

President's Newsletter

A Message from Dr. Armstrong

Happy Summer Clovis Fam,

I want to thank you as we just completed an incredible, yet crazy, busy spring semester and 2023-2024 academic year. I recalled asking last year around this time if it was always this busy here and I came to realize that the spring semester is just as busy, especially post COVID. Although you had a lot on your plates, I saw you push through all the challenges of the year while remaining relentless in your united goal of holding steadfast to being a student first/student-centered College.



**I continue to be inspired by
your "CLOVIS SPIRIT" and your
commitment to our mission-
"Creating Opportunities -
One Student at a Time."**

As the spring semester was a challenging semester, we were provided with information that was not to our liking and we have been challenged with resilience, patience, and strategic navigation for constant pivoting, flexibility, and adaptability skills.

During the Integrated 2035 Strategic Planning process we were informed that the Herndon Campus was going to be sold. This news was not what we wanted to hear but it dispelled the idea that we would be able to keep

Herndon. While I do not have a date when it will be permanently sold, I do know that it will not take place this year as we are still in the process of preparing to move instructional programs and the Business Offices to AC3. There will still be SBDC, Marketing, Counseling, and some evaluators and financial aid professionals there. I am confident that the move will not be within the next 2 years as we look for alternative space for the remaining people.

I know you have also been waiting patiently and at times not so patiently for information about the move to AC3. We have been assured that AC3 will be open in time for classes to start in August.

What I do not have is the exact move-in date as I had hoped to have for you. Prior to graduation, we were informed of water pressure issues negatively impacting AC3. We were also informed around the same time of WiFi and internet issues. While all of these issues are being aggressively addressed, i.e., the digging of our grounds to dig a trench to assist with water supply and technical assistance with the IT issues, this has impacted my ability to give you an actual move-in date. Thank you to everyone who has already packed up your offices as it may be that we get notified to move at the last hour. I hope not but we must remain cautious.

During this time, our soccer field repairs have been negatively impacted. As you may or may not know, due to irrigation issues our soccer field was not at optimal levels last year. We put in place a plan to treat and prep the field for the upcoming season; however, due to issues with the trench being laid, the watering of the soccer field was impacted. Although we remain hopeful that the field will be ready for practice in early August, due to numerous setbacks, we are looking for alternatives to allow our students to have a place to practice and play (if needed) as a backup plan.

As the Integrated 2035 plan and the ISER report brought forth more information regarding space, we are having to delay the second layer of moves as more investigation and information are needed. The ideal and original plan was to have a second layer of moves occur this summer. This will not be able to happen as planned. We will look at the second layer of moves again in the fall once everyone has moved to AC3. Things that we are having to reconsider are cap loads and usage of classrooms (this impacts our ability to get a Student Service Building, Union, and AC4) as well as identifying space for centers that we stated existed in our ISER. You will see these listed under Things to Come.



AC3 UPDATE

Continued on next page

Lastly, we were able to improve our participatory process of selecting the Vice President of Student Services. I want to thank all of you for participating in the committee and/or the forum. I am so very proud to have the input required to make this important decision. However, the Vice President of Administrative Services (VPAS) position was not able to follow the same participatory process as I had hoped due to the Personnel Commission process. However, after the Personnel Commission provided the list of finalists, I was able to form a committee that included people at the VPAS level and above to serve on an interview panel for the final rounds of interviews. This committee was able to provide strengths and opportunities to me prior to my interview with the finalists.

We will continue to put forth a transparent and participatory environment as I know that even if things don't go as planned, we will be better informed. For your questions, concerns, and patience, I am thankful.

This past year I saw you increasing your efforts and comfort levels in using your powerful and compassionate voices.

I saw you working together in true fashion of participatory governance and self-identifying opportunities, gaps and strengths while being bold and lending your voices to strengthening existing processes and creating new processes to improve our capabilities to function as a complex and growing institution of higher education.

I continue to see you making sure that the participatory process of governing is an "ACTION" and not mere theoretical rhetoric and talk. I saw you LIVING your commitment to process improvements institution-wide and I saw your strong commitment to making the DEIA (Diversity, Equity, Inclusion, and Accessibility) culture here in Clovis our way of life.

