

## MORE INFORMATION

### 4CS CONTACT INFORMATION:

California Community Colleges Classified Senate  
2017 "O" Street  
Sacramento, CA 95814  
Phone: (800) 886-0954  
<http://www.ccccs.org>

### BOARD MEMBER CONTACT:

[www.ccccs.org/connected/contacts](http://www.ccccs.org/connected/contacts)

Denise Albright	Patrick Lane	Barbara Salmon
Benita Briones	Leo Lieber	Shirley Schmid
Amal Elayyan	Pat Murray	Monica Souza
Russell Hamilton	Janet Pedersen	Sharon Terry
Melanie Haynie	Renee Pegues	Mary Thompson
Jose Hueso	Cari Plyley	Julie Whiting
Linda Kelso	Gary Potts	Kelly Wilkerson
		Jim Wilson

### 4CS WEBSITE

Organizational Information ..... [www.ccccs.org/organization](http://www.ccccs.org/organization)  
History of 4CS ..... [www.ccccs.org/organization/history](http://www.ccccs.org/organization/history)  
Classified Leadership Institute ..... [www.ccccs.org/activities/cli](http://www.ccccs.org/activities/cli)  
Awards & Scholarships ..... [www.ccccs.org/activities](http://www.ccccs.org/activities)  
Speaker's Bureau ..... [www.ccccs.org/activities/speaker](http://www.ccccs.org/activities/speaker)  
4CS Regions and Areas ..... [www.ccccs.org/organization/regions\\_areas](http://www.ccccs.org/organization/regions_areas)

### 4CS EXECUTIVE BOARD MEETINGS

The 4CS Executive Board meets at least four times a year. Coming from across California, the Board regularly meets together, as invited guests at one of the California Community Colleges, once in the Spring (usually March), and once in the Fall (usually September) for two days each. The other two meetings per year are scheduled to coincide with and occur at the Classified Leadership Institute (CLI) in June and the Community College League of California's Annual Conference in November.

## CALIFORNIA COMMUNITY COLLEGES CLASSIFIED SENATE



**4CS RESOURCE GUIDE**  
**WWW.CCCCS.ORG**  
**2008-2009**

## 4CS REGIONS AND AREAS

### NORTH 1

Butte College  
College of the Redwoods  
College of the Siskiyous  
Feather River College  
Lassen College  
Mendocino College  
Shasta College

### NORTH 2

American River College  
Consumnes River College  
Folsom Lake College  
Los Rios CCD  
Sacramento City College

### NORTH 3

Lake Tahoe CC  
Sierra College  
Yuba College

### BAY 1

Chabot College  
Chabot Las Positas CCD  
College of Alameda  
Contra Costa CCD  
Contra Costa College  
Diablo Valley College  
Laney College  
Los Medanos College  
Merritt College  
Peralta CCD  
Solano CC  
Vista College

### BAY 2

Canada College  
College of Marin  
College of San Mateo  
Napa Valley College  
City College of San Francisco  
San Mateo CCD  
Santa Rosa Jr. College  
Skyline College

### BAY 3

Cabrillo College  
De Anza College  
Evergreen Valley College  
Foothill College  
Foothill DeAnza CCD  
Gavilan College

Hartnell College  
Mission College  
Monterey Peninsula College  
Ohlone College  
San Jose City College  
San Jose Evergreen CCD  
West Valley College  
West Valley Mission CCD

### CENTRAL 1

Columbia College  
Merced College  
Modesto Jr. College  
San Joaquin Delta College  
Yosemite CCD

### CENTRAL 2

College of the Sequoias  
Fresno City College  
Reedley College  
State Center CCD  
West Hills College

### CENTRAL 3

Bakersfield College  
Cerro Coso CC  
Kern CCD  
Porterville College  
Taft College

### SOUTHWEST 1

Compton College  
East Los Angeles College  
El Camino College  
Los Angeles CCD  
Los Angeles City College  
Los Angeles Harbor College  
Los Angeles Mission College  
Los Angeles Pierce College  
Los Angeles Trade Tech  
Los Angeles Valley College  
Santa Monica College  
West Los Angeles College

### SOUTHWEST 2

Allan Hancock College  
Antelope Valley College  
College of the Canyons  
Cuesta College  
Moorpark College  
Oxnard College  
Santa Barbara CC

