



CCCCIO Leadership Institute: From Dean to Chief Instructional Officer - Tuesday, April 6, 2021

Moderators – Jennifer Vega La Serna and Don Miller

The CCCCIO Leadership Institute is a one-day series of workshops designed for California Community College Instructional Deans (or similar level administrators) who are interested in future positions as CIOs. Current Chief Instructional Officer board members will facilitate this institute. The institute will include a combination of instructional content, interactive activities, and practical applications of content to current issues facing administrators in California Community Colleges, especially as deans/senior administrators are considering seeking opportunities as Chief Instructional Officers. Participants will discuss their own leadership trajectory, learn of many pathways to senior management from current CIO leaders, discuss budgeting at the institutional executive level, and learn about how current statewide initiatives, Title 5, Education Code of California, and Assembly Bills apply to dean and CIO level work. Topics will include solving HR problems, interviewing for CIO executive positions, seeking out mentors, practicing self-care, partnering with student services and other colleagues, enrollment management at the college vs. dean level, and fiction vs. facts of being a CIO.

Day/Time	Session Title	Presenters	Session Description
8:30-9:00	Welcome & Introductions	Jennifer Vega La Serna CCCCO ASCCC	Where do CIOs fit in the organization chart? Where do CIOs collaborate with the CCCCCO? How do we fit together? Committees? How is the CCCCCO shaping things? How does the CCCCCO work with the foundation? Explanation of Consultation Council
9:10 – 10:00	Budget Fundamentals for a CIO and How to Partner with Your CBO	Kelly Fowler, Joseph Allison	Budget Management: Budget Fundamentals for a CIO and How to Partner with your Chief Business Officer
10:10 – 11:00	HR Challenges and Difficult Situations: The Unique Role of the CIO	Jane Saldana Talley, Karolina Nazario, Aracely Aguiar	The role of the CIO in human resources matters is challenging; often requiring an experienced and highly capable skillset. This workshop will provide a toolkit that aspiring CIOs can utilize to facilitate these difficult processes, and do so through an equity-minded lens.
11:10 – 12:00	Dean to CIO Tool Kit	Brian Sanders, Leandra Martin, Sheri Berger	Developing toolkits and Thinking Outside the Box, Top Drawer Tools, Finding & Using Title 5 & Ed Code Attendance Accounting & Scheduling, Effecting Meaningful Change
12 00 – 12:30	NETWORKING LUNCH	Optional discussion time with cameras optionally on or off.	



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12:30 – 1:20	Improving Student Success and Learning Through Partnerships with Student Services and Other Administrators	Derek Lerch Tram Vo Kumamoto	Participate with Tram Vo-Kumamoto and Derek Lerch in a discussion about working across traditional silos to improve the student experience. This session will draw on experiences from Tram and Derek, as well as attendees, as we share strategies, successes, and failures in our collective efforts to leverage opportunities presented by SEA, Guided Pathways, etc. to improve student success and learning. What strategies are best for partnering with Student Services? How do we overcome obstacles? What is our role in Instruction in this partnership? What it is like at different campuses?
1:30 – 2:20	So You Want to Be a CIO?: Interviewing for Upper Leadership Positions	Jennifer Vega La Serna Stacy Thompson	This presentation for future CIOs will focus on topics such as: Building your Reputation, Preparing to be a Chief Instructional Officer, Researching Your Options, Preparing for the Interview, and Landing the Job
2:30 – 3:20	Mentorship for More Effective Leadership	Jennifer Taylor-Mendoza Dina Humble	How do you find a mentor? Formal mentorship versus informal mentorship. AALI, ACCCA, and other mentoring/leadership programs
3:30 -4:20	The CIO Experience – How Did We Get Where We’re Going	Denise Richardson Don Miller Kuni Hay	Panel discussion about Pathways to becoming a CIO - experiences and lessons learned 1 to 2 Years 3 to 5 Years 6 + Years
4:20	Debrief & Next Steps	Jennifer Vega La Serna	



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Presenter: Kelly Fowler

Email: kelly.fowler@mccd.edu

Session: Budget Management: Budget Fundamentals for a CIO and How to Partner with your Chief Business Officer

Biography: Kelly Fowler has served as the Assistant Superintendent/Vice President of Instruction and the Accreditation Liaison Officer at Merced College since July of 2018. During her tenure at Merced College, she has developed and implemented an effective and pragmatic enrollment management framework, assists with the achievement of key strategic planning goals, and utilizes a cross-functional and collaborative leadership approach. She served as President of the California Community College Chief Instructional Officers organization from 2017 – 2019 and currently serves as the Secretary. Previously, she served as the Vice President of Instruction & Student Services and the Accreditation Liaison at Clovis Community College since January of 2013. Prior to these positions, she served as the Interim Vice President of Instruction at Fresno City College from 2011-2013.

