

President's Newsletter

A Message from Dr. Armstrong



Last year we celebrated our ten-year anniversary as California's 113th community college. You closed out the decade in stellar fashion. You received the highest level of ACCJC reaffirmation. This is your first accreditation review since the initial one in 2015. Not only did you get the full 8 years with no recommendations, but you also received a coveted commendation. Standard 1.1 "The Commission commends Clovis Community College for its commitment to ensuring equitable educational opportunities and outcomes for all students which is demonstrated by a palpable culture of collaboration and care that intentionally includes faculty, classified professional and students." We simply call it the "Clovis Spirit." It is this single most important attribute that sets us apart. This at its very core is our collective commitment to a true participatory governance and participatory responsibility culture where all voices are needed, valued and heard. Congratulations again for earning statewide recognition for the 7th consecutive year as a 2025 Pathway of Transfer for exemplary work in implementing the Associated Degree for Transfer (ADT).

I want to thank you for taking care of not only our students, but each other during the unexpected eight months that I spent away from you. I want to also thank you for the warm welcome back home that you gave me upon my return in July. I must say that the past few months have not been without its challenges and at times who we are and what we believe to be our core identity has been challenged. What I've learned is that although we may have been shaken, we as an institution are strong and we are still standing. We have been challenged by ICE and funding challenges, and we have been challenged by free speech rights and our DEIA priority. We learned a lot about ourselves during the

past few months and what I have seen that continues to make me proud to serve as your president is the passion expressed in your diverse, and at times conflicting

views, which resonates in a strong and collective as well as individual voice; standing for what you believe to be morally and ethically true and right. I have seen how your voice has not only challenged decisions at the college but also at the district. It is because you dare to make sure that you are heard and standing for what you believe to be right that upholds putting what's best for our students first. As I, whole heartedly, not only support but endorse and expect a participatory governance culture, I have told you that I also expect a participatory responsibility culture. I have watched you grow in this area. I have watched you become more empowered, and I want to encourage you to continue to speak for yourselves, our students and all who are not yet able to confidently use their voices.

My responsibility to you continues to be to stand in front of you and protect you and to stand behind you and protect you. My responsibility to you continues to be to serve you and to model the behaviors that all administrators understand that servant leadership is an action.

During my tenure as your president, I want to provide a stronger institutional

commitment to our continued excellence. So, in addition to all that you and individuals have committed and that of you as a department and/or division, I vow that you will have more support from me/us at the institutional level.

During Opening Day in the fall, I publicly stated my goals. These are the same goals that I provided when I became your president in January 2023.



MY GOALS FOR CCC CONTINUE TO BE:

- 1 **Commitment to supporting our DEIA culture.**
- 2 **Creating a welcoming environment for lifelong learning - faculty, classified professionals, administrators, community members, as well as students.**
- 3 **Continuous process improvements.**

COMMITMENT TO SUPPORTING OUR DEIA CULTURE

This year's welcome video and message on our website strongly confirms our continued commitment to our DEIA culture.

Land Acknowledgement

On Opening Day, I made a public statement about the College's, the District's, and the state's continued commitment to DEIA in my [presentation slides](#). For the first time, we opened the day with a land acknowledgement statement written and read by Galin Dent. As we want to pay honor and respect to the land and to the people whose land we gratefully serve students. Our Academic Senate and Ethnic Studies faculty are working with leaders to craft a land acknowledgement statement that is respectful. The acknowledgement statement will be placed on our website and used to open all gatherings.



ICE and the Impact on Our Community

This past year, our focus has been on ICE and the impact this is having on our community. You demanded that trainings continue. You asked hard questions from our General Counsel and me. You used your voices to stand for what you believe to be best for not only our students, but their families and for each of you who, as faculty and classified professionals, support the rights of all. It is because of you that we had General Counsel come to campus to hold a "fireside chat" where you can ask questions directly to the legal expert. We have another "fireside chat" scheduled for January 16, 2026.

We held several levels of ICE trainings, and it was because of your voice at several trainings that some (not all) of your concerns were addressed. There were trainings for Chancellor's Cabinet, District Vice Presidents and all District Managers prior to hosting the "All-Campus" and ASG trainings. Clovis requested that the All-Campus training be recorded and held via [Zoom](#) to accommodate part time,

adjunct, those working remotely and those at Herndon. It is because of you that the training at Clovis was recorded and used for the entire District. *Note: To open the Zoom recording link, please select "SCCSD SSO" from the drop-down menu.*

In addition to the training, we developed, in consultation with many of you, a [protocol document](#) and [quick look guide](#) for Willow Campus, Herndon Campus and Students. We were diligent in not just checking a box to get this done but in creating a document to assist if any one of us encounters ICE on campus. Please note that this document, for Clovis, is a living document and will be revised as we discover additional gaps in the plan. One reoccurring concern is the level of legal support from the District if anyone is detained by ICE after following the District training guidelines. General Counsel has been invited back to address this and other concerns that you voiced.

