

# CIO NEWS AND VIEWS

The Newsletter of the CCCCIO  
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May 2009

Volume IV, Number 4

## “PUT ON YOUR GALOSHES!”

### Thursday conference speakers urge action in face of economic “Storm”

The April 1-2 CIO-CSSO Conference ended with a bang in Sacramento on Thursday afternoon, with two inspiring speakers urging over 180 college leaders to take advantage of the opportunities in the current economic crisis to work for fundamental change. Luncheon speaker **Pedro Noguera**, Professor of Education at New York University, told the story of his wife’s life journey from immigrant girl in the projects of San Francisco to school bus driver to successful ivy league college graduate. He was followed by Assemblymember **Warren Furutani**, who, noting that the conference theme was “weathering the storm,” made a passionate and fiery speech urging us not to stay dry in our own comfortable places but to “put on your galoshes” and go out and make badly needed changes in the community college system.

#### Other highlights:

Chancellor **Jack Scott** opened the conference Wednesday morning, commenting that he felt welcomed and safe since he received an award at last year’s conference. He is optimistic about the system in the long run, as it is held in high esteem by legislators, the governor, and the public—people know that what we do is important. In the short run, he is less sanguine, given the severe, structural problems in California’s budget due mainly to the partisan gridlock in the legislature. He urged the colleges in this tough period to focus on the core

mission (CTE, transfer, and basic skills) and student success.

Wednesday’s luncheon featured Orange Coast CIO **Melinda Nish** and Ohlone CSSO **Ron Travenick**, who shared their recent experiences with accreditation, and



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ACCJC President **Barbara Beno**, who provided the Commission's perspective on various issues and responded to several questions. **Mary Benard** (San Diego), **Pam Deegan** (Mira Costa), **Robin Richards** (Siskiyous), and **Carlos Lopez** (San Jacinto) then facilitated a session on "budgeting through shortfalls, recession, stimulus packages, recalcitrant legislators, and increased enrollments." Participants worked their way through difficult scenarios based on actual situations.

In Wednesday's last session, **Janet Fulks** of ASCCC joined Vice Chancellors **Carole Bogue-Feinour** and **Patrick Perry** to describe a BSI-funded project creating rubrics for basic skills courses to assist colleges in their reporting of student success in basic skills, as required by the state legislature. There followed a reception sponsored by **Oracle** and featuring ace jazz guitarist **Steve Homan**.

At the CCCCIO general meeting Thursday morning, new CIOs were recognized, as was retiring CIO **Dan Henry** of Los Medanos. President **Lori Gaskin** thanked **Randy Lawson** and **Dona Boatright** for their outstanding work on leadership development and presented **Pam Deegan** with the Carter Doran Award

(see story, p. 4). She also provided updates on a number of statewide projects and issues, as did Vice Chancellor **Bogue-Feinour**.

The next session featured a presentation and discussion session by ASCCC officers **Janet Fulks**, **Mark Wade Lieu**, and **Jane Patton**. ASCCC has raised concerns about how well first time students are served by current practices and policies associated with prerequisites, and is looking at options such as statewide prerequisites for selected courses and changes in prerequisite validation policies. As expected, this meeting prompted lots of discussion.

After the luncheon with Pedro Noguera and the remarks of Assemblymember Furutani mentioned above, the conference concluded with the introduction of **Morgan Lynn**, who holds the newly created position of Executive Vice Chancellor, CCCCO. Morgan talked about her first few weeks on the job, and spoke movingly about the inspiration and encouragement she got as a community college student from former CIO **Darlene Pacheco**.

NB: the CCCCIO web page has several sets of material from the conference. Check them out at <http://cccccio.org/>.

## **PRESIDENT'S MESSAGE**

We are rapidly approaching one of the truly joyful moments of academic life – celebrating the accomplishments of our students. Graduation season is upon us and we have the honor of sharing a very special time with our students – a time of recognition, a time of tradition, and a time of reflection. Each fall, we greet students as they come on campus eager to pursue their educational goals. Each spring, we laud our students' achievements with ceremonies rich in customs and meaning. The cycle of our professional life is inextricably tied to the seasons – seasons of hope and potential, of looking forward with excitement and anticipation, and of possibilities. Education is a gift – a treasure that lasts a lifetime. Its impact transcends generations and it embodies aspirations, dreams, and opportunity. This is what we celebrate with our students at graduation – a future that is bright and full of promise.

