

3/29/2019

NAVIGATING THE PATH TO THE CSSO-
VICE PRESIDENT OF STUDENT SERVICES

Leadership Development, Part I
March 24, 2019
Drs. Angelica Garcia & Eric Bishop

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CSSO LEADERSHIP DEVELOPMENT



WHO'S IN THE ROOM/BUILDING THE NETWORK

LANDSCAPE OF CCC EDUCATION

PATHWAY TO CSSO

INTRODUCTIONS

- Name
- College
- Position

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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

**Partners cannot be from the same college

- 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 Com Patriot
- First-Generation College Student
- Inner City (Los Angeles)
- Educator



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WHY I DO THIS WORK

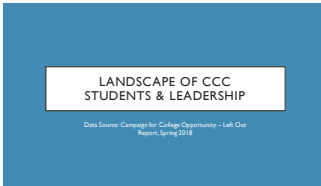
WHO WE ARE

- Angelica
- Wife, Mama, Nija, 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 HERSTORY...THE TRENZAS, OF
MY ANCESTORS TO FIGHT INJUSTICE.

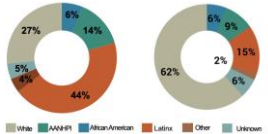


LANDSCAPE OF CCC
STUDENTS & LEADERSHIP

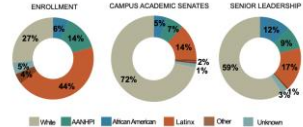
Data Source: Campaign for College Opportunity – Left Out
Report, Spring 2018

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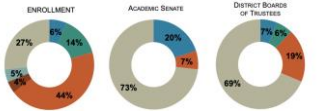
California Community College
Students vs. Faculty & Senior Leadership Demographics



California Community College
Campus Demographics

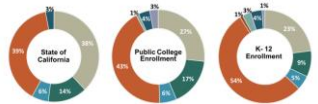


California Community College System Demographics



White AANHPI African American Latinx Other Unknown

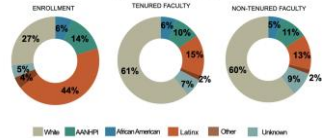
Latinx Are The Largest Racial/Ethnic Group in CA



White Asian Black Latinx American Indian/ Alaska Native Native Hawaiian/ Pacific Islander Two or More Other

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California Community College Campus Demographics



GROUP DISCUSSIONS

7- minute discussion in your small groups

Prepare ONE key point to share with the large group

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

CHIEF STUDENT SERVICES OFFICER

What do you believe are the primary responsibilities of the CSSO- Vice President of Student Services?



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CSSO NAVIGATION- YES, "ALL THE THINGS"

Funding	Institutional Equity
Students	Hiring
Faculty	Facilities
Unions	Personnel
Initiatives	Crisis Management
Politics	Title IX

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 situations
- 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 inspired 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?

A BROADER VIEW
(SEE HANDOUT)

- Among the things you need to understand:
- FTES
- Funding Formulas
- Minimum Qualifications
- Shared Governance
- Multi-College vs. Single College Leadership Structures
- Collective Bargaining

SACRED MINUTE

PARTNER: SAME COLOR EYES

- Being a CSO aligns with my future plans because _____

PARTNER: SIBLINGS/NO SIBLINGS

- I commit to working on _____ to become ready to be a CSO.

LEADERSHIP PURPOSE & PHILOSOPHY

Personal Reflection: Take 3 minutes to consider the questions.

Pair – Share

Discuss one of the questions in which you found.

What are your core values?

What informs your lens/perspective?

What is your leadership purpose?

How do you include your intersectional identities to the work?

What are strengths as a leader?

What intrinsically drives you/motivates you?

SMALL GROUP- COLLECTIVE BRAIN STORM

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GENERATE THE LIST OF NAVIGATION POINTS

- What information do you need to determine if you are ready to be a CSO?
 - What supports do you need to prepare you to become a successful CSO?
 - What opportunities do you need to give you a closer perspective to the role of the CSO?
- Create a list/discusses for each question.
 - Circle ONE for each question that is the most challenging or politically charged
 - 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

READY TO LEVEL UP?

- 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

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THANK YOU!!

Enjoy the Conference!!