From 2007 to 2011, she served as the Dean of Instruction and Technology for the Clovis Community College (known at that time as Willow International Community College Center). Kelly provided leadership in an integrated program approach that includes basic skills, academic and occupational education, and transfer programs. She worked closely with faculty to develop, implement, and assess student learning outcomes at the course, program and institutional level.

Before moving to California in 2007, she worked for Gaston College, a community college located in Gaston County of North Carolina. As a faculty member of Gaston College since 1996, she taught a wide range of mathematics courses that included basic skills, transfer, continuing education, and the first online mathematics course offered by the college. From 2003-2007, Kelly served as the Associate Dean of Arts and Sciences at Gaston College. During her tenure at Gaston College, she assisted the college in various activities related to the SACS (Southern Accreditation of College and Schools) accreditation process.



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Presenter: Joseph "Joe" Allison

Email: allison.j@mccd.edu

Session: Budget Management: Budget Fundamentals for a CIO and How to Partner with your Chief Business Officer

Biography: Joe Allison currently serves as the Vice President of Administrative Services at Merced College. He has more than 22 years' experience in management and administration, including the last 18 years with Merced College. Joe is a licensed CPA and is also a product of the California Community College system, having earned his Associate of Arts degree in Business Administration from Merced College. In addition, he earned his Bachelor of Arts degree in Accounting from Fresno State.

Joe was born in Queens, New York and has three beautiful children with his wife, Danielle.



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Presenters: L. Jane Saldaña-Talley

Email: lsaldana-talley@santarosa.edu

Session: HR Challenges and Difficult Situations: The Unique Role of the CIO

Biography: Dr. L. Jane Saldaña-Talley was appointed Santa Rosa Junior College Vice President of Academic Affairs/Assistant Superintendent in July 2018. Prior to assuming this role, Dr. Saldaña-Talley served for 11 years as SRJC's Vice President in charge of district-wide Institutional Planning and Effectiveness and Chief Administrator of SRJC's Petaluma campus. Dr. Saldaña-Talley also formerly served as the Vice President of Administrative Services at Paradise Valley Community College (Phoenix, AZ), Dean of College Planning and Budget and Dean of Allied Health/Family and Consumer Sciences at Modesto Junior College (CA), Vice President for Student Services at Columbia College (Sonora, CA) and Director of Research and Planning for the

Yosemite Community College District. Dr. Saldaña-Talley holds a Doctorate in Educational Leadership from the University of California, Davis/California State University, Fresno Joint Doctoral Program, and Bachelor's and Master's Degrees in Psychology from California State University, Fresno. She has served as coach and member of the core planning team for the IEPI Strategic Enrollment Management (SEM) Academy and Webinar series, and as a member of several IEPI Partnership Review Teams. She is currently a member of the California Community Colleges Chief Instruction Officers (CCCCIO) Executive Board as the Region 2 (North Central) representative, CIO Strategic Advisor on The RP Group Board, and is a member of the California Community Colleges Call to Action: Campus Police Reform Task Force.



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Presenter: Karolina Nazario

Email: knazario@santarosa.edu

Session: HR Challenges and Difficult Situations: The Unique Role of the CIO

Biography: I was born and raised in Krasnystaw, a small town in Poland and I first moved to the United States as a high school senior. I graduated with a BA in International Studies and a minor in Public Policy and Service from Albion College in Michigan and shortly after moved to Southern California where I received my MBA from Hope International University.

After a few years working with non-profits in Sacramento doing workforce development, youth services and fund development I moved to Santa Rosa. I was a classified staff in the Community and Contract Education Department and recently became the Executive Assistant to the Senior Vice President of Academic Affairs.



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Presenter: Aracely Aguiar

Email: AGUIARA@WLAC.EDU

Session: HR Challenges and Difficult Situations: The Unique Role of the CIO

Biography: Ms. Aracely Aguiar received her Associate of Science in Dental Hygiene at West Los Angeles College in 1980. In 1984, she obtained her Bachelor of Science in Public Health from the UCLA and in 1996 her MBA from Pepperdine. In 1996 she was the Director of Marketing at UCLA School of Dentistry Periodontics Information Center. She has a lecturer appointment at the UCLA School of Dentistry since 1990. Ms. Aguiar has been an instructor at West Los Angeles College since 1987. She became a full-time professor in Dental Hygiene in 1997, was elected Chair of the Health Science Division in 2007, Dean of Academic Affairs in 2009 and currently serves

West Los Angeles College as Vice President of Academic Affairs.