I stand in awe of our students' accomplishments made even more compelling by hardships they have had to endure to fulfill their educational goals. I also stand in awe of the deep commitment, unwavering dedication,

and genuine passion that you all bring to your colleges each and every day for the singular purpose of helping our students' dreams become reality. I wish you well as you usher in the graduation season. It takes an entire college to educate a student – and you, your college, your faculty, and your staff all deserve to celebrate this most joyful time in the academic life of our students.



This spring also marks the end of my term as president of this wonderful organization. In July, Renee Kilmer (CIO at Cabrillo College) will assume the presidency of this body. It has been an incredible privilege serving you for the past two years. I feel deeply honored to have such inspirational, intelligent, witty, and dedicated colleagues. Thank you.

–CCCCIO President Lori Gaskin

**CIO PRESIDENT FACES GRUELING EVIDENCE-BASED OUTCOME ASSESSMENT, EMERGES AS WINNER!**

*In the interest of maintaining high standards, promoting transparency, staving off governmental regulation of CCCIO, and coming up with a way to tease Lori Gaskin, the crack investigative reporters of News & Views persuaded the CIO Executive Board to conduct a rigorous, evidence-based assessment of outgoing CIO President Lori Gaskin. Ever shameless, we now publish a sampling of their comments.*

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As someone concerned about CCCIO finances, I have been worried about some of the purchases made by President Lori. However, thanks to recent conferences, I feel relieved that the purchases of "Johnny Carson's Funniest Skits" and "One Liners" by Henny Youngman can now be classified as appropriate expenses.

*Lori has been a magnificent leader for the CIOs, always prompting us to move our organization forward, to have a clear, unified voice, yet to maintain good collegial relations with our peers among the CSSOs and our colleagues in the statewide academic senate. We owe her a special debt of gratitude for her willingness to take on the additional year responsibility in this role.*

*Now that Lori has definitely passed probation, I would recommend tenure if that wouldn't be seen as punitive! Seriously, CCCIO will be forever indebted to Lori for her willingness to serve two consecutive terms as president. Her leadership has been exemplary, and we have accomplished much as an organization over the last two years. Thank you, Lori, and enjoy your year as past-president. I can assure that it is the best job of all!*

*Lori Gaskin has proven herself to be an effective and insightful leader. Through her tenure as the president, she has brought together the statewide Academic Senate, the Chief Student Services Officers, and the CIOs to provide a strong and effective campaign in a variety of areas: Title 5 Revision, Basic Skills, and Assessment, to name a few. As Lori has worked on all the major initiatives, she has done so as a calm and knowledgeable voice of reason. I have seen her take a very confrontational topic and present it in such a way that she almost assures a clear dialogue. I say, "Hail to the Chief!" as Lori moves on to other chapters of her life.*

**PERFORMANCE EVALUATION FOR LORI GASKIN**

<b>*STANDARD LEVEL OF PERFORMANCE</b>	<b><u>5</u></b>	<b><u>4</u></b>	<b><u>3</u></b>	<b><u>2</u></b>	<b><u>1</u></b>
Knowledge of Title 5	X				
Appearance at BOG	X				
Commitment to SACC		X			
Presidential demeanor	X				
PAL Mentor		X			
General attitude	X				

- \*5: Outstanding – above and beyond what is expected of anyone in their right mind.
- \*4: Great – by the way, do you have a life outside of being a CIO?
- \*3: Satisfactory – this is way beyond "good enough for government work."
- \*2: Aha! You actually got some sleep this month!
- \*1: How long have you been in the hospital?

## PAM DEEGAN, CARTER DORAN AWARD WINNER, 2009

Pam Deegan has a M.A. in Physical Education, with concentrated study in exercise physiology and kinesiology from CSU Los Angeles, and is currently working on her Ed.D. at the Community College Leadership program at Oregon State University. She has held teaching positions at CSU Los Angeles and Irvine Valley College and administrative positions at Irvine Valley College, Santiago Canyon College, Miramar College, Mt. San Jacinto College and most recently, MiraCosta College, where she recently became the permanent Vice President of Instructional Services. She has served on numerous statewide CCCCO committees and has led the CIO organization as its Vice President and President. Currently she coordinates the CIO PAL program.