Ventura College  
Ventura CCD

### SOUTHWEST 3

Cerritos College  
Citrus College  
Glendale CC  
Mt. San Antonio College  
Pasadena City College  
Rio Hondo College

### SOUTHEAST 1

Cuyamaca College  
Grossmont College  
Grossmont Cuyamaca CCD  
Imperial Valley College  
Mira Costa College  
Palo Verde College  
Palomar College  
San Diego CCD  
San Diego CC  
San Diego Continuing Education  
San Diego Mesa College  
San Diego Miramar College  
Southwestern College

### SOUTHEAST 2

Coast CCD  
Coastline Community College  
Cypress College, Fullerton College  
Golden West College  
Irvine Valley College  
Long Beach City College  
North Orange CCD  
Orange Coast College  
Rancho Santiago CCD  
South Orange County CCD  
Saddleback College  
Santa Ana College  
Santiago Canyon College

### SOUTHEAST 3

Barstow College  
Chaffey College  
College of the Desert  
Copper Mountain College  
Crafton Hills College  
Mt. San Jacinto College  
Riverside Community College  
San Bernardino CCD  
San Bernardino Valley College  
Victor Valley College

## SPEAKER REQUEST FORM

The 4CS Speakers Bureau connects you with a network of community college leaders who can provide a variety of presentations and facilitated workshops for your retreats or other special events. Our speakers and workshop leaders have broad expertise and years of experience working with our students, staff, local districts and statewide organizations. They are all current or past employees of the California Community College System. Our speakers have a working knowledge of participatory governance and Classified senates, personal development and leadership enrichment skills, and other closely related topics. Many of our workshops, training sessions and presentations are designed to assist your attendees in discovering their own potential, by finding solutions by providing a structure for effective communication, and by sharing ideas from our other colleges located up and down the state. 4CS speakers will bring new ideas and possibilities to your staff, campus and events, ideas that you can successfully adapt to your local needs and situations. For more specific information, visit our Web site (<http://www.ccccs.org/activities/speaker/index.html>) or contact your local 4CS Area Representative.

Your Contact Information:

Your Name: \_\_\_\_\_ Organization: \_\_\_\_\_

Your Phone: (\_\_\_\_) \_\_\_\_\_ Email Address: \_\_\_\_\_

Your Fax #: (\_\_\_\_) \_\_\_\_\_ Best time to contact you: \_\_\_\_\_

Information about Your Event: (we may need additional descriptions/information, later)

Name / Purpose of Event: \_\_\_\_\_

Specific Location of Event: \_\_\_\_\_ Indoor or Outdoor?

Date: \_\_\_\_\_ Set-up: \_\_\_\_\_ Start Time: \_\_\_\_\_ Ending Time: \_\_\_\_\_

Anticipated Number of Attendees: \_\_\_\_\_ Any Special Set-ups? \_\_\_\_\_

Presentation or Workshop Topic Requested: \_\_\_\_\_

(See list of options or suggest a new or modified topic that you would prefer.)

Request a speaker by name (optional) or request a group presentation: \_\_\_\_\_

In our efforts to provide and tailor our presentations to your needs, we will contact you to discuss in detail your request. The 4CS Speakers Bureau is a service of 4CS to our members and is one of our organization's fundraising efforts. We will ask for financial assistance with travel costs, as needed, and request a reasonable donation, honorarium or fee for our services, payable to 4CS. In order to provide this service, please remember that 4CS speakers and workshop leaders are volunteering their time and efforts for you and 4CS. When making arrangements to come to your event, we will make every attempt to meet your needs and schedule, as well as that of the speaker's, since most of them are currently employed as full-time Classified Staff in their local districts and colleges. Thank you for your interest in the 4CS Speakers Bureau and requesting its speakers for your next event.

