

CIO NEWS AND VIEWS

The Newsletter of the CCCCIO
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Fifteen Minutes of Fame Feature #5

GAVILAN COLLEGE



GAVILAN AT A GLANCE

“The college aspires to be an exemplary, student-centered community college through leadership, planning, and a commitment to ongoing improvement.”

—from Gavilan’s “Philosophy of the College”

HISTORY

- Established in 1919 as San Benito County Junior College
- Expanded district established in 1963, now comprised of 2,700 square miles encompassing southern Santa Clara and most of San Benito County
- First classes held in present campus in 1967
- Sites in Morgan Hill and Hollister opened in 1997, 1998



MISSION

In an environment that nurtures creativity and intellectual curiosity, Gavilan College serves the community by providing a high quality learning experience which prepares students for transfer, technical and public service careers, life-long learning and participation in a diverse global society.

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EDUCATIONAL PLAN OBJECTIVES

- To create a vision for future educational program offerings.
- To support current instructional programs and student services and identify those programs and services which need modification.
- To keep pace with and anticipate the changing needs of the students and communities served by the college.
- To encourage consideration of alternative strategies for delivering instruction.
- To provide guidance for creating a balanced curriculum.
- To provide the foundation for a facilities plan that supports the anticipated courses, programs and services of the college for the next decade, and to assure that the plan is flexible enough to accommodate changes in instructional methodology, technology, and delivery systems.
- To serve as a decision-making tool and reference for the future.
- To support the strengthening of Gavilan College’s educational program and student support services.

THE STUDENTS

2009/10 ACADEMIC YEAR TOTAL STUDENTS: **18,648**

Ethnicity	Headcount	%
African-American	80	0.43
American Indian/Alaskan Native	6	0.03
Asian	638	3.42
Filipino	21	0.11
Hispanic	6349	34.05
Pacific Islander	85	0.46
Unknown/Non-Respondent	11098	59.51
White	371	1.99

Gender	Headcount	%
Female	7584	40.67
Male	10785	57.83
Unknown	279	1.50





CIO Kathleen Rose

CAN'T KEEP HER DOWN ON THE FARM

Kathleen Rose's path from a poultry farm in upstate New York to a CIO at Gavilan was a circuitous one, blessed by experiences of "accidental leadership." She has a thirty-year career in higher education, the last nine in the California community college system. She has been a community college administrator in California for nine years. Dr. Rose has a B.A., in English, a M.ED in Counseling and Education, and an Ed.D. in Educational Leadership.

N&V: Tell the story of how you came to be at Gavilan and be serving in your current position.

KR: If you wanted a title for that story, it would be "Accidental Leadership." I have come to believe that our life experiences guide the leadership strengths we gain and help to determine the type of leaders we become. Through the pathways that shape our experiences we discover—or perhaps stumble into—the accidental leader within each of us.

Three such personal experiences stand out in my mind: teaching and working with migrant adolescents in the fields of upstate New York; teaching yoga and mediation techniques to inmates at Attica Correctional Facility; and providing group therapy to children in Arizona tribal communities who had been victims of incest.

N&V: So your path to Gavilan was not a straight one....

KR: Hardly. I was the youngest of three children raised on a poultry farm in upstate New York. After completing high school, I went off to the state university to become an elementary school teacher. But my curiosity about the world propelled me to leave upstate New York in the winter of 1981 with all of my worldly possessions and head-for graduate school at the University of Arizona to become a psychotherapist.

N&V: And did you become a psychotherapist?

No. As time passed I moved further away from that goal, and after graduating from college, I began my career as a secondary teacher in an urban area, then became a high school counselor, then began teaching first at a community college, then at several four-year universities.

N&V: When did you move from teaching into administration?

KR: My first administrative job in higher education was with Chapman University at an Air Force base in Tucson Arizona. My career with Chapman moved me to California after my divorce, so I came to Monterey with my two young children and two dogs and made a fresh start. The past twelve years I have lived on the Monterey peninsula, raising my children, completing my doctorate in educational leadership, and now serving as Gavilan's CIO.

N&V: What do you like about your work at Gavilan? What are your biggest challenges?