*Carter Doran Award Winner*

*and plan, but found that they didn't. My skills were a match for the work, so the transition worked out fine. Some days, I do wonder what I was thinking by leaving the classroom, but most of the time I am very glad I made the move.*

**N&V: Have you had some important mentors in your professional life?**

*PD: Yes, and they had a profound impact on me. Terry Burgess, John Nixon, Rocky Young, and Dona Boatright were the ones who impacted me the most. They all are amazingly knowledgeable administrators, so I learned the basics from the best. I think the most important thing I learned from them was style. They are all so at ease with themselves, even in difficult situations. Unflappable. All willing to admit a mistake, take responsibility, fix the problem, and move on. And they all have amazing senses of humor and don't take themselves too seriously. So, I think that the major impact they had on me was to illustrate how a great administrator acts. I am still in awe of these folks and am grateful to have learned from them.*

**N&V: What is difficult about the CIO job?? What is the most rewarding?**

*PD: I think the most difficult aspect of our jobs is being in charge of so much at a time when there is so much going on. Too much. More and more is piled onto our plates. New mandates are always being given to us. Do mandates go away? Nope, they just get added to our workload. I think we all live in fear that we will be away from our desks, be on vacation or whatever, and miss one of those e-mails from someone important. I'm not sure, but I think*

*my conversation with the department chair went something like this:*

*"We have terrible news--Dr. Bell died."*

*"Oh, my God, that is awful!"*

*"Do you want her job?"*

*"Oh, my God!"*

*The guilt I felt was tremendous!*

*So, that was how I got my big start. I loved teaching, being a faculty member, and teaching my students the anatomy and physiology behind movement. I found what I wanted to do and stayed at Cal State for 7 years.*

**N&V: What lead you to decide to leave teaching and go into administration. Was that a tough move?**

*PD: I was a department chair at Irvine Valley College for many years. At that time, we didn't have deans, just chairs. Because we didn't have deans, the chairs did it all--hiring, firing, the works. This gave me the opportunity to see if I liked being an administrator. I did. I thought everyone loved to organize*

**N&V: Congratulations on receiving the Carter Doran Award, Pam!**

*PD: Thank you! This is a tremendous honor for me.*

**N&V: What was it that led you into a career in the community college system?**

*PD: This is an interesting story. I had just finished my masters degree at Cal State L.A. when it all happened. Throughout my graduate work, I taught a few classes and served as a substitute for my professors, but I really thought I wanted to work in an exercise physiology or structural kinesiology laboratory. Ahhh, I can still smell the formaldehyde when I close my eyes!*

*Anyway, just as I finished my masters, my major professor and mentor, Dr. Bell, died suddenly of a ruptured brain aneurysm. Afterwards,*

that is why CIOs enjoy a glass of wine. I used to be skinny and cute. That changed when I became an administrator, but I love what I do, so I guess it is okay...I have old photos and that helps.



Taskmaster

We also are always providing guidance to people, both nurturing them and yet holding them accountable. It really is quite an art form. It is difficult at best, yet it is the part of the job that is really rewarding, particularly when wonderful things happen. This and really impacting an institution or the system via positive and collaborative efforts brings the satisfaction and rewards. For me, one of my biggest moments was being involved with the BSI. Watching our ideas blossom and impact students in such a positive way has to be one of my greatest professional rewards.

**N&V: How do you separate your private life from your professional life?**

PD: I don't. I think most people are aware that for years I lived with a CSSO, but I don't anymore. That was always fun and interesting. My husband and I met when we were both faculty members at Irvine Valley College. He was a counselor and I was a classroom faculty member. Each of us had been divorced and each of us had a three-year old son. We ultimately married and have been married for over 20 years. The kids said that after listening to our continual conversations about community colleges they decided they would never go into education. When we both became VPs, things took a twist. The biggest issue in our marriage was never the fact that I am

Jewish and he is Catholic. No, no! The big issue was that I was a CIO and he was a CSSO. Why do I no longer live with a CSSO? Because he became a CEO. That too, is pretty interesting!