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Presenter: **Brian Sanders**

Email: sandersb@yosemite.edu

Session: Dean to CIO Tool Kit

Biography: Brian Sanders is the Vice President of Instruction at Columbia College in Sonora where he has served for five years. He began his career as a mathematics professor at Modesto Junior College, served on the Curriculum Committee and as a faculty negotiator, then advanced to become Dean of the Science, Mathematics, and Engineering Division. His work in enrollment management and data systems within the Yosemite Community College District has been used by deans and upper administrators across the district to understand the ebb and flow of enrollment over time. To round out his training as a mathematician and scientist, he earned his Doctorate in Educational Leadership in 2014 and soon thereafter began a brief interim role as Chief Business Officer for Columbia College. He takes great pride in the Guided Pathways efforts undertaken at Columbia College to tighten

and strengthen the institution while supporting increased student completions, maintaining high success rates, and nurturing the “small college ethos” that undergirds his institution.



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Presenter: **Leandra Martin**

Email: Leandra.Martin@missioncollege.edu

Session: Dean to CIO Tool Kit

Biography: Dr. Leandra Martin is the Vice President of Instruction Mission College 2013 - present
President of California Community College Chief Instructional Officers 2019-2020
Dean of Math and Science, San Jose City College; Tenured Faculty San Jose City College; Research Scientist Dow
Chemical; Ed.D. Organization and Leadership, University of San Francisco; M.S.E. Chemical Engineering, Iowa
State University; B.S.E. Chemical Engineering Arizona State University



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Presenter: **Sheri Berger**
Email: sberger@compton.edu
Session: Dean to CIO Tool Kit

Biography: Sheri Berger is currently the Vice President of Academic Affairs at Compton College. Previously, she served as the Vice President of Academic Affairs at Los Angeles Pierce College and the College's Accreditation Liaison Officer. Prior to becoming Vice President, she was a Dean of Academic Affairs at Los Angeles Valley College supervising the Natural and Social Sciences. Before moving into administration, Sheri was a Professor of Mathematics at Los Angeles Valley College and served as the Mathematics Department Chair, Student Learning Outcomes Chair, Vice President of the Academic Senate, and Curriculum Committee Chair. Sheri has worked in higher education for 31 years with 25 at the Community College Level. She holds her bachelor's and master's

degrees in Mathematics from California State University, Northridge.



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Presenter: **Derek Lerch**

Email: dlersch@frc.edu

Session: Improving Student Success and Learning Through Partnerships with Student Services and Other Administrators

Biography: Derek Lerch was raised in Chico, California where he attended and graduated from Pleasant Valley High School. He completed a bachelor's degree in Geophysics from the University of California at Berkeley. After spending two years working in research and consulting for mining companies, Derek attended Stanford University where he earned a M.S. in Geophysics and a Ph.D. in Geological and Environmental Sciences.

Since 2006, Derek has been employed by Feather River College in Quincy, California. There, he worked for five years as a faculty member in earth sciences and natural resources and as a faculty division chair. In 2011, Derek was hired as the college's chief instructional officer and accreditation liaison officer, roles that he has occupied since that time. He serves as the representative to the California Community College Chief Instructional Officers executive board for the Far North (Region 1).



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Presenter: Tram Vo Kumamoto

Email: tvokumamoto@saddleback.edu

Session: Improving Student Success and Learning Through Partnerships with Student Services and Other Administrators

Biography: Ms. Tram Vo-Kumamoto has 25 years of experience in the community colleges working in a variety of positions in both student services and instruction. Her passion for the community college mission derives from the hope and opportunity that access to higher education provides to first generation, low-income students and their families like her. She is active and engaged in local, regional and statewide associations and committees that focus on systems alignment, policies and legislation that impact the community colleges. Her beliefs and approaches are grounded in systems theory and educational psychology. As a leader, she strives to support and

contribute to a community that is committed to quality and excellence through inquiry, reflection, and action.

During her tenure in the community colleges, Tram has developed, in partnership with faculty and staff, multiple programs that integrate instructional and student services to increase equity and student success. Her most notable accomplishment was making visible the STEM pathway at Chabot College by developing the Bridge to Engineering (B2E) Program, which grew to become a MESA program. The integrated program led to systemic and cultural shifts that enriched the student experience by cultivating, motivating and engaging students in their learning.