President's Advisory Groups

I met with the following President's Community Advisory Groups:

- Asian American Advisory Group
- African American Advisory Group
- Latinx Advisory Group
- LGBTQIA+ Advisory Group
- Business and Industry/Community Advisory Groups

The topic of all the advisory groups was the continued institutional and district commitment to the DEIA work, the implementation of the policy on changing names, and ICE concerns.

There were presentations on Democracy and Deportation. Additional presentations on democracy and deportation were arranged for interested students and faculty and classified professionals. We hosted Delores Huerta in celebration of Hispanic Heritage Month. We had our annual Welcome Black and Rainbow welcomes.



COMMITMENT TO SUPPORTING OUR DEIA CULTURE

DEIA Highlighted at the President's Luncheon

For the [President's Luncheon](#), we celebrated our commitment to DEIA by highlighting our ASL students, our Folklorico Club dancers and the food was a tribute to the diversity of our region in food and people.



Focus Forward Recognized One of Our Students

We ended the year by having our student Lily Drinnon be chosen to be on the front cover of [Focus Forward Magazine](#).

Lily reminds us of our why.



HBCU Tour & Visits with the HBCU Presidents and Chancellor

In October, Clovis Community College faculty and students, along with faculty and students from the District, traveled to New Orleans, Louisiana for a tour of several Historically Black Colleges and Universities (HBCU). I also joined them on the HBCU tour and visited the HBCU Presidents and Chancellor to share with them the District Faculty in Training (FIT) program. Fit Program Coordinator, Bill Turini accompanied me on these visits. We spoke with the Presidents/Chancellor and their staff of Dillard University, Jackson State University, Tougaloo College, Southern University, Southern University New Orleans, and Xavier University. The meetings were productive and they were impressed by the FIT Program.



CREATING A WELCOMING ENVIRONMENT FOR LIFELONG LEARNING FOR EVERYONE

We have been intentional about creating a great place to work. It starts with respecting the voices of everyone and helping us to be in community even when we disagree. I acknowledge that this was a challenge this past semester; however, we will continue to bring in resources to help us navigate balancing freedom of speech, safe space, academic freedom, and respect. To build community:

- On Opening Day, we provided Ampersand Ice cream for people to socialize and enjoy. We also invited Classified Professionals to join the Opening Day State of the College.
 - Faculty and Deans delivered coffee to everyone on Opening Day and on the last day of the semester, the Deans and Administration will show our appreciation by delivering hot chocolate, coffee and other warm treats to say thank you.
 - Classified Senate hosted a “Stronger Together: Building Wellness and Community Among Classified Professionals” professional development event.
 - We brought back Clovis Celebrate and highlighted our Executive Assistants, Instructional Administrative Assistants and Administrative Assistants. We will do this celebration again since I was not able to attend and thank them myself.
 - We held the annual holiday potluck and gift exchange.
 - We have created a functional directory and welcome video to greet new employees. We are in the process of creating an onboarding program to help all new employees, not just new faculty, be provided with tools, information, and support to be successful and to feel part of our Clovis family.
 - As part of the President’s Luncheon, we produce an [annual report](#) which highlights all the great things you all did during the past year.
 - At the beginning of the semester, the Vice Presidents, Deans and I were out and about to greet and welcome our students to campus on their first day. As a student first and student-centered college, this will continue to be our way of supporting our students. We will also continue to serve our students as they prepare and stress over finals by working with faculty and classified professionals to provide breakfast burritos and hamburgers.
- We are all responsible for creating a welcoming environment for our students and employees.**



Fall 2025 First Day



Clovis Celebrates Executive, Instructional and Administrative Assistants



Opening Day Ice Cream



Classified Professionals “Stronger Together”

In celebration of our ten years as a college and as providing outstanding athletics, I want to thank you for helping to give our mascot a first name- Toro.



CONTINUOUS PROCESS IMPROVEMENTS

All high performing institutions have a continual improvement culture. As we celebrate our ten-year anniversary, we prepare to continue to grow and prepare for the future.