**N&V: How do you relax?**

PD: I love to exercise--walk, jog, spin, kayak, whatever. I like to read and watch sci-fi movies. I am particularly partial to disaster films. I would be first in line for a movie about a plane disaster in the middle of an earthquake that triggers a tsunami during a global epidemic brought on by killer bees. Maybe I am subconsciously testing my abilities as a CIO to deal with progressively difficult situations....

**N&V: Anything else?**

PD: Cooking and entertaining are fun too. I recharge my batteries by being around people I like. And of course, writing parodies and singing them while in costume is the ultimate!



Diva

**N&V: What advice would you give to new instructional deans and new CIOs?**

PD: I'd tell new folks to find a good mentor and never ever miss a CIO meeting, as that is where you pick up current information. Do your best, but know that you can't do it all. This means prioritizing and letting go of the things that are at the bottom of the list.

It is important to maintain your sense of humor. Costumes are good. Take your work seriously, not yourself, and

admit mistakes. We all make mistakes, but we define ourselves in the way we remediate our errors. Know, too, that it is all about team. Empower your team, reward your team, and have fun with your team. Make them all feel special. That is what I remember most about Carter Doran. Regardless of who you were, when you spoke to Carter you felt you were the most important person in the world. He had a way of making you feel special. And talk about a



sense of humor! He was warm and wonderful. When he spoke, it was about others rather than himself and I think this is an admirable quality in putting others at ease.

Superwoman

**N&V: Final thoughts?**

PD: CIOs are the heartbeat of a college. As a whole, we are smart, organized, selfless, make a college hum, and are very funny. I am honored to receive such a meaningful award from my colleagues. You are the best! Thank you. May the force be with you!



*Congratulations, Pam*

# ASK CAROLE!



Dear Carole,

I would like to know the status of the TBA hours. We received a memo in October and I began taking immediate action. At the spring CIO-CSSO conference, mention was made of some adjustments. It would be great to see the new information as it may impact the manner in which we have been handling this.

—Flexible Fred

Dear Flexible

*In order to respond to your question and another question with similar concerns, I will summarize for you the status of TBA hours. Also you will receive a memo from the Chancellor's Office providing more information within the very near future.*

*One issue of concern for Early Childhood Education (ECE) and Foreign Language labs was the immediate supervision requirement. With regard to ECE, we are taking a proposed title 5 change to BOG in May that would permit an exemption to immediate supervision similar to what has already been included in section 58055 for health science education and Firefighter Joint Apprenticeship programs. For both of these areas, the requirement for immediate supervision can be met as a responsibility shared by a qualified person in the workplace/clinic and by an academic district employee. For ECE, responsibility for supervision of students in a childcare facility would be shared by a person at the facility who possesses at a minimum a Master Teacher Child Development Permit issued by the California Commission on Teacher Credentialing, or the equivalent, and by the academic personnel of the district.*

*With regard to Foreign Language labs, agreement was not reached by the major representative groups regarding exemptions or changes for immediate supervision. As a result, per current title 5 language, if students completing requirements in several languages are scheduled in the lab during the same hour, foreign language instructors meeting minimum qualifications in each of those languages need to provide immediate supervision.*

*Since meeting this requirement may not be possible for most colleges, it is suggested that colleges consider offering foreign languages as "hybrid" courses (i.e., regular face-to-face contact combined with distance education) permitting the colleges to follow the distance education regulations instead of the regulations applicable to TBA. Hybrid courses must meet the distance education (DE) requirements, i.e., the definition of distance education in section 55200; regular, effective contact requirement in section 55204; and the requirement for separate review and approval by the curriculum committee in section 55206. By offering the foreign language lab hours of the course as distance education, you are exempt from the immediate supervision requirement for that portion of the course although the students could still access the instruction through the on-campus labs. Finally, you would need to use the Alternate Attendance accounting procedure described in section 58003.1(f) and 58009 if the entire course as a whole does not qualify for either the basic Weekly or Daily Census attendance accounting procedures. You will not lose apportionment for those lab hours by doing so except for a small portion of FTES if you have a compressed calendar. You can offer DE using the basic Weekly or Daily Census, but you would need to schedule and conduct the DE hours in a synchronous manner in order to do so.*