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Presenter: Jennifer Vega La Serna

Email: jenniferl@cos.edu

Session: So You Want to Be a CIO?: Interviewing for Upper Leadership Positions

Biography: Dr. Jennifer Vega La Serna is the Vice President of Academic Services at College of the Sequoias in Visalia, California. She previously served as Dean of Arts and Letters at College of the Sequoias. Dr. Vega La Serna is the President of the California Community College Chief Instructional Officers and a Commissioner for the Accrediting Commission for Community and Junior Colleges. She recently served on the Board of Directors for the California Community College Athletics Association. She has presented at numerous state and national conferences on topics of accreditation, leadership, mentorship, student athlete academic success, college planning, educational equity and first-year student experiences. Dr. Vega La Serna has written and received numerous grants that support student success including Title V, Pathway to Law School, Basic Skills Student

Outcomes and Transformations, and TRiO,

She holds a Doctorate in Education Policy, Planning, and Administration with a specialization in International and Intercultural Education and a Master's in Teaching English as a Second Language from the University of Southern California, a Master's in Education Counseling and Guidance from Cal Poly San Luis Obispo, and a Bachelor's in Liberal Studies from the University of California, Santa Barbara. She is a proud alumna of College of the Sequoias.



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Presenter: Stacy Thompson

Email: slthompson@chabotcollege.edu

Session: So You Want to Be a CIO?: Interviewing for Upper Leadership Positions

Biography: Dr. Stacy Thompson is a lifelong resident of the Oakland/East Bay community. With more than 25 years of experience in higher education. As an educator, Dr. Thompson has dedicated her life's work to supporting education as a practice of freedom with a focus on addressing issues of disenfranchisement and exclusion. She supports community college student success in instruction and support services by creating innovative programs. She mentors faculty, staff, and administrators who wish to advance their careers and has a long history of promoting a social justice agenda.

Dr. Thompson serves as the Vice President of Academic Services at Chabot College in Hayward California. Prior to this position, she was the Dean of Humanities and Social Sciences at Merritt College. For many years she also served as department chair of Human Development and was tenured faculty in the Child Development Department for over 10 years. Dr. Thompson serves on local, regional, and national boards including; President of the Western Region Council on Black American Affairs (WRCBAA); Executive Committee Region 3 representative for Chief Instructional Officer; Vice President of Programs for National Council on Black American Affairs (NCBAA); and member of the Alumni Board for Lewis and Clark College. Dr. Thompson holds a Doctorate of Education in Educational Leadership and a Master of Arts Degree in Education from Mills College, Oakland, CA. Master of Arts degree in Early Childhood Education from Mills College in Oakland, CA. She holds a Bachelor's Degree in Political Science from Lewis and Clark College in Portland, OR.



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Presenter: Jennifer Taylor-Mendoza

Email: mendozaj@smccd.net

Session: Mentorship for More Effective Leadership

Biography : Jennifer Taylor-Mendoza, author of *Minding the Obligation Gap in Community Colleges: Theory and Practice in Achieving Educational Equity*, holds a Ph.D. in education from Claremont Graduate University. With over twenty years of higher education experience, Dr. Taylor-Mendoza is continually inspired by the brilliance, power, and endless potential of community college students. Her research focuses on the intrinsic resiliency of students of color and institutional approaches to addressing systemic, structural inequities. Dr. Taylor-Mendoza is the Vice.

President of instruction at Skyline College and serves as the CIO representative to the State Chancellor's diversity, equity, and inclusion workgroup. She serves on the Board of Directors of the Human Investment Project (HIP) Housing and is an Aspen Presidential Fellow. Her work integrates Student Services and Instruction dismantling structural inequities to create programs responsive to local economic and social needs. Areas of expertise are leadership development, program innovation, community partnerships, and institutional equity reform.



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Presenter: Dina Humble
Email: dhumble@valleycollege.edu
Session: Mentorship for More Effective Leadership

Biography: Dr. Dina Humble currently serves as the Vice President of Instruction at San Bernardino Valley College in San Bernardino, California. Dr. Humble has a passion for student success and the community college mission of access, success, and inclusion.

Dina Humble began her career as a faculty member in the Riverside Community College District as an Associate Professor of Music, and served in that district for thirteen years. At Norco College, Dr. Humble served as a department co-chair and contributed to two multimillion-dollar Title V HSI grants while developing innovative career and technical education curriculum in the areas of commercial music and game development. Additionally, she was the curriculum committee chair, district curriculum chair and was instrumental in the writing of a curriculum process to transition from a three-campus district to a three-college district.