KR: There is much that I enjoy about my work at Gavilan. At the top of the list is the opportunity to work with a talented and innovative faculty group, caring staff, and an administrative team that supports student success. After my arrival, I quickly saw that Gavilan's culture is authentically inclusive, and that all stakeholder groups share a focus on communication and creativity.

I also am fortunate to work with and receive mentorship from Dr. Steve Kinsella, our president. His wealth of knowledge regarding budget management, policy implementation, accreditation and trustee development has benefited me as I continue to develop as a CIO.

What is tough about my job is the challenge of living in ambiguous times. Budget uncertainty, FTE management, strengthening our student success and engagement pathways, all provide challenges and a need to be flexible and timely. On the other hand, these challenges result in key conversations taking place all over campus, resulting in innovations and increased efficiencies.

N&V: What makes Gavilan special?

KR: Gavilan is a charming campus and has a beautiful park-like setting. The historic Mayoek House is on one end of campus and is owned by the faculty, and many faculty events and community events are held there throughout the year. On the other end of campus is a lovely campus chapel, where weddings and other celebrations are held. Its carillon chimes ring on the hour.

I am very proud of our instruction programs, our range of community education classes, our student support services and our athletics. Our motto is “Big Time Education, Hometown Location,” and it is certainly true. Though we are one of the smaller colleges in our system, we offer a comprehensive range of degrees and certificates and are proud of the achievements of our students.

N&V: Give us some examples of innovative programs or services at Gavilan.

MB: Well, I could list many, but three come to mind:

- We have partnered with a number of water system entities and other community colleges in a program to prepare students for green careers in water and wastewater industries.
- The *Dr. T.J. Owens Gilroy Early College Academy (GECA)*, is a dual enrollment partnership between the Gilroy Unified School District and Gavilan. Students take high school courses to to earn a high school diploma and/or meet university entrance requirements, and they also take college courses leading to an Associate of Arts or Associate of Science degree or to transfer. Most graduates will go on to pursue higher education in a 4-year college or university.
- The Disability Resource Center has a full complement of services for students with disabilities attending Gavilan College, including accommodations assistance; adaptive PE; learning skills support; the Career Prep/HOPE program, providing vocational and self-advocacy training; WorkAbility III, providing intensive job readiness and job placement; and the High Tech Center, providing a wide variety of technical assistance tailored to a many kinds of disabilities.

N&V: Why should students choose the college over other choices?

KR: We offer comprehensive intake and orientation services, and are focusing on developing support

pathways that will track students throughout their time here, whether their goal is in basic skills, transfer, or career technical education. There is a genuine expression of caring from all employees here, which is reflected in the satisfaction and success of our students.

N&V: Why should people want to work at the college?

KR: That is easy... beautiful environment, great people, and an opportunity to influence the future of higher education through service, life-long learning and connection with the community.

N&V: What major challenges has the college addressed over the last ten years?

KR: Like all colleges, we have challenges in terms of our budget, growth, defining student learning outcomes, enrollment management and facilities. In addition, Gavilan is responding to the challenges of access in the communities we serve in Hollister and Morgan Hill by carefully planning for growth in enrollments and facilities needs. We are planning for an expanded permanent facility in San Benito County and have acquired land for a permanent facility in Coyote Valley.

N&V: What other major planning initiatives that the college will implement over the next five or ten years?

KR: A major task that the campus community will be working on over the next year is the development of a district “student success agenda” that is fully supported by our Board. A Learning Council comprised of all stakeholder groups has been formed that will focus on identifying existing and new pathways to student success.

N&V: Anything else you want your colleagues to know about your college?

KR: Come to Gavilan if you want to see a positive, collaborative educational environment where there is energy, enthusiasm, and hopefulness about the future of our students and higher education overall!