*A second major TBA issue was the definition of "regularly scheduled" and the implications for implementation. Resolution was reached regarding a redefinition of "regularly scheduled" for the purposes of TBA hours. This term has been administratively redefined to mean that within the format of weekly census courses, students must participate for the required number of TBA hours each week of the primary term for the duration of the course, and documentation must demonstrate weekly student participation. Districts would have the flexibility to individually schedule these regular*

*weekly TBA hours or could allow students to fulfill their weekly TBA obligation at a time of their choosing each week of the term. The key factor here is that students participate for the same number of TBA hours each week of the primary term so that the course in question continues to qualify for the Weekly Census attendance accounting procedure. For Daily Census courses, districts would also have the same scheduling flexibility as appropriate for the Daily Census attendance accounting procedure. In other words, students could choose their daily TBA times, but would still have to participate for the same number of TBA hours per meeting day so that the course in question continues to qualify for the Daily Census Attendance Accounting procedure. In terms of monitoring, colleges need to monitor student participation carefully and make sure that they do not claim apportionment for TBA hours for students who have documented zero hours. Of course, as specified in earlier communiqués, you must make sure that instruction is provided, that you specify on the course outline the number of TBA hours as well as general objectives/outcomes for the TBA requirement, that you follow regulations for immediate supervision and minimum qualifications, and that you evaluate student work completed during the TBA hours.*

*Please note that there will be a new audit compliance item introduced with the 2010-11 Contacted District Audit Manual focusing on TBA hours compliance, included requiring auditors to determine if apportionment was claimed for students who document zero TBA hours. If a college is out of compliance regarding its claim for TBA apportionment, it would need to adjust its apportionment claim and/or return state apportionment funds and implement a control mechanism to avoid recurrence.*

 Dear Carole,

How should we prepare for accessing stimulus money for support of our CTE programs?

