

Hosted by:

The Southern California Council on Black American Affairs
and The Western Region Council on Black American Affairs



*Community College Career Institute
for African American Faculty,
Staff and Students*



Compton Community College
1111 East Artesia Blvd.
Compton, CA 90221

National Council on Black American Affairs
American Association of Community Colleges

Empowerment is Achieved through Education.

We are proud to support the
Western Region Council on Black American Affairs

for their worthwhile efforts to bring people together for
mutual support, education and inspiration.

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WELCOME

Dr. Keith Curry

Welcome to the El Camino College Compton Center and Compton Community College District. We are honored to serve as the host for the Community College Career Institute for African American Faculty, Staff and Students. I would like to thank the Western Region Council on Black American Affairs and the Southern California Council on Black American Affairs for spearheading this outstanding event.

I am pleased to have the opportunity to participate in the Career Institute with my colleagues and with community college students. I would like to thank the individuals on the program committee for their hard work and dedication on this event.

Sincerely,

Dr. Keith Curry, CEO
Compton Community College District



Dr. Tammy Robinson

Welcome to the 5th Annual California Community College Career Institute. As the President of the Western Region Council on Black American Affairs (WRCBAA), I welcome all of you to take part in a day and a half of great educational discourse. Our mission is to assist African American students, faculty, staff and administrator in gaining the information they need to forge ahead in their education and careers. We have a wide array of academic professional who are here to assist with your questions and delve into the obstacles that many of us face as we seek to advance.

Our goal is to present a wide array of topics that interest all groups. I also hope that you leave here today with some new professional relationships. Please join us and become part of the WRCBAA. Visit our website at wrcbaa-ncbaa.org for additional information. We need you as we continue to grow our organization. I would like to thank Compton Community College for hosting/sponsoring our event. I would also like to thank our other sponsors: Suffolk County Community College, Skyline Community College, North Orange Community College District, Contra Costa Community College District, and Ventura Community College District. This event would not be possible without their tremendous support.

Best wishes,

Dr. Tammy Robinson, President
WRCBAA



SCCBAA

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Acting Secretary – Dr. Lezlee Hinesmon-Matthews

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The SCCBAA Executive Board welcomes you to the 2014 Western Region Council on Black American Affairs Institute and Conference. We wish you success as you continue to support educational and professional development opportunities for Black Americans.

www.sccbaa.org

SCHEDULE AND SESSION DESCRIPTIONS

Thursday, November 13, 2014

1:00pm -4:00 p.m. Board Meeting, President's Conference Room
Compton Community College District Office



Friday, November 14, 2014

7:30 – 8:15 a.m. Registration and Continental Breakfast

8:15 – 8:30 a.m. Opening Session – Carol Belle-Thomas Moss, Vice President of Programs,
Media Specialist, City College of San Francisco, CA

Welcome and Introductions:

- Ernie Bridges, President, Southern California Council on Black American Affairs (SCCBAA)
Instructor, Fullerton College, CA
- Dr. Tammy Robinson, President, Western Region Council on Black American Affairs (WRCBAA)
Vice President Academic Affairs, Lassen College, CA
- Dr. Keith Curry, CEO, Compton Community College District, CA

8:30 – 8:45 a.m. Why We Are Here?
Dr. Regina Stanback Stroud, VP, Organizational Vitality, WRCBAA
President, Skyline Community College, CA

Sessions:

8:45 – 10:15 a.m. Strategies to Ensure Upward Mobility in Higher Education: Employability and Careers
Facilitator: Dr. Marian Shivers, Ed. D., Dean of the Dr. Carolyn Grubbs Williams'
Leadership Development Institute, Atlanta, GA

This interactive session is designed to assist those aspiring to career upward mobility in the community colleges. Competencies for community college leaders and strategies for continuing on to a successful community college journey will be discussed. Some focus will be on the NCBAAL Leadership Development Institute. Participants will become aware of the need to develop a personal action plan for career upward mobility.