As Dean of Social Sciences and Arts at Long Beach City College, Dr. Humble led the departments of Social Sciences, History and Political Science, Business Administration and Economics, Performing Arts and Visual and Media Arts. She was active on campus committees including College Planning Committee, Budget Advisory Council, Innovation, Equity and Inclusion, Accreditation, Curriculum, Strong Workforce Initiative, and Hiring Process Committee. She also served on the District Negotiation team for the faculty contract for three years. Active also in the state, Dr. Humble Co-chaired the Mentor Program for the Association for California Community College Administrators (ACCCA) and has been a visiting team member for the Accrediting Commission for Junior and Community Colleges (ACCJC). Over her educational career, Dr. Humble has worked to foster an equitable environment, while focusing on building a culture of inquiry, innovation, communication, and trust. She has been integral in nurturing partnerships with K-12 school districts, industry, community, and other institutions.

Dr. Humble holds a Master's in Music Education from the University of Northern Colorado and Bachelor's degrees in Music from the University of Minnesota in performance and education. She holds an Ed.D. in Educational Leadership and Management from Capella University.



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Presenter: Denise Richardson

Email: drichardson@peralta.edu

Session: The CIO Experience – How Did I Get Here and Where Am I Going?

Biography: Denise is the Vice President of Instruction at Merritt College and has served in this role since March 2020. Formerly, she was the Dean of Math and Sciences at Laney College from August 2013 to February 2020. Before moving into administration Denise taught Political Science part-time for two years at College of Alameda, and for one year at Laney College. She was hired as a full-time faculty member at Laney College in Fall 2004 and over the next nine years she held key leadership positions, including Social Sciences Department Chair, Tenure Review Facilitator, Faculty Senate Vice President and President.

Growing up in Hartford, CT made Denise long for a warmer climate. She earned both her Ed.D and M.A. Degree in Educational Leadership from Mills College, a M.A. Degree in Political Science from San Francisco State University, and a B.A. Degree in Communications from Oakwood University in Huntsville, AL.

Denise is consistently inspired by the immeasurable value and power of community college education. As such, she considers it a privilege and an honor to have a profession that so closely aligns with her passion for equity and social justice.



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Presenter: **Don Miller**

Email: ddmiller@peralta.edu

Session: The CIO Experience – How Did I Get Here and Where Am I Going?

Biography: Dr. Don Miller joined the College of Alameda family in January 2018 as Vice President of Instruction and is the President Elect of the California Community Colleges Chief Instructional Officers organization. Prior to his current positions, he worked as Interim Vice President of Academic Services and as a Dean of Arts and Humanities and learning communities at Las Positas College. Dr. Miller spent 8.5 years as chair of large multicultural, multilingual departments of modern and classical languages at private and public universities, including CSU, Chico and the University of St. Thomas. He spent 20 years as an instructional faculty member in Spanish programs teaching courses in language and grammar, human and civil rights in the Spanish-speaking

world, culture, literature, and Latin American Studies. He has also led study abroad programs to Mexico and Cuba, directed Spanish-language college theatrical productions, and published articles on gender and sexuality as they relate to art, culture, history, and literature in the Spanish-speaking world.



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Presenter: Kuni Hay

Email: khay@peralta.edu

Session: The CIO Experience – How Did I Get Here and Where Am I Going?

Biography : Kuni Hay has served as the Chief Instruction Officer (CIO) of the California Community College in the last consecutive 16 years over 3 different multi-college Districts and was identified as the longest serving CIO in the state of California. In the last 16 years, she has also served as the colleges' Accreditation Liaison Officer in 3 multi-college districts bringing successful reaffirmation statuses.

VPI Hay's 30 years of work in Higher Education is rooted in her life-long commitment and personal and professional philosophy and belief for equal access, equity, and social justice. Each position she held in her career in Higher Education was intentionally dedicated to ensuring that all students were provided with equitable access to Higher Education and maximum learning opportunities and services, particularly for those who have been historically underrepresented, marginalized, and disadvantaged.

VPI Hay's educational background includes a Bachelor's Degrees in Speech & Communication from University of Hawai'i at Manoa, a Master's Degree in Human Development with an emphasis on Multicultural Counseling and a Certification in Advanced Educational Specialization (CAES) in Educational and Developmental Psychology from Boston College.

VPI Hay's professional experiences in Higher Education includes a wide range and balanced spectrum of positions she has held at community colleges and at four-year private institutions. Her work represents administrative and teaching positions at community colleges and at four-year institutions, administrative work as Vice President of Academic Affairs, Vice President of Student Affairs and the Dean of Humanities and Social Sciences and her current work as the Vice President of Instruction at Berkeley City College.