I have challenged administration to identify and start developing workflows of all business processes at both the local and those intersecting with the district. This process has begun, and the members of the President's Cabinet have presented me with several beginnings of workflows. This process will take approximately 3 years to complete, then there will be annual reviews and updates to processes. The workflows will be stored in an intranet type shell so that everyone will have access to how to do things at this college, what are the recommended timelines and who needs to be involved in the processes and at what stage. As we continue to grow, having these processes in place will ease our systems and provide a unified and equitable culture.

As data and being data informed is crucial to how we determine the effectiveness of our programming and for our future planning, there is a heightened importance to our Institutional Research department.

Since my return to Clovis Community College, I have presented to the Board the [Key Performance Indicator data](#) for our college. Also, Stephanie Babb has provided [monthly board reports](#).

Lastly, to strategically move forward as an institution, we have engaged in leadership and data coaching from Achieving the Dream. We have just completed our Capacity Café, which highlighted our strength of academic rigor and excellence, and highlighted areas where we as a college, have identified as areas we want to improve: Organizational Agility and Disciplines Implementation. We also have identified our desire to address the issues of students who demonstrate "zero momentum." These are students who are here for their first semester but didn't finish. Who are they? Why did they not continue to come to class? This is an institutional initiative where faculty and classified professionals are working together to use data to develop an intentional approach to helping all our students be successful.



FACILITIES



New Kinesiology Building.

Our new approximate 54,000-square-foot facility is **scheduled to open early 2029**. We are currently working with HMC Architects on the building plans and development.



Groundbreaking of the new ISE Diamond L.I.F.E. Sports Complex was held on October 8th. We received a generous gift of \$500K from Jami De La Cerda, CEO of the Diamond Learning Center. **The scheduled opening date of the sports complex is Summer 2027.**



STAFFING

We were approved to hire 7 full-time faculty members and 4 full-time classified professionals. We followed the prioritized list presented by both Department Chairs and the Full Council processes. In addition to those prioritized by you, we were approved to move the Ag Tec instructor to institutional budgets, and we received funds to assist if we receive faculty from the FCC Ag Tec program. We will continue to bring forward the needs of Strong Workforce grant funding and Student Equity Funding.

These staffing concerns were brought forward by you. Thank you for making me aware of your concerns. I also want to thank you for making me aware of your concerns with Canvas and Grammarly.

I hope you are beginning to see that your voice does matter and that it has power.



CELEBRATING OUR COLLEAGUES BIRTHDAYS

August:

Miguel Aguilar
Matthew Alanis
Jordan Anderson
Colleen Brannon
Courtne Choate
Jodi Driver
Kimberly Duong
Desiree Encinas
Laura Hill
Tom McSwain
Whitney Menefee
Robert Ochoa
James Ortez
Danny Pavlovich
Orlando Ramirez
Amanda Rae
Allison Reynolds
Elizabeth Romero
Elizabeth Rutledge
Nate Saari
Jennifer Simonson
Nanci Sumaya
Kelly Tabay
Houa Xiong

September:

Felipe Agredano
Ann Brandon

Maria Escobar
Edith Garcia
Gurpreet Gurm
Erik Fritz
Tyler Johns
Erica Johnson
Franklyn Jones
Monica Kong
Jon McPhee
Dennis Montejano
David Navarro
Lawton Nichols
Asif Razee
Shilpa Ranganathan
Tari Simpson
Carole Sullivan
Alyssa Talbot
Laurie Taylor
Vi Trang
Jose Vasquez
Sue Weber
Sheila Yang

October:

Gurpreet Bhogal
Kham Boutthavong
Janet Daniels
Alicia Diaz-Wrest
Derek Dormedy

Ryan Feyk-Miney
Heather Golden
Bonita Gomez
Tasha Hutchings
Shawn Jones
Heather Lynch
Ralph Munoz
Cindy Stafford
Malachi Whitford

November:

Kim Armstrong
Silas Cha
Carleen de Leon
Ruben Diaz
Nico Escobar
Vanessa Fernandez
Cameron Ferraro
George Fontes
Edison Gonzalez
Sanjiva Gunasekara
Jan Hendrixson
Shawn Jackson-Ybarra
Moises Jauregui
Phil Johnson
Janice Ledgerwood
Erasmus Lopez
Brooke Ramos
Jon Renwick

Stacy Ross
Krystal Sanchez
Brian Shamp
Carla Stoner
Carena Weesner
Angelita Zaragoza

December:

Faustino Aguilar
Ana Castillo
Kevin Easley
Caryss Franklin
Johnson
Matthew Graff
Daniel Gutierrez
Leslie Hernandez
Touathengka Herr
Ryen Hirata
Paul Johnson
William Kerney
Arron Ridenour
Eunji Seo
Roseanne Susoeff
Michelle Tindall
Bee Vang
Riley Wasson