10:30 a.m. – 12:00 p.m. Striving Black Brothers Coalition, Chabot College, CA
Facilitator: Art Barboza and 6 SBBC participants

The Striving Black Brothers Coalition is a unique support system designed to help African American males understand their purpose in the collegiate arena and in life by developing an authentic sense of self, committing to a purpose and building meaningful relationships with peers, family, and Chabot College faculty. SBBC members will speak to the development of an academic and cultural support program for African American males through Brotherhood, mentoring, and academic learning communities such as the Striving Black Brothers Coalition community. SBBC members will also talk about their personal and academic experiences in the Striving Black Brothers Coalition community and take questions from students, staff, and faculty.

SCHEDULE AND SESSION DESCRIPTIONS

Friday, November 14, 2014

10:30 a.m. – 12:00 p.m. What Hiring Managers Won't Tell You and What You Need to Know

Panelists:

- Kenneth Robinson, District Director, Equity & Diversity
North Orange County Community College District, CA
- Irma Ramos, Vice Chancellor, Human Resources
North Orange County Community College District, CA
- Charo Albarran, Director, Human Resources
Foothill-DeAnza Community College District, CA

This session will include specific strategies for presenting an effective interview and the multiple levels of interviewing inherent in many community college hiring processes. Participants will hear about the types and styles of questions typically asked in the interview process. This session may be of particular interest to participants who anticipate applying for a position in the near future.

12:15 – 1:15 p.m. Luncheon to Honor Students,
Ernie Bridges, President and SCCBAA Chapter members - Hosts

1:30 – 3:00 p.m. Wouldn't Take Nothing For My Journey Now...

Moderator: Dr. Marlon Hall, President/Superintendent
Lassen Community College, Susanville, CA

Panelists:

- Dr. Keith Curry, President, Compton Community College, Compton, CA
- Dr. Shaun McKay, President, Suffolk County Community College, Selden, NY
- Dr. Linda Rose, President, L.A. Southwest College, Los Angeles, CA
- Dr. Regina Stanback Stroud, President, Skyline College, San Bruno, CA

This panel of executive administrators will share strategies for advancing along the community college career path. They will provide information about what a candidate should and should not do in order to successfully navigate up the career ladder. This session may be of particular interest to participants who are interested in becoming an administrator or in attaining a higher administrative position. Candid discussions of the do's and don'ts of working in a college environment and reflect on their own personal experiences. Q&A session will follow.

3:15 – 4:30 p.m. Review, Rework and Revise: Resumes and Cover Letters
What Elements Are Needed for Success and Why

Panelists:

- Dr. Kimberly Harvell, Dean of Business, Technology, and Hospitality
City College of San Francisco, CA
- Dr. Sandra Miller Holst, Retired Administrator, Paradise Valley Community College, AZ
- Valerie Robinson, Business and Information Technology Instructor, Bakersfield College, CA
- Charo Albarran, Director, Human Resources, Foothill-DeAnza Community College District, CA

This session will discuss key strategies for joining the faculty and staff ranks in the community colleges. Experts will talk about concise resumes, cover letters and the applications. They will discuss: 1) strengthening adaptive skills/personality attributes 2) demonstrating position-specific skills 3) meeting educational/credential requirements expected of faculty/counselor/librarian and (4) establishing the relationships and experiences that best position one to successfully navigate the faculty hiring process, and how to put these specific skills and strategies in your resumes and cover letters.