Please send your request to either:

Monica Souza, 4CS President,  
Sacramento City College, CAC  
3835 Freeport Blvd.  
Sacramento, CA 95822-1386  
(Fax: 916-558-2605)

- or -

Benita Briones, 4CS President-Elect  
City College of San Francisco  
50 Phelan Ave., C340  
San Francisco, CA 94112  
(Fax: 415-239-3989)



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# CALIFORNIA COMMUNITY COLLEGES CLASSIFIED SENATE



## INTRODUCTION

### WHAT IS 4CS

The California Community Colleges Classified Senate (4CS) is the Statewide governance and leadership professional organization that grew from the need for improved Statewide communication among the local Classified senates and participation in State governance activities. The 4CS Executive Board is composed of community college Classified staff (as defined in Ed. Code). The Board members have been elected to serve from all of the regions and areas of the State and have many personal experiences with local and State governance and leadership. 4CS is a nonprofit, public benefit professional organization created by the local Classified senates and staff to promote the values of higher education and to work for educational improvements system-wide. 4CS coordinates and provides governance information, leadership training and professional development opportunities.

### MISSION STATEMENT

The California Community Colleges Classified Senate (4CS), constituted as a voluntary membership body of appropriately recognized shared governance bodies, colleges, and districts which recognizes the value of higher education in the state of California, sees its mission as:

- Advocating the value and contributions Classified staff provide to the learning environment;
- Providing quality service to promote student success;
- Cooperating with other organizations in the interest of enriching the educational environment of the California Community Colleges;
- Serving as a liaison between the California Community Colleges senates;
- Promoting the participation of Classified staff in shared governance at the state and local levels; and
- Developing and supporting Classified senates at the local level.

designed for 1.5 hours to include audience interaction and questions, can be adapted as necessary.

### TEAMING UP FOR SUCCESS: SENATES AND UNIONS

Explore how Classified Senates and unions partner to promote full participation in governance. We'll look at how some colleges utilize MOU's and Delineation of Duties documents to facilitate a collaborative environment and avoid negative conflict. The presenter will utilize a PowerPoint presentation to highlight key issues and tools. Handouts referencing various bills and policies will be distributed. Group discussion will seek to identify additional needs and ways 4CS can address them.

### STARTING YOUR COLLEGE SENATE

4CS has been consulting with community colleges that currently do not have a Senate on campus or whose Senate is struggling. Our services include helping to establish a Purpose and Mission Statement for the Senate. The presenter then illustrates how the Mission is tied into participatory governance, participation at that particular institution with consideration of the campus climate and the working relationship between the proposed Senate group and that of any union group(s) on campus. The intended outcome is to establish a functional Senate that enhances the governance and leadership opportunities for all Classified staff. With the passing of SB235 it is crucial for Classified staff to understand the important role of the Classified Senate and how establishing a Senate or increasing its effectiveness will further enhance Classified opportunities in leadership on their campus.

## SAMPLE DESCRIPTIONS OF AVAILABLE SEMINARS

### CREATING YOUR PROFESSIONAL DEVELOPMENT PORTFOLIO

We spend countless hours serving on committees, working to improve ourselves and hoping for opportunities to grow and advance. Yet how many of us actively keep track of what we've done and work to set realistic goals for planning our future? Learn how to bring together your professional development history into a portable, usable portfolio. Be amazed at what you've already accomplished and hadn't realized. Look for leadership experiences in places you never thought to look before. Presenter utilizes PowerPoint and will need a projector, screen, and electrical outlet. Handouts will be provided. Presentation best suited to a 30-minute session can be adapted and or combined with the Leadership: How to Get Where You Want to Go presentation.

### LEADERSHIP: HOW TO GET WHERE YOU WANT TO GO

Unlock the mystery of leadership to realize your own expertise and potential Gain an understanding of the strengths necessary to become a great leader and identify those qualities in yourself as well as areas for personal improvement. Learn to recognize yourself as leader and set a direction for yourself. Leadership is a challenge, can be rewarding and can even be fun. The tips and ideas presented here can help you on the road to leadership nirvana. An additional component on creating a professional development portfolio can be added. Presenter utilizes PowerPoint and will need a projector, screen, and electrical outlet. Handouts will be provided including a suggested reading list. Presentation is best suited to 1 hour or 1.5 hours if the Creating Your Professional Development Portfolio seminar is included.