CCCCIO BOARD TRANSITIONS

*Four people have stepped down from positions on the Executive Board this year. Chief instructional officers owe a debt of gratitude to **Randy Lawson, Linda Berry, Dave Fishbaugh, and Alma Johnson-Hawkins** for their service on behalf of CCCCIO, and California's colleges and students.*

- ❖ **Francisco Arce** (El Camino) continues as South Coast Regional Chair.
- ❖ **Larry Buckley** (San Bernardino Valley) continues as Board Treasurer.
- ❖ **Pam Deegan** (Mira Costa) continues as San Diego Regional Chair.
- ❖ **Marcy Drummond** (L.A. Trade Tech) is **new** to the Board, replacing Alma Johnson-Hawkins (L.A. Mission) as Los Angeles Regional Chair.
- ❖ **Dennis Gervin** (Columbia College) replaces Melinda Nish (Orange Coast) as President-Elect.
- ❖ **Deborah Ikeda** (State Center CCD, North Centers) is **new** to the Board, replacing Dennis Gervin as East Central Regional Chair.
- ❖ **Renee Kilmer** (Cabrillo) replaces Randy Lawson (Santa Monica) as Board Past President.
- ❖ **Susan Lamb** (Diablo Valley), is **new** to the Board, replacing Linda Berry (Merritt) as San Francisco Bay Regional Chair.
- ❖ **Sharon Lowry** (Antelope valley) continues as West Central Regional Chair.
- ❖ **Ray Maghroori** (Riverside) continues as Desert Regional Chair.
- ❖ **Melinda Nish** (Orange Coast) replaces Renee Kilmer as Board President.
- ❖ **Meredith Randall** (Mendocino) continues as Far North Regional Chair and replaces Linda Berry as Board Secretary.
- ❖ **Mary Kay Rudolph** (Santa Rosa) continues as North Central Regional Chair.
- ❖ **Regina Stanback-Stroud** (Skyline) is **new** to the Board, replacing Dave Fishbaugh (West Valley) as Southwest Bay Regional Chair.

NEW CIOs THIS YEAR

At least nine individuals have joined our ranks within the last year. Please take a moment to welcome them, via email or at our Fall Conference.



Dr. Marilyn Behringer is the Vice President of Instruction at Reedley College. Her teaching experience is in computer information systems and business.

“After seven years as a dean needed a new challenge. (Be careful what you ask for because you just might get it!)”



Barbara Blanchard is the Vice President of Academic Affairs at Grossmont. Her teaching field is computer information sciences.

“Am I am having fun yet? Yes, but I have been unable to sell my home in Davis, so I commute home every

weekend and that is getting to be not so fun anymore.... I took this job to support the college in all aspects of academic affairs and help to provide a vision and direction for the future of our instructional programs even though we are in very difficult economic times.”



Hector Cordova, Ph.D. is the interim Vice President of Academic Affairs at San Jose CC. His teaching background is in history and ethnic studies.

“I took this position for a couple of personal reasons. First, San Jose City College’s service area has the largest Latino base in Northern California, for which I want to make a contribution to improve educational opportunities. Second, I attended SJCC in the 60’s for a vocational certificate in Painting and Wallpaper Hanging, which enabled me to work flexibly through BA and MA course requirements and later earn a Ph.D. from Cal. Therefore, when the opportunity arose, I wanted to ‘give back’ to SJCC, where I feel very much at home.”



Utpal K. Goswami is the Vice President of Instruction at College of the Redwoods. He comes to this position with teaching experience in economics.

“Even though there are significant challenges at CR it has actually been quite enjoyable.”



Thomas Greene is the Vice President, Academic Affairs & Student Services, at Lake Tahoe. His area of expertise is in counseling.

NEW CIOs THIS YEAR



Deborah L. Harrington is the Vice President, Academic affairs at Los Angeles Trade-Tech. Her teaching field is English.

“Los Angeles Trade-Technical College has a passionate commitment to student success, and I am very proud to be the newest member of their leadership team.



Scott McKenzie is the Interim Vice President of Instruction at Fullerton College. He had been a faculty member in the Manufacturing Technology Department teaching classes in computer numerical control (CNC) machining and programming and then became the Dean of Technology & Engineering prior to this assignment.

“My interest in this position stemmed from my long time association with Fullerton College and the outstanding students, faculty, classified professionals, and managers that make up our community. I am enjoying this new role and the challenges associated with it. Our biggest challenge, like all the colleges in our system, is in doing our best to ensure student success during a period of economic difficulties.”