SCHEDULE AND SESSION DESCRIPTIONS

Friday, November 14, 2014

6:30 – 8:30pm **Reception and Awards Ceremony**
Torrance Marriott, 3635 Fashion Way, Torrance, CA

Saturday, November 15, 2014

8:00 – 8:30am **Continental Breakfast**

8:30 – 10:00am **Concurrent Sessions**

Putting the Students' Voice in Your Student Equity Plan

Facilitators:

- Michael Poindexter, Special Consultant Student Development, City College of San Francisco, CA
- Michael Perrilliat, Student Equity Plan student member, Chabot College, CA
- Dr. Matais Pouncil, Associate Dean, City College of San Francisco, CA
- Lena Carew, Former CCSF Student, UC Berkeley Graduate
- Samia Zuber, Former CCSF Student, UC Davis Graduate

With the passage of the Student Success Act in 2012 in California and the work being done on campuses across the region, community colleges are focused on improving and enhancing processes, resources, communications and programs to better guide and support students along their pathway to the completion of their academic goals. This Forum brings together students, faculty and staff leaders, that are passionate about improving the educational and professional environment for students. The idea of the panel is to discuss, and listen to the student voices, on what should be included in a Student Equity Plan. The idea is also to foster dialogue about the important equity issues that are affecting students today.

Mock Interviews - Limited to 10 participants

Facilitators: Stephanie Hill, Assistant VP Student Engagement, College of Southern Nevada; Dr. Sandra Miller Holst, Paradise Valley College, AZ; Irma Ramos, North Orange County Community College; Valerie Robinson, Bakersfield College, NV

Participants will have the opportunity to practice and receive feedback on their interview performance. Advice designed to improve confidence and finesse in managing the interview will be provided. Participants will be given the opportunity to identify areas of performance that need strengthening in a simulated interview. Participants may be interviewed or participate on an interview panel so they may observe and learn from the interviews of others in the group.

10:15 – 12:00pm **Next Steps: Strategies to Ensuring Success as Students, Faculty and Staff**

Facilitators:

- Dr. John Mosby, Enrollment Dean, Skyline College, San Bruno, CA
- Lena Carew, Former CCSF Student, Coordinator of Students Making A Change (SMAC)
- Samia Zuber, Former CCSF Student, Students Making A Change (SMAC)

Throughout the conference, we have heard from a collective voice of students, faculty, and staff on what is needed to ensure our success and the pathways that lead to success on community college campuses across the region. This interactive session will provide feedback to the NCBA and WRCBA on possible agenda items, goals and strategies that can be incorporated at future institutes and conferences.

AWARDS PROGRAM

Torrance Marriott South Bay

3635 Fashion Way, Torrance, CA

Friday, November 14, 2014
6:00 - 6:30 p.m. Networking
Program begins at 7:30 p.m.

Mistress of Ceremonies

Dr. Regina Stanback Stroud
Vice-President, Organizational Vitality

Welcome

Dr. Tammy Robinson, President

Libations

Kenneth Robinson, Board Member and Past President

Awards of Appreciation

Carol Belle-Thomas Moss, Vice President of Programs and
Planning Committee Members:

Ernie Bridges

Shirley Coaston

Eric Garner

Stephanie Hill

Dr. Lezlee Hinesmon-Matthews

Dr. Stacey Thompson

President's Legacy Award Presentation

Dr. Tammy Robinson

President's Leadership Award Presentation

Dr. Tammy Robinson

Sankofa Award Presentation

Eric Garner, Vice President of Technology
Dr. Herb Kitchen, Vice President of Public Relations/Marketing

Selection

Lift Every Voice and Sing

Announcements

Entertainment - Music and Dancing

LIFT EVERY VOICE AND SING



The Harp

by Augusta Savage

1939 New York World's Fair

Inspired by "Lift Every Voice and Sing."

Lift Every Voice and Sing

Written by James Weldon Johnson

Music by J. Rosamond Johnson

Lift every voice and sing,
Till earth and heaven ring,
Ring with the harmonies of Liberty;
Let our rejoicing rise
High as the list'ning skies,
Let it resound loud as the rolling sea.
Sing a song full of the faith that the dark past has taught us,
Sing a song full of the hope that the present has brought us;
Facing the rising sun of our new day begun,
Let us march on till victory is won.