### CLASSIFIED SENATE INVOLVED IN PROFESSIONAL DEVELOPMENT

Classified Senates are great vehicles for providing or enhancing staff development programs in the community colleges. Investigate ways in which your Classified Senate can contribute to professional development at your campus. This workshop will explore the role Classified Senates play in creating, promoting and enhancing professional development programs, highlighting examples from various community colleges throughout California. Some areas of focus will be Celebrating Our Success; Continuing Education; Network Building, Communication; Conference and Development Days; and Leadership Programs. Presenter utilizes PowerPoint and will need a projector, screen, and electrical outlet. Handouts will be provided. Session is

## WHO

- California Community College Classified Professional Organization
- The Statewide California Community Colleges Classified Senate
- Participatory Governance Organization of Member Classified Senates
- Organized With A Twenty Two Member, Volunteer, Elected Executive Board
- Advocate for Participatory Governance Within the Community College System
- Serving the Classified Staff and Community College System Since 1995

## WHAT

- Dedicated to the California Community College Student
- Represent CC Classified Staff's Participatory Governance Interests
- Support the Concepts of an Educated Community

## HOW

- Assist the State's Governmental and Higher Educational Officials
- Promote Staff Development, Leadership, Growth and Sharing
- Support the Mission of the California Community College System
- We Are Your Neighbors, Residing Throughout All Regions of California
- We Are Classified Staff as Defined by Section 88003, (1a) Ca. Ed. Code
- We Are the Largest Group of CC Permanent Employees - The Classified Staff
- We Are an Invaluable California Community College Information Resource
- We Are an Incredible Variety of Academic Expertise and Technical Skills
- We Are Significant to the Success of the California CC System's Students

## WHERE

- Communicate by E-mail, Letters, Publications, Newsletters, Voice
- Co-Sponsor the Annual Classified Leadership Institute (CLI) With CCLC
- Maintain the 4CS Web Site and Personal Contacts for Sharing Information
- Meet Regularly as an Executive Board and With the General Membership
- Travel to California's Community Colleges and Senates to Share Ideas
- Contact Your Executive Board Officers and Representative - <http://www.ccccs.org>





## A BRIEF HISTORY OF THE CALIFORNIA COMMUNITY COLLEGE CLASSIFIED SENATE (4CS)

### THE BEGINNING

4CS began with an idea and a conversation. In 1990, Laura U'Ren, Classified staff from Irvine Valley College, made a presentation at The League's Annual Convention regarding Classified Senates. This presentation sparked people's interest and in 1991 the first organizational meeting occurred during the League's Annual Convention. Tamara Carnine, Classified staff from Irvine Valley College, was selected as the key contact person and an advisory board was created to begin working on creating a statewide Classified Senate.

### Advisory Board:

North - Lena Newman, Butte College and Christina Witkowski,  
College of San Mateo

Central - Karen Garrett, Merced College and MaryAnne Fry, San  
Joaquin Delta College

South - Tamara Carnine and Laura U'ren, Irvine Valley College and  
Marge Nielsen Saddleback College

In March of 1992 at the Staff Diversity Conference – a phone tree was established, officers and representatives were selected, and goals and purposes were discussed. The Ad Hoc California Community College Classified Senate was approved and established. The Ad Hoc Committee was composed of the following individuals:

**Chair:** Tamara Carnine – Irvine Valley College

**Secretary:** Mary Thompson – Chaffey College

**Treasurer:** Pattie McPhun – Ventura District

**Area Representatives:** Victina Bella, West Valley - Betty Crenshaw, Diablo Valley - Theresa Frahm, Los Medanos - Karen Garrett, Merced – Fedrual Harrison, Miramar - Cathy Vent, Ventura - Wendy Link, Columbia - Nancy Matthews, Chaffey - Reggi McCoy, LA Southwest –Paul Mercier, Mt. SAC -

## PARTIAL LIST OF AVAILABLE TOPICS

Creating Your Professional Development Portfolio

Leadership: How To Get Where You Want To Go?

Classified Senate Involvement In Professional Development

Strengthening Our Colleges: Transforming Our Future Through Professional Development

Your Legal Rights To Participate In Community College Governance

Classified Senates As Employee Participation Groups

Senates And Unions Successfully Working Together For Their Districts

Strengthening Your Classified Senate

Learning With Governance and 4CS

Discovering Leadership

California Community Colleges Classified Senate (4CS)

Exploring The Importance Of Customer Service

The Benefits Of A Positive Attitude

Anger Diffusion

Meeting With Consensus

Classified Staff, Classified Senates And Governance

Using Technology To Enhance Governance

Why Should We Volunteer?