Aracely Mora is the Interim Vice President, Academic Affairs at Santiago Canyon College. She has undergraduate and graduate degrees in Physical Education from CSU Long Beach and an Ed.D. in Institutional Management from Pepperdine.

“I am honored to have the opportunity to serve as the Interim Vice President of Academic Affairs at Santiago Canyon College (SCC) and to work with all of the academic divisions in continuing the great work of my predecessor. I look forward to working with the college community as SCC continues to build out. I expect to confront the challenge of maintaining the comprehensiveness of our programs during these challenging fiscal times.”



Eloise Orrell is the interim Vice President of Instruction and Institutional Research at Foothill College, and plans to retire at the end of the academic year. She has been at Foothill for twenty-five years, serving as a faculty member for twenty three years, fifteen as the Director of the Radiology Program, and two years as the Dean of Biological and Health Sciences.

“I am thoroughly enjoying the opportunity to serve the college as CIO. Working with faculty and staff along with colleagues from other colleges is a rewarding and energizing experience.”

☞ **More New CIOs?**
 [Contact me at
ebuckley@sonic.net
 if you are a new CIO—or if
 you know of a new CIO—
 who is not listed here.—
 E.B.]

PRESIDENT'S MESSAGE

Greetings to All the CIOs!

It is my pleasure to serve you as the President of the CCCCIO Executive Board. This year promises to be full of change and activity. Our entire system has been so negatively impacted by the fiscal crisis of the State of California that sometimes it is hard to find good news. However, this year, while still one of severe financial difficulty, has the potential of being one of the most progressive and exciting years for the California Community Colleges. As CIOs, we will all have a special role to play.

The most significant development on our immediate horizon is the landmark legislation of SB 1440. Known as the "transfer guarantee" bill, SB 1440 requires CSU to grant junior standing to students with a "transfer AA." The transfer guarantee is to go into effect fall 2012 and will require significant development of implementation processes. The Academic Senate is already working with CSU faculty on the academic issues. The Senate has proposed to create curriculum templates for the most common majors transferring to CSU, which would be recommended models for colleges to adopt, but not required. A task force will be created and as CIOs we will have a special role in providing input to this process.

Second, SB 1143, which originally was written to require CCC funding to be based on student course completion, has been rewritten and now requires the Board of Governors to report to the Legislature by March 2012 on what our system can do to improve student success and completion. This will require another task force, which Chancellor Scott anticipates will include significant external input.

These two bills have the potential to significantly change the way we work. I will be updating you continuously this year on these two areas of interest to all of us within the CCC system.

We are planning two CIO conferences this year that promise to be highly valuable experiences. First, on October 27 – 29 we will be meeting in San Diego at one of our most popular conference venues, the Dana on Mission Bay. The conference this year will be special as we are devoting one day, October 28, to a joint CCCCIO/ACCJC training session for all CIOs and Accreditation Liaison Officers. Most of us are ALOs, but we are also inviting those ALOs that are not CIOs.



You told the executive board that you needed more useful, problem solving, and interactive training. We heard you. Spearheaded by immediate past President Renee Kilmer, the board has worked since May with the Commission to plan what we hope will be a new and improved way to help us institutionalize quality practices. If you haven't done so already, please register now for the fall conference!

On March 23 – 25, 2011 we will be at the Marriott in Monterey for our spring conference. We are actively seeking your input for the agenda and ask you share ideas with your regional representative. We will also take time to discuss this at our fall conference.

I would like to report to you that a budget has been finalized and passed in Sacramento, but alas, I cannot. That being said, I can tell you that the Board of Governors has approved a 2011-2012 budget proposal that requests full restoration of categorical funds, a 5.5% COLA and 4.7% growth funding. I will continue to report to you budget developments via the CIO listserv as they occur.

Between transfer degree implementation, student success studies, conferences, training, and budget issues, this will be an intense year! As your representative and liaison, I look forward to doing my very best to keep you informed and connected to decision-making. Thank you for allowing me to serve you.