Stony the road we trod,
Bitter the chast'ning rod,
Felt in the days when hope unborn had died;
Yet with a steady beat,
Have not our weary feet
Come to the place for which our fathers sighed?
We have come over a way that with tears has been watered.
We have come, treading our path through the blood of the slaughtered,
Out from the gloomy past,
Till now we stand at last
Where the white gleam of our bright star is cast.

God of our weary years,
God of our silent tears,
Thou who hast brought us thus far on the way;
Thou who hast by Thy might,
Led us into the light,
Keep us forever in the path, we pray.
Lest our feet stray from the places, our God, where we met Thee,
Lest our hearts, drunk with the wine of the world, we forget Thee;
Shadowed beneath Thy hand,
May we forever stand,
True to our God,
True to our native land.

MAKING A DIFFERENCE

*Growing minds.
Changing lives.*

Ventura County Community College District takes pride in the success of each and every one of our students. Professional faculty and staff work together at Moorpark College, Oxnard College, and Ventura College to provide a high quality learning environment for approximately 32,000 students throughout Ventura County. Our accredited Colleges offer career certificates and associate degrees, as well as transfer opportunities to four-year colleges and universities.

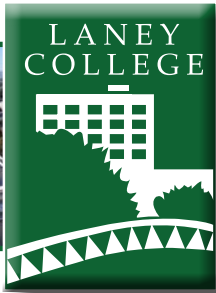
VCCCD campuses are located in sunny southern California, along the Coast. We invite you to join our community of Colleges to experience the difference.

www.VCCCD.edu



Ventura County Community College District supports the WRCBAA in its mission to make a difference in the educational community.

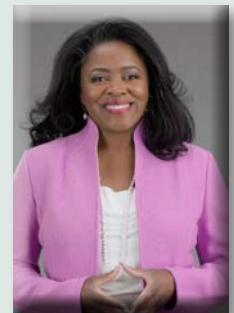




LANEY COLLEGE SALUTES AND CONGRATULATES WRCBAA FOR THEIR OUTSTANDING LEADERSHIP



The Office of the President and the entire Laney College community is honored to join with the Western Region Council on Black American Affairs in promoting quality higher education and enhancing the abilities of African American leaders in the community college system.



Elñora T. Webb, Ph.D.
President

Laney College serves as a “destination point” for students seeking a rewarding learning environment that offers exceptional programs across a wide range of disciplines.

Located in downtown Oakland, California, Laney is a diverse, urban community college committed to student learning. Our learner-centered approach provides access to transfer and career-technical education, foundation skills and support services, while responding to the cultural, economic, social and workforce needs of the greater Bay Area and increasing community partnerships and global awareness.

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the Western Region Council on
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***National Board Member**

ACKNOWLEDGMENTS

*Thanks to everyone for all their hard work,
dedication and commitment to the success of this Institute*

*Special Thanks to SCCBAA and
The Compton Community College District*

Dr. Keith Curry, CEO
Ms. Stella Luna
Lieutenant Ramund Box and staff
Ms. Linda Owens and staff
Mr. Rudy Ramos and staff
Mr. Reuben James

Our Generous Sponsors

Compton Community College District – Dr. Keith Curry, CEO
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**We also want to thank all our presenters for your participation
and contributions to the success of this program.**

Contra Costa Community College District



LIVE • STUDY • WORK • PLAY

GREAT LOCATION

Located slightly northeast of San Francisco, Contra Costa County is home to 1,020,898 residents, the great majority of whom live in 20 cities and some unincorporated towns. The country covers about 733 square miles and is the 9th most populous among California's 58 counties.

WEATHER

Temperatures are mild for most of the year and rarely rise above 100 degrees. Rainfall occurs primarily between the months of September through May. Winter runs from December through February, when temperatures can drop between 30-50 degrees with many days filled with blue skies and sunshine.