Creativity And Governance

Effective Committees – Learning To Work Together

Governance And Leadership

Participatory Governance: Finding The Time To Make It Happen

Communication, Learning, Black Holes And Governance

Designing Your Perfect Web Site For Communication

Fundraising

Just Do It – Creating A Local Conference Or Retreat

Beginning A Classified Senate

### SCHEDULING A PRESENTATION

Please remember as you schedule your speaker or workshop leader that our speakers are volunteering on behalf of 4CS to provide this service to you. Although it is our intent to meet your needs, the speaker's availability is subject to their daily schedules, personal calendars and work obligations. Please be understanding as we work together and try to meet your specific requests.

While the Speakers Bureau is a service of 4CS, it is also a Statewide Classified Senate fundraising activity. 4CS receives no direct funding from the State budget and relies partially on various fundraising activities that enable us to perform our Mission. Your organization or group will be asked to donate an honorarium to 4CS for this service and to pay for any travel or lodging cost, if needed, to come to your event. At times, we may need to switch speakers or leaders if unforeseen events prevent the requested speaker from attending. If this were to happen, we would notify you of the change and find an appropriate speaker from the Bureau who is experienced with the topic or workshop that was scheduled. Rather than establish set fees for our speakers and workshop leaders, we prefer to work with you to establish a fair, reasonable and economically feasible rate for the services you request.

### 4CS SPEAKERS, PRESENTATIONS AND WORKSHOPS

A variety of speakers, facilitators, presentations and workshops are available. If you do not find what you want, we can work together to plan something different that meets your specific needs. We offer traditional presentations, multimedia illustrated presentations, panel and round table workshops, and a variety of other informal guided discussions. We can also assist or train your group to present their own workshops and presentations. Although our topics are mostly associated with governance and leadership, other non-collective bargaining topics can be presented.

Lena Newman, Butte - Sally Smith, San Bernardino Valley – Craig Stenvall, Butte - Catherine Swenson, Sierra - Cari Plyley, Butte.

In November 1993, the first Constitution and Bylaws were drafted by the 4CS Ad Hoc Committee and ratified by delegates from Classified Senates across the state during a general session meeting at the CCLC Annual Convention.

The first Executive Board of the California Community Colleges Classified Senate was elected by the state's Classified Senate's delegates in November 1994. David Viar, Community College League of California Executive Director, was invited to install the first officers and representatives. They were as follows: President Mary Thompson, Chaffey College; Regional V.P. Jeffrey Kennedy, Contra Costa, Gloria McLeod, Chaffey College, & Laura U'Ren, Irvine Valley College; Secretary Bea Griffiths, Santa Rosa Jr. College; Treasurer Shirley Schmid, Pasadena City College; Past Chair/AdHoc Committee Tamara Carmine, Irvine Valley College; Area Representatives: (Bay) Mike West from Los Medanos College, Yvonne Lewis from Laney College, Christina Witkowski from College of San Mateo, (Central) Ron Duva from San Joaquin Delta College, Beverly Lencioni from Merced College; (North) Craig Stenvall from Butte College, Vicki Byers from Sacramento City College; (Southeast) Fedrual Harrison from Miramar College, Wesley Goodvin from Southwestern College, Marianne Hatherill from Rancho Santiago; (Southwest) Ed Haines from Pasadena City College, Mary Sandoval from Mt. San Antonio College.

4CS developed a close working relationship with the Community College League and has maintained a seat on the Board of Directors since 1994. In 2005, the League Board added a second seat for a 4CS representative and allowed 4CS to rent office space at their offices in Sacramento.

In addition to the League, 4CS has built a strong relationship with the California Community Colleges Council for Staff and Organizational Development (4C/SD). 4CS typically presents workshops at the 4C/SD annual conference and the two organizations share information for newsletters and other projects. In 2001 and 2005, 4CS received the 4C/SD Executive Board Award of Merit for Outstanding Contribution to Staff and Organizational Development.