—Ready to be stimulated

~~~~~

 Dear Ready,

*As you may be aware, there are several pots of stimulus funds available for community colleges. Chancellor Scott’s memo, dated March 18, 2009, succinctly describes the various federal stimulus program funds of greatest interest to our community colleges. Many colleges may be interested in the Workforce Investment Act (WIA) package that provides an additional \$494 million in WIA funds for California. The eighty-five percent WIA funding of*

*\$427 million will be allocated to local WIBs to support local job training and workforce development efforts. Colleges should be contacting their local WIBs to make sure that the WIBs are aware of the full range of the community college credit and noncredit courses and programs available and that the WIBs select the community colleges to be their preferred training and education partners. At the same time, colleges and their local WIBs might discuss strengthening their partnerships and determine a process for utilizing these funds. While all federal stimulus funding is temporary and generally available for the next two years, colleges could use the funds for one-time expenditures such as equipment, rental space, materials, curriculum preparation, and professional development.*

*The remaining fifteen percent of the WIA funding allocation is discretionary funding issued to the Governor for statewide initiatives and competitive grants for employment and training programs. The State Department of Labor and Workforce Development will be responsible for issuing these funds on a competitive grant basis for efforts that focus on public-private partnerships to help train and educate at-risk youth who are 18-24 years of age, increase job training opportunities, provide valuable work experience, and incorporate community service.*

*In addition to the WIA programs, colleges can apply directly to the US Department of Labor for competitive grants that focus on worker training in high growth and emerging industry sectors, largely in areas of energy efficiency and renewable industries and health care fields. Further, funds are available to provide assistance for dislocated workers and for nationwide YouthBuild Activities that target high school drop-outs who re-enroll in an alternative school. Colleges interested in applying directly to the US Department of Labor should check [www.recovery.gov](http://www.recovery.gov) for general updates and for specific information on DOL recovery funding, go to <http://www.dol.gov/recovery/>. DOL plans to issue Solicitations for Grant Awards (SGA) no later than June 30, 2009. The SGA will provide specific requirements for use of the funds, certification, data reporting, performance measures, and other necessary information. Grant opportunities will be published on [www.grant.gov](http://www.grant.gov) and also on DOL’s Recovery Website: <http://www.dol.gov/recover>.*

*Colleges that wish to apply for grants might draft language in advance of the SGA so that they have much of the narrative already prepared when specific requirements are made available. In advance of the SGA, they might also revisit local partnerships that will likely be required for these grants.*



## NEW CIOs TAKE CHARGE THIS SPRING



*Ann Beheler  
Vice President of Academic Affairs  
Porterville College*



*Nick Chang  
Interim Vice President of  
Student Learning,  
College of Marin*



*Sherrie Guerrero, Ed.D.  
Vice President of Instruction  
(Interim to Permanent)  
Chaffey College*



*Wm. T. O'Hare, Ph.D. (no picture)  
Interim Vice President of Instruction  
Cuyamaca College*



*Katie Townsend-Merino  
Vice President of Instruction and  
Institutional Research  
Foothill College*



*Antoinette Wheeler  
Vice President, Academic Affairs  
Barstow College*

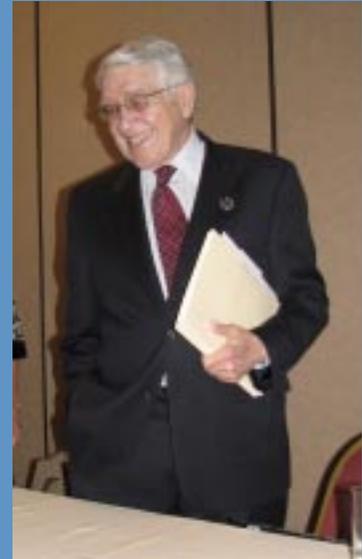
# SPRING CONFERENCE PHOTO GALLERY

## WEDNESDAY

### OPENING LUNCHEON



*Lynn Neault & Lori Gaskin claim "mystical powers"*



*Jack Scott keeps positive*



*Three, Not-Yet-Emeritus CIOs Jack Friedlander, Don Berz, & Randy Lawson hold each other up*



*Just dessert: Barbara Beno, Melinda Nish, and Ron Travenick serve up accreditation*



# FIRST AFTERNOON SESSION



*Mary Benard, Pam Deegan, Robin Richards & Carlos Lopez Elicit Budget Creativity*



## SECOND AFTERNOON SESSION



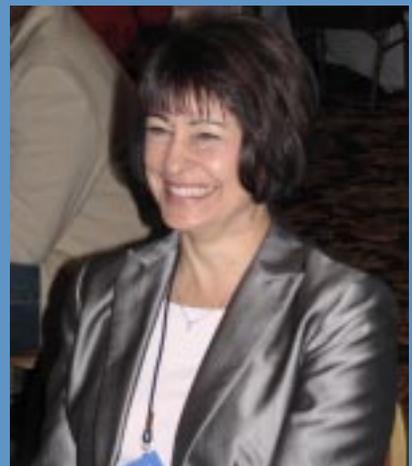
*Nabil Abu-Ghazaleh introduces BSI session leaders Carole Bogue-Feinour, Patrick Perry, & Janet Fulks*

# EVENING RECEPTION (SPONSORED BY ORACLE)





*Guitarist Steve Homan*



# THURSDAY

## MORNING GENERAL MEETING



*The multitude welcomes new CIOs Katie Townsend-Merino & Nick Chang*



*Pam Deegan accepts the Doran bowl*



*Retiree Dan Henry is honored*



*Dona Boatwright & Randy Lawson are thanked for leadership development*

# THURSDAY LUNCHEON



*Dr. Noguera poses with students in CSU's Ed.D. community college leadership program (above) and with Cosumnes River faculty, staff, and students who presented at the conference (below)*



*Celia Esposito-Noy thanks Pedro Noguero for an inspiring presentation on current state of higher education and the crucial role of community colleges*

## CIO-SENATE DISCUSSION



*Academic Senate reps Mark Wade Lieu, Jane Patton, & Janet Fulks engage CIOs in spirited debate about curriculum & prerequisites*

## THURSDAY AFTERNOON SESSION



*Audrey Yamagata-Noji with speakers Morgan Lynn, newly appointed Executive Vice Chancellor, CCCCCO, & Assemblymember Warren Furutani*