DEMOGRAPHICS

Contra Costa County has a dynamic and diverse population. The area ranges from most affluent to families of modest means. The 2010 census tallied 614,512 Caucasians, 167,776 Hispanics, 151,469 Asians, 97,161 African Americans, 4,845 American Indian or Alaska Native and 3,466 Native Hawaiians or Pacific Islanders and 39,569 people of two or more races. Contra Costa usually ranks fourth or fifth in income across California's 58 counties.

EXCELLENT STAFF

Our staff and professors provide the highest quality instruction and support to students and the community. We are always available when you need assistance or information.

STELLAR COLLEGE PROGRAMS

The district is very proud of its accomplishments, providing nationally recognized programs, comprehensive curriculum and garnering numerous grants to assist students.

WORLD-CLASS EDUCATIONAL ENVIRONMENT

Contra Costa Community College District is near other California Community College Districts, California State Universities, University of California campuses, and private universities in the region.

Contra Costa Community College District

No matter where you live in the county, we have a facility near you (or within 15 minutes from you).



www.4CD.edu

SUCCESS STARTS HERE

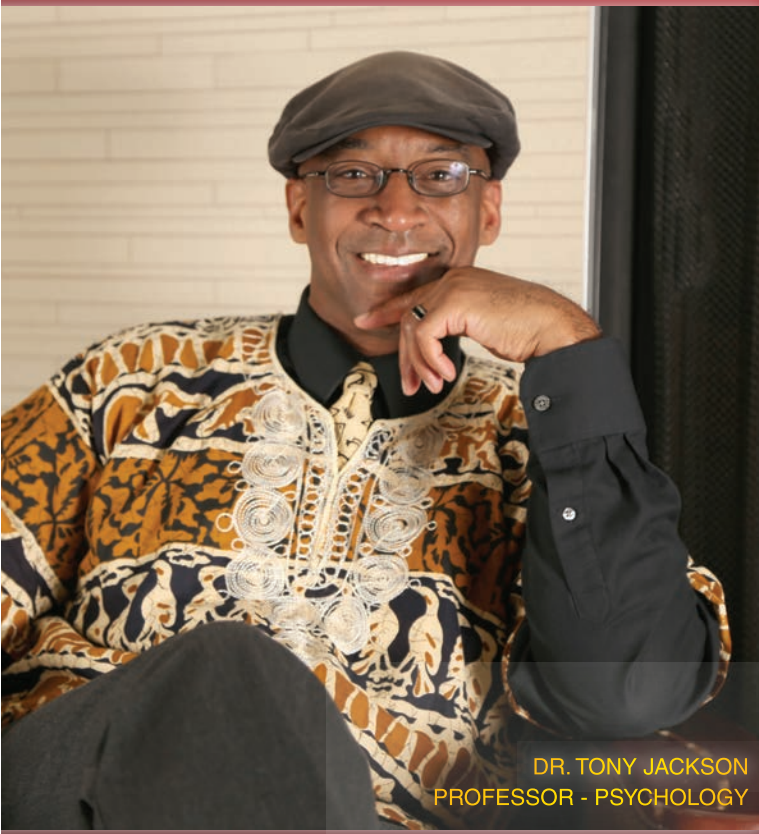
Contra Costa Community College District

Dr. Helen Benjamin
Chancellor

pathways to success

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Supports WRCBAA!



DR. TONY JACKSON
PROFESSOR - PSYCHOLOGY

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(650) 738-4100 www.skylinecollege.edu

closer
than you think
your **dream** your **goal** your **future**

Skyline College is located on an 111-acre site overlooking the Pacific Ocean in San Bruno, California offering world-class education to students from all over the Bay Area.

As a comprehensive community college, many Skyline College students transfer to four-year colleges and universities; other students earn Associate in Arts (A.A.) or Associate in Science (A.S.) degrees.

Certificates and degrees are available in programs such as:

- Automotive Technology
- Biotechnology
- Business
- Cosmetology
- Early Childhood Education
- Energy Systems Technology Mgmt.
- Respiratory Therapy
- Surgical Technology
- Telecommunications & Network Information Technology

Achieve