Throughout its history 4CS has received many challenges to its legitimacy and status as a community college organization. Not being specifically recognized in Ed Code and with no dedicated source of funding, 4CS continues to thrive as a volunteer organization made up of dedicated individuals. The 4CS Executive Board understood that a major step in strengthening the organization was to become incorporated and attain non-profit status. 4CS was recognized as a non-profit organization by the federal government on May 4, 2001 and the 4CS Articles of Incorporation were signed by the Secretary of State on September 2, 2003.

#### 4CS PRESIDENTS

Benita Briones, City College of San Francisco	2009-2011
Monica Souza, Sacramento City College	2007-2009
Julie Whiting, State Center CCD	2005-2007
Tony Prestby, Santa Monica College	2003-2005
Cari Plyley, Butte College	2001-2003
Jim Wilson, Sierra College	1999-2001
Mary Thompson, Chaffey College	1994-1999

#### THE 4CS LEADERSHIP AWARD

Recognizes an individual for significant support of Classified participation in governance at the state level. Past recipients include:

- Jack Scott, California State Senator, 2008
- Arnold Schwarzenegger, Governor of California, 2007
- Leslie Wang, San Joaquin Delta College and Board of Governors for the California Community Colleges, 2006
- Scott Lay, Community College League, 2005
- Bonnie Slosson, Community College League, 2004
- Dr. Sandra Acebo, Butte College, 2003
- Dr. Kevin Ramirez, Sierra College, 2002
- David Viar, Community College League, 2001

#### CLASSIFIED LEADERSHIP INSTITUTE SCHOLARSHIP

Each year the 4CS offers three scholarships to attend the annual Classified Leadership Institute (CLI). The Classified Leadership Institute is jointly sponsored by 4CS and CCLC and was established to promote leadership and strengthen Classified staff

## 4CS SPEAKER'S BUREAU

*A SERVICE OF THE CALIFORNIA COMMUNITY COLLEGES  
CLASSIFIED SENATE AND ITS LOCAL CLASSIFIED SENATES*

#### INTRODUCTION TO THE 4CS SPEAKER'S BUREAU

The 4CS Speaker's Bureau is a service of the California Community Colleges Classified Senate. The Speaker's Bureau connects you with a network of community college leaders who can provide a variety of presentations and facilitate workshops. Our speakers and workshop leaders are current or past employees of the California Community College System who have years of direct experience working with students, staff and local districts. Each of our speakers have extensive and direct experiences working with community college participatory governance and closely related topics. Many of our workshops are designed to assist you in discovering your own potential and solutions by providing a structure for effective communication and by sharing ideas from across the State. 4CS speakers and workshops will bring new ideas and possibilities to your campus and groups, ideas that you can successfully adapt to your local needs and situations.

#### MAKING ARRANGEMENTS TO GET THE EDUCATIONAL PROGRAM YOU NEED

After reading the offerings in the 4CS Speaker's Bureau, please feel free to contact us directly for the most recent information. Check the website for more recent additions or updates. Contact 4CS for any specific requests or modifications of existing presentations that might meet the needs of your special event. Our goal is to provide you with quality assistance and services as you plan your retreat, flex activities or meetings.

To begin the process, please fill-out the 4CS Speaker Request Form on page 17. Downloaded directly from our website, "www.ccccs.org". Please feel free to contact 4CS if you need assistance or have additional questions.



in a recognition slide show that runs during the Institute “Awards” dinner. Information on how to submit information from your college to be included can be found on the 4CS website at [www.ccccs.org](http://www.ccccs.org).

#### 4CS MODEL SENATE RECOGNITION

Recognition of Classified Senate organizations that exercise their role in participatory governance with autonomy and professionalism is one way in which the California Community Colleges Classified Senate (4CS) can assist other colleges in developing their local senates or councils. Model Classified Senates define the standard of staff participation within the learning environment for California community college students; encourage staff to become stronger leaders, and offer reference and experience for novice organizations and those seeking organizational revitalization.

The following criteria are used to determine if a Classified Senate is granted “Model” status by 4CS.

