**CSSO Leadership Development**

**WHO'S IN THE ROOM? BUILDING THE NETWORK**

**LANDSCAPE OF CCC EDUCATION**

**PATHWAY TO CSSO**

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<th>INTRODUCTIONS</th>
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<td>- Name</td>
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<tr>
<td>- College</td>
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<tr>
<td>- Position</td>
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SACRED MINUTE

• Find a Partner who has the same BIRTHDAY MONTH as you
  One minute each to share the following: Your name and the story of your name

• Find a new Partner who has the same as you: Glasses / NO Glasses
  One minute each to share the following: How and why did you become an educator?

• Find a new Partner who has the same as you: Android / iPhone
  One minute each to share the following: What does it look like for you when you feel supported by your supervisor?

WHO WE ARE

• Eric
  • Husband and Father, Friend and Compatriot
  • First-Generation College Student
  • Inner City (Los Angeles)
  • Educator
WHY I DO THIS WORK

WHO WE ARE

- Angélica
- Wife, Mama, Mija, Hermana, Friend, Colega
- First-generation college student
- First-generation US born
- Teacher, Social Worker, Administrator
- High School, CBOs, Higher Education
- Academic and Student Services
TO HONOR AND
ACTIVATE THE HEROIY...THE TRENZAS, OF
MY ANCESTORS TO FIGHT INJUSTICE.

LANDSCAPE OF CCC
STUDENTS & LEADERSHIP

Data Source: Campaign for College Opportunity – Left Out Report, Spring 2018
California Community College Campus Demographics

- Tenured Faculty: 61%
- Tenure-Track Faculty: 14%
- Non-Tenured Faculty: 25%

For every 3 Latina tenure-track faculty members, there are 282 Latina undergraduates.

Compared to 32 White undergraduates per White tenure-track faculty.
GROUP DISCUSSIONS

• What are the implications for leaders striving to become CSSOs/CSSOs already in the position?

7-minute discussion in your small groups.

Prepare ONE key point to share with the large group.

CHIEF STUDENT SERVICES OFFICER

What do you believe are the primary responsibilities of the CSSO-Vice President of Student Services?
## CSSO NAVIGATION: YES, “ALL THE THINGS”

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### Funding
- Institutional Equity
- Hiring

### Students
- Facilities

### Faculty
- Personnel

### Unions
- Crisis Management

### Initiatives
- Title IX

### Politics

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**THE PATH YOU NAVIGATE AS CSSO**

- Promote and support a STUDENT Centered perspective
- Support (and Lead) the OPERATIONAL activities of the college
- Support and implement the VISION of the President
- Ensure integration and collaboration WITHIN division and ACROSS campus
- Administrative oversight of CRISIS management initiatives
- Integration and Collaboration with VPI (and VPA)
INTEGRATION & LEADERSHIP BY EXAMPLE

The Intersection of Instruction/Student Services/ Administrative Affairs/Business Affairs
Walking the Walk (No Longer just Student Services)

LIFE AS THE CSSO

What do you imagine it to be?
What is it you think your CSSO does all day?
What have you seen from a CSSO that inspires you?

10,000ft vs. 30,000ft views
Institutional Planner
Difference: Director – Dean – CSSO
What the Work Looks Like
New & Emerging Needs of Leadership
Why Would Anyone Want to be a CSSO?
Among the things you need to understand:

- FTES
- Funding Formulas
- Minimum Qualifications
- Shared Governance
- Multi-College vs. Single College Leadership Structures
- Collective Bargaining

PARTNER: SAME COLOR EYES

- Being a CSSO aligns with my future plans because __________________
- I commit to working on ______________ to become ready to be a CSSO.

PARTNER: SIBLINGS/NO SIBLINGS

SACRED MINUTE
LEADERSHIP PURPOSE & PHILOSOPHY

Personal Reflection: Take 3 minutes to consider the questions.

- Pair – Share

Discuss one of the questions in which you focused.

1. What are your core values?
2. What informs your lens/perspective?
3. What is your leadership purpose?
4. How do you include your intersectional identities into the work?
5. What are strengths as a leader?
6. What intrinsically drives you/motivates you?

SMALL GROUP - COLLECTIVE BRAIN STORM
What information do you need to determine if you are ready to be a CSSO?

What supports do you need to prepare you to become a successful CSSO?

What opportunities do you need to give you a closer perspective to the role of the CSSO?

- Create a list discusses for each question.
- Underline which ones are those that you have direct control over.
- Indicate with an * those that require Executive Levels of Leadership to be involved.

**Some Considerations**

- Be ready to do the job before you get the job. Be seen in the role before you take the role.
- Communicate that you want different opportunities.
- Title Matters? Vs. Job duties matter? (different colleges call their jobs different things).
  - Director to Dean to VP to CEO/President
  - Branch out: CIO, CBO, Other
- What you need to know: Beyond your student services role.
- The spaces you need to get into and place yourself.
➢ What information do you need to determine if you are ready to be a CSSO?
➢ What supports do you need to prepare you to become a successful CSSO?
➢ What opportunities do you need to give you a closer perspective to the role of the CSSO?

WHAT DID WE MISS?

● Questions or topics to explore further
THANK YOU!!

Enjoy the Conference!!