I am more excited about serving as your president than ever before. You make me want to be better and to do better. You have set the standard by which I and all are to follow. I want to do better so that I can give you what you need to continue to be great for yourselves and your professional growth and to continue setting the highest standards of excellence



MY GOALS FOR CCC CONTINUE TO BE:

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



Clovis
Community
College

CREATING A WELCOMING ENVIRONMENT FOR LIFELONG LEARNING FOR EVERYONE

I walk around the college (both campuses) and go about the District, and I am encouraged by the growing comfort in you using your voices. We don't have to agree or even like what is being said, but we have an opportunity to be heard and the responsibility to explain our thoughts, views, and positions. Although these conversations can be intense, it is in having the difficult conversation in a safe space that will help break the silos and enhance our sense of belonging and community. This is a process that takes time and will not be easy initially, but I will always respect, support, and stand proudly for you to speak your mind and hear your voice.

My responsibility is to create a collegial culture in the college that values diverse thoughts and talents by including diverse voices that will help us to continue to grow, together. I especially appreciate your willingness to give feedback as we create and refine our own processes and workflows. I intentionally surround myself with people who bring forth diverse views and broaden my capacity to serve.

Also, please know that I am most interested in not leading with the transactional or procedural check off the box but most importantly leading with the relational and climate and culture. Always asking what and how will this decision impact not only our students but each of you. This process is not a quick fix but a lasting one.

- **Held the First Annual Classified Professional Employees Reception to those who were nominated for Classified Professionals of the Year at Mega Conference honoring Howard Wu, Jake Alanjian-Rosebery, Leslie King, Natalie Minas, and Tyler Johns.**

- **Held the Second Annual Tenured Faculty Recognition Reception honoring Clayton Albertson, Dr. David Cao, Dr. Stephanie Coffman, Dawn Hart, Lawton Nichols, Helena Reed, Charlotte Samuels, Dr. Tracy Stuntz, and Christina Wells.**
- **Celebrated the following departments with Let's Celebrate Clovis Receptions: Institutional Research, Financial Aid, Health and Psych Services**
- **Held the First Annual Athletics Banquet**
- **Developed the 2023-2024 [CCC Annual Report](#) which was distributed at the Presidents Luncheon and at several community presentations.**
- **Received notification of [Phi Theta Kappa Honor Society Chapter](#) – Under the leadership of Dr. David Cao, we are the new Beta Psi Psi Chapter.**
- **Completed the [Integrated 2035 District Strategic Plan](#) which included the Clovis Facilities Master's Plan.**
- **Held the 2024 Graduation that was well planned and executed to be student-centered and respectful of our DEIA culture.**
- **Finalizing conversations with Fresno State pertaining to our Transfer MOU.**
- **Several departmental graduation ceremonies were held.**
- **Hosted our first Dream It Be It Conference in collaboration with Clovis Soroptimist. Approximately 60 young women attended. Soroptimist awarded over \$32K in scholarships to our students this year.**
- **Matthew Graff and Dr. Teresa Mendes lead the way for AgTec and CBE credit and no credit course offerings.**



COMMITMENT TO SUPPORTING A DEIA CULTURE

As an institution of higher learning, at the core of who we are is a deep-rooted commitment to **“Creating Opportunities – One Student at a Time”** and providing a culture where everyone feels safe and welcome, I look forward to us (collectively) continuing and intentionally being proactive so that all our students, faculty, and classified professionals for affinity groups feel valued, appreciated, respected, and welcomed. That we do not turn a blind eye (use the voice) to call out issues of inequities and discrimination with the understanding that action will take place.

It is important to me that we establish and reimage ourselves as not just a HSI (Hispanic Serving Institutions) due to numbers and percentages, but due to the culture of embracing and celebrating the people and culture.

- Gender Neutral Restroom in AC1 near Room 150 is now completed.
- Held several Affinity group student graduations.
- Raised Rainbow Flag with a well-attended audience of faculty, classified professionals, administrators, students, Board of Trustees, and the Chancellor.
- Established RASFA (Rainbow Alliance Staff Faculty Association) organization at CCC.
- Designed RASFA logo for shirts and stickers.
- A large group attended the Pride Parade.
- AAHNPI (Asian American, Native Hawaiian and Pacific Islander) Workgroup meets regularly.
- Numerous activities on campus during Asian American Heritage Month.
- Met with the President's Community Advisory Groups: African American, Hispanic/Latinx, Asian American, LGBTQIA+, Community/Business and Industry
- Added new President's Accessibility Community Advisory Group to represent the “A-Accessibility.”
- Completed a “Sense of Belonging Focus Groups” for our students identifying with our affinity groups. Due to review of data of the surveys conducted during the Integrated 2035 process where “sense of belonging” was a concern. Thank you to Von Torres, Christina Wells, Ryan Feyk-Miney, and Michelle Johnson for conducting the surveys and gathering the data.
- Will conduct same “Sense of Belonging” Focus Group opportunities for faculty and classified professionals in the fall.
- The DEIA website has been revised with the goal of being up by August 2024. Thank you to Von Torres, Christina Wells, and Kevin Medeiros.
- Strengthen partnership with The Fresno Center - Full Council had our May meeting at The Fresno Center.
- Bonnie Boonthavongkham was recognized by The Fresno Center and received a certificate of recognition from Assembly Esmeralda Soria's Office during Asian American Heritage Month.