A ‘Model Classified Senate’ is one that:

- Is a participatory governance body elected by its constituents
- Operates professionally under bylaws and/or a constitution approved by its constituency
- Has a copy of their current bylaws/constitution on file with 4CS
- Is recognized by the college administration as a governance participant
- Has an up to date website
- Encourages a cooperative working and professional relationship with a collective bargaining agents (if one exists) and considers input or concerns of such groups
- Is organized to actively engage in the participatory governance process
- Communicates routinely with 4CS

Model Senates are recognized at the annual 4CS Classified Leadership Institute as part of the awards dinner and presentation.

participation in participatory governance. The award began in 1998 to assist campus administrators in recognizing Classified employees who have positive leadership skills and/or exhibit strong leadership potential and are actively pursuing leadership roles at their colleges.

#### CLI SCHOLARSHIP RECIPIENTS

##### North

- 2008 Teri Jo Buckman, Butte College
- 2007 Linda Allen, Skyline College
- 2006 Kim Toledo, Folsom Lake College
- 2005 Joyce Giovanetti, San Joaquin Delta College
- 2004 Tanya Prior, Reedley College
- 2003 Linda Bumgarner, Butte College
- 2002 John Christensen, Contra Costa College
- 2001 Margaret Munoz, Feather River College
- 2000 Linda Hayes, College of the Redwoods

##### South

- Debi Miller, Cuyamaca College
- Kari Crawford, Cuyamaca College
- Phil Cestone, Chaffey College
- Pat Murray, Grossmont College
- Kimi McSwain, San Diego Miramar
- Adam Philipson, Santa Monica College
- Andre Harris, Southwestern College
- Lucy Paez, Oxnard College
- Beverly Joseph, San Diego Miramar

##### Scholarships At-Large (Established in 2007)

- 2008 Tracy Sheehan, Copper Mountain College
- 2007 Tammy Eberhardt, Cerro Coso Community College



## THE CLASSIFIED LEADERSHIP INSTITUTE

4CS and the Community College League of California sponsor the Classified Leadership Institute (CLI) for California's Community College Classified Staff. Focused on governance, leadership and communication, this three-day event is designed to develop personal skills, discuss governance ideas and practices, learn new technologies, and provide networking opportunities for Classified staff Statewide.

Participants explore topics that develop the skills, confidence and encouragement to be stronger leaders on their campuses. Activities include both interactive and informational sessions, with ample time for networking and practicing leadership skills in a supportive environment. This successful event also provides a chance for renewal and refreshment of the mind and spirit. It allows time for Classified staff to exchange ideas and focus on the mission of the California Community College System and the important ways they, as Classified staff, can most effectively contribute.

### THE PURPOSE

- Recognize and celebrate the Classified role in educating and serving community college students.
- Encourage the exchange ideas and information, developing a network of positive relationships.
- Develop personal leadership, technical and communication skills to meet changing institutional needs.
- Share innovations in programs and techniques that lead to increased effectiveness and success.
- Provide attendees with current information on community college trends and challenges for our future.



## CLASSIFIED LEADERSHIP AWARDS & SCHOLARSHIPS

### CLASSIFIED STAFF MAKING A DIFFERENCE!

In 1998, the Classified Leadership Institute Scholarship was established to assist campus administrators in identifying Classified employees who are active in the campus community and exhibit strong leadership potential. The scholarship is intended to significantly reduce the cost of attending the Institute. Three \$500.00 scholarships are awarded each year.

### 4CS LEADERSHIP AWARD

Each year the California Community Colleges Classified Senate (4CS) recognizes an outstanding individual who has shown significant support for Classified participation in governance at the state level. The recipient of this award:

- Supports Classified involvement in governance at the local and state level;
- Exhibits the characteristics valued by 4CS in strengthening our community colleges;
- The 4CS Leadership award is presented at the annual 4CS Classified Leadership Institute as part of the awards dinner and presentation.

### OUTSTANDING CLASSIFIED LEADERS

Although we recognize that all Classified staff "make a difference" at their respective colleges and districts, the California Community Colleges Classified Senate wants to expand the recognition that many of our colleagues have received in their local districts for excellence in service, leadership and participation to a statewide level. As part of our annual Classified Leadership Institute held each year in June, we recognize and honor outstanding Classified employee(s) of the year from across the State. It is our goal to include honorees from every community college in this presentation.

While we hope that at least one representative from each college included can be present at the Institute, we realize that is not always possible. All honorees are included