

You're a New CSSO, Now What?

Dr. Marsha Gable, VPSS Grossmont College
Dr. Kaneesha Tarrant, VPSS Norco College

1

AGENDA

Outcomes

Introductions

The CSSO Role

Q&A

2

OUTCOMES

This session will cover:

- The role of the CSSO post COVID
- Tips, strategies and resources needed to successfully fill the CSSO role.
- Opportunity to engage in a conversation with two veteran CSSOs who have lived the role pre and post pandemic.

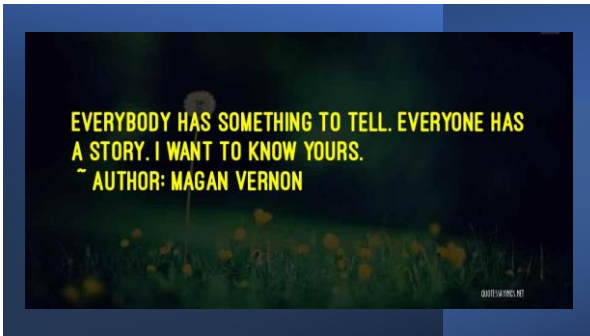
3

Session Norms



- Safe space
- Be your authentic self
- No judgement zone
- Share the mic, pass the mic, offer the mic

4



5

Why did you become a CSSO?



6

Mind: Creating a Vision

- Transformational Change
- Readiness for CONSTANT Change
- How to Survive “Initiative Fatigue”

10

Hand: The Practitioner-Leader

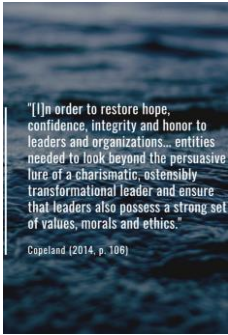
- Areas of expertise
- Data-Informed and Outcomes-Driven
- Leading Multiple Functional Areas
- Cross Collaboration

11

Heart: Clarity of Purpose

- Your “Why?”
- Centering Students
- Alignment with vision and practice

12



Authentic Transformational Leadership

- Authentic Transformational Leaders
 - Create position outcomes within an organization
 - Possess and encourage self-awareness and self-regulated positive behaviors
 - Have the capacity to unleash subordinates' full potential
 - Possess purpose, values, heart, relationship capacity, and self-discipline
 - Must have an inherent and developed moral component
 - Express their true self in daily life, live a good life, and are self-realized
 - Are high impact, resilient, gets results, and sustains growth
 - Lead with integrity

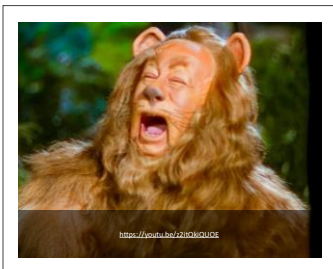
13



Personal and Institutional Alignment

- Vision
- Priorities
- Equity-Mindedness
- Anti-Racism
- Mission and Vision
- Moral and Ethical
- Culture

14



Leadership Lessons from the Wizard of Oz

Cowardly Lion

15

Pre-COVID



Navigating Title 5



Campus Crisis



Student Conduct

16

Post-COVID



17

Relationships

- President
- Executive Cabinet
- Student Services Management Team
- Unions
- Senate(s)

18

Tips



Put students at the center of the work



Build relationships



Lead with integrity



Communicate beyond email

19

Essential Resources

- [Chancellor's Office](#)
- [CSSO Association](#)
- Regional CSSO Network
- Professional Associations : [ACCCA](#), [NASPA](#), etc.
- [CCC Compendium of Allocations](#)
- CSSO Conference in March



20



Q&A

21