AASI Graduates Celebration



2024 Aloha Festival



2024 Pride Parade

CONTINUOUS PROCESS IMPROVEMENTS

As we review and assess our practices it is imperative that we continue to take an open and honest look at our current practices and give ourselves permission to improve those that may need to be updated. It is due to the incredible intellectual capital that I see every day that I am thankful for your willingness to identify current business practices that may need to be reviewed and possibly updated. I am mostly excited about the collaborative discussion and solutions being brought forth so openly. Embrace that this is not a practice in perfection but a continual process improvement strategy that will keep us moving as an institution and keep us nimble in changing economic climates. It is the cornerstone of institutional innovation.

- Completing the new participatory process for the VPSS and VPAS positions. Both will be finishing this summer. There is a CCC committee for both and a public forum for the VPSS position so that you all can question and hear from the finalists.
- The \$10K in professional development funds for classified professionals were expended following a process developed to assure equity in fund allocations.
- Attended the 20th Annual Achieving the Dream Conference. Took an integrated team consisting of Dr. Teresa Mendes, Ryan Feyk-Miney, and Gurdeep Hébert.
- Attended the Orientation Achieving the Dream in June. Took Max Hembd, Gurdeep Hébert, and Ryan Feyk-Miney. We met with our leadership and data coaches [Dr. Greg Hodges](#) and [Dr. Miguel Ceja](#). To learn more about Achieving the Dream, please visit the [website](#).
- I requested at the last minute a revision to the faculty priority requests process. The Deans and Department Chairs came together at the last minute to reclassify the ranking. Participatory governance does work. All three positions requested were approved by the Chancellor. The approved positions were Tutor Coordinator, Chemistry Faculty, and Digital Arts Faculty.

THINGS TO COME

- Creating an Institutional Onboarding video for ALL new employees-classified professionals, faculty, and administrators.
- Developing an institutional Functional Directory to help all new employees locate resources and important information.
- Finalizing the revised Classified Professional and Managers Priority Process and Timelines.
- All areas are updating their website pages – the District Office is looking to provide some assistance to all colleges to get websites updated.
- Teaching and Learning Center
- Transfer Center
- MESA
- LGBTQIA+/Multicultural Center
- Research Center

CELEBRATING OUR COLLEAGUES BIRTHDAYS

March

Rosa Alcazar
Rachel Barcelos
Benjamin Bohan
Larry Bui
Maya Davis
Holly Gocka
Miranda Gonzalez
Machele Gonzalvez
Max Hembd
Cody Hoover
Brandon Huebert
Spencer Irish
Debbie Jensen
Angel Magdaleno
Stacy McArron
Rich Mostert

Brent Nabors
Milagros Prado
Jared Rutledge
Rebekah Villalta
Cindy Walker
Dianna Whaley
Nathan Wensko

April

Stephanie Babb
Stephanie Barreto
Darby Cogburn
Karie Hannigan
Teng Her
Naomi Forey
Jason Gardner
Erica Jaramillo
Gurinder Khaira

Erin Lane
Crystyn Lynch
Anna Martinez
Robyn Nearn
Erica Riggs
Jamie Shepherd

May

Megan Bennett
Bonnie
Boonthavongkham
Stephanie Briones
Jose Castaneda
Nancy Chavero
Cindy Chavez
Ivan Cobain
Vicki Cockrell

Penny Cristan
Gina Diaz
Erin Dolin
Christine Garduno
Laura Gonzales
Gurdeep Hébert
Kirkley King
Natalie Minas
Estefania Ponce
Clarke-Lauren Richard
Helena Reed
James Sewell
Katrina Sheets
Emilee Slater
Jenna Tague
David Tinker
Andrew Varela

June

Johnny Acevedo
Manuel Bucio
Crystina Ciula
James Ciula
Jerald Glazener
Roger Hitchcock
Ahlam Khadra
Chai Onmavong
Sergio Salinas
Ravi Somayajulu
Tabatha Stewart
Joker Vang
Sherry Vang