–Melinda Nish



Russell Reflections

*CCCCO Vice Chancellor of Academic Affairs
Barry Russell reviews legislation, basic skills,
flex programs, & physical education*



By the time you read this column, most everyone will have started their fall semester and should be moving quickly through the normal activities related to course offerings. Word is already getting back to us that classes are full and students are being turned away from virtually every sector of the campus. The work you do to maintain a balanced curriculum and rich learning environment for students is commendable. Keep up the good work!

Legislation

The legislative season is quickly coming to a close and any bills not passed by August 31, will become defunct. With that said, it looks like we are moving toward adoption of SB 1440 (Padilla) referred to as the "Transfer Bill." This bill will be a major change for higher education in California and basically turns transfer on its head by putting community college faculty in the "driver's seat" as far as setting lower division preparation for transfer students. We are actively working with the other higher education segments and the Academic Senate to work out implementation details. It should be an exciting time for everyone and a major coup for students on a transfer pathway.

Other major bills that are moving toward adoption are:

SB 1143 (Liu) – A "Student Success Task Force" will be established by the Board of Governors (BOG) to examine specified best practices and models for accomplishing student success. The plan would subsequently be adopted by the BOG after a review by legislative committees by March 1, 2012.

AB 2385 (J. Perez) – "Pilot Program for Innovative Nursing and Allied Health Care Profession Education" The goal of this bill is to pilot innovative program delivery and curriculum models. This bill would require additional funding in the budget act...so it is unclear if this will happen even if enacted into law.

AB 2682 (Block) – "Online Assessment Pilot Project" This bill would establish a pilot project that seeks to create a centrally delivered system of student assessment for the purposes of placement and advisement.

Basic Skills

A new Basic Skills Statewide Advisory Committee has been established to guide the work of the Chancellor's Office and the statewide activities related to basic skills. As you know, this area of the community college mission has received a lot of recognition and support over the last few years. This work group will take an initial "pulse" of the initiative and then make recommendations on future activities. The CIO representative on this committee will be Norm Fujimoto, Santa Ana College.

Flex Activities

For the first time in many years, the Chancellor's Office has officially met the 100% mark for flex certifications...and we have you to thank for that! Although flex activities on campus vary widely across the state, it is extremely important that we collect the information on a statewide basis and have that available should the legislative staff want to review it. I personally appreciate the work the Dean LeBaron Woodyard did to make this happen...and of course, the work you and your staff did.

Physical Education

I have just enough time to provide you quick (and preliminary) update on the P.E. issue. As you remember, there was a concern from the Legislative Analyst Office (LAO) that colleges were offering P.E. and Dance courses under non-credit instruction and possibly collecting apportionment. I sent out several emails and updates on the issue and it appears that preliminary figures show a 35% drop in non-credit P.E. courses. Thanks for your work on making this happen. This will continue to be an issue that will be watched in the future and more discussions are taking place within the Academic Senate and the Commission on Athletics. It is a very complicated issue and will take many more discussion to come to any resolution.

—Barry Russell

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Not sure you're paid up?

Click on <http://cccio.org/renewals/index.php>.

Need more information? Contact Claire Biancalana at claire.biancalana@cabrillo.edu.

“Quality Practices in Education”



**The Dana
on Mission Bay
San Diego**

October 27 - 29, 2010

PRECONFERENCE: CIO 411 Academy

- Tuesday, 9 am – 8 pm & Wednesday 8 – 11:30 am

CONFERENCE

❖ WEDNESDAY

- *CIO as a Visionary*
- *Hot Topics in Curriculum*
- *Academic Senate Update*
- *A Conversation with the Vice Chancellors - Current Issues and Initiatives*

- General Regional Meetings

❖ THURSDAY

For CIOs & ALOs: Institutionalizing Continuous Quality Improvement

- *A Commitment to Educational Excellence*
- *Institutionalizing Integrated Planning*
- *Effectively Using Research*
- *The Value of the Substantive Change Process*

President's Reception

❖ FRIDAY

- *A Genuine Dialog among CIOs*
- *The Chancellor's Office Hottest Topics*