

Welcome & Dr. Cynthia Herrera

THURSDAY, JUNE 8

8:30 - 11:00am

Dr. Abdimalik Buul

Annual Business Meeting

FRIDAY, JUNE 9

8:30 - 11:00am

Budget & Legislative Update

Conference Wrap-up & Final Drawings

OTHER CONFERENCE INFORMATION

SAN JOAQUIN BALLROOM

WEDNESDAY, JUNE 7

Opportunity Drawing Ticket Sales

8:00 - 10:30am & 12:30 - 5:00pm

THURSDAY, JUNE 8

Opportunity Drawing Ticket Sales

7:30am - 1:30pm

CLI 2023



THE CLASSIFIED EFFECT

THURSDAY, JUNE 8

CONCURRENT SESSIONS:

11:30am - 12:30pm

Kaweah A - Professional Growth & Wellness in ACCCA

Mineral King A - Creating a Culture of Care
Through Employee Wellness and PD

Mineral King B - Peer-to-Peer Discussion: Senate Officers

Sequoia A - Storytelling & Design: How to Create Engaging PowerPoints

Sequoia B - Guiding Pathways - Part 1

2:00 - 3:00pm

Kaweah - Classified PD: How To's

Mineral King - Career & Life Elevation Plan

Sequoia A - Advocacy for Classified Professionals

Sequoia B - Guiding Pathways - Part 2

3:30 - 4:30pm

Kaweah - Desk Audits: Strategies for Self-Advocacy

Mineral King - Strategic Use of the
Vision Resource Center to Support all Employees

Sequoia A - Classified 9+1: A Commitment to Collegial Consultation

Sequoia B - Guiding Pathways - Part 3

FOOD & BEVERAGES

WEDNESDAY, JUNE 7

(Breakfast: On Your Own)

12:30 - 1:45pm: Lunch - Charter Oak Ballroom

(Dinner: On Your Own)

7:00 - 8:30pm: Spirit & Social Gathering - Eucalyptus Courtyard

THURSDAY, JUNE 8

7:30 - 8:30am: Breakfast - Charter Oak Ballroom

12:30 - 2:00pm: Lunch & Drawing - Charter Oak Ballroom -

AWARDS & RECOGNITION DINNER/DANCE

6:00pm: Social Hour

7:00 - 11:00pm: Dinner, Awards & Dancing

FRIDAY, JUNE 9

8:00am: Breakfast - Charter Oak Ballroom

CALIFORNIA COMMUNITY COLLEGES CLASSIFIED SENATE

Dedication. Leadership. Advocacy.