

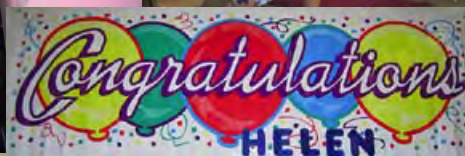
We'd Like to Hear from You!

This is the first issue of *The News*, which will be sent to all District employees on the fourth Monday of the month. If you have news items to suggest, please contact George Medovoy, Editor, at gmedovoy@4cd.net or at 229-1000, Extension 1287.



Chancellor Helen Benjamin visited each of the colleges during this year's All-College Day programs, greeting faculty and staff at the start of the new educational year, as she criss-crossed the District in her bug.

*— GEORGE MEDOVOY PHOTOS/
COMMUNITY RELATIONS & MARKETING*



'Can't Get It Done in One Week...But I Can Try'

Chancellor Helen Benjamin Greets Faculty & Staff During All-College Day Programs in the District

(The following are Chancellor Helen Benjamin's comments delivered during All-College Day programs held August 17 at Contra Costa College, Diablo Valley College, Los Medanos College, and the District Office. Chancellor Benjamin began her day at Los Medanos College and then continued on to Diablo Valley College. Next, she visited Contra Costa College, where she was hosted at a farewell barbecue by faculty and staff. She completed her visits at the District Office, where employees presented her with a fancy cake during a reception. The News has also included her opening comments given at LMC, where she fondly recalled being warmly received at the beginning of her career with the District)

LMC—It all started for me right here 15 years ago. You took me in—the new face from Texas. You asked me — “You came here by yourself?” — to which I responded “Yes!” Good morning! It is a genuine pleasure to be here.

Many of you have sent me congratulatory e-mails, phone calls, messages, and flowers. You have taken me to lunch and dinner in recognition of my new responsibilities. I want to say publicly that I am most appreciative. I could not have asked for a warmer welcome. I will do my very best to live up to the confidence you are showing in me.

'Book Ends' for the Year

All-College Day and graduation were my bookends as college president.

All-College Day marks the beginning of the academic year; the time that, as employees, we come together to become inspired as we gather to start afresh in helping our students reach their academic goals. At graduation, we celebrate the accomplishments of our students. Though my role in these activities will change, these two activities will continue to be extremely meaningful for me.

It occurred to me last week that a chancellor needs a theme song. On my way to work, the theme song emerged from the recesses of my mind, "I'm So Excited" by the Pointer Sisters. That song comes closest to my genuine feelings about what can happen here if all of you join me in the excitement of restoring our district to its former luster. It takes committed and dedicated people to do that. I know that you are.

Lest We Forget...

I would like to take a few minutes to address the great sacrifices the Contra Costa Community College District employees and organizational units have made during the past decade to improve the financial health and welfare of the District. Back in fiscal year 93-94, the colleges and District Office reduced their operating fund allocation by a total of \$383,542 to meet financial needs.

DVC	LMC	CCC	DO	Total
\$157,552	\$75,792	63,699	\$86,499	\$383,542

We then held our own financially through fiscal year 01-02. As college FTES targets grew, additional funds were allocated to cover the cost of this growth. Then we encountered financial obstacles again in fiscal year 02-03. At that time, the District was not able to pass through the state-allocated COLA distribution to the colleges. Instead, the District had to withhold these funds to meet its overall financial needs. For a three-year period, the District withheld about \$149,910 from college and District operations.

DVC	LMC	CCC	DO	Total
\$67,270	\$32,361	\$27,197	\$23,083	\$149,910

Then in fiscal year 03-04, we began to face our greatest financial challenge and needed to cut operating fund allocations from the colleges and District Office by \$2,482,679.

DVC	LMC	CCC	DO	Total
\$922,539	\$387,609	\$325,440	\$847,091	\$2,482,679

In 04-05 we negotiated with United Faculty, Local 1, and met and conferred with the Management Council to reduce salaries by \$4,547,232, which was obviously the greatest sacrifice for our employees.

Faculty	\$3,135,890
Classified	\$758,133
Mgt.	\$653,209
Total	\$4,547,232

To add to this total budget reduction of \$7,563,363, the District "borrowed" \$6,025,711 from the college designated fund balances at the end of fiscal year 03-04. This was a great and unanticipated sacrifice for the college operations.

DVC	LMC	CCC	DO	Total
\$2,858,601	\$2,265,698	\$851,436	\$49,976	\$6,025,711

The 05-06 budget contains \$13,589,074 of college and employee sacrifices. It is only through these sacrifices that we have a balanced budget. Thank you!

Restoration of these funds is one of many of our board's priorities. I will keep these sacrifices on their minds as we plan for our future.

Regaining Our Position

Our goal now is to regain the position we had prior to this budgetary downturn. We need to regain our financial stability, grow, and improve morale throughout the District. And it is growth in FTES that is the most important goal for us.

With growth in FTES, we will increase our state budget allocation, which will fund not only the direct costs of growth (the cost of instruction), but will create an influx of funds for our general operations and salaries, where we have taken the financial hit. So, I will personally work with the organizational leadership team to plan for growth.

Taking Other Steps

Of course, there are other steps we need to take to restore continued financial stability. I fully acknowledge that our allocation of positions by employee group and location may not be ideal or financially advisable. I will continue the current studies of staffing and will look toward other studies to ensure we take the correct adjustments in our staffing to be financially sound and to continue to position ourselves for growth.

Let's not forget the past but use it to build a future that is positive. We cannot do that without you! This is a team effort. I implore you today to join us in doing all we can as individuals and groups to grow. Each of us has a role. Yes, we need to get more new students, but retaining students within the semester and from one semester to the next is also a growth mechanism.

Retention and growth do not happen only in the classroom, but also on the telephone and in offices in our conversations with current and potential students. We all have a role to play.

What about me? What am I going to do with all this excitement! Rest assured that you can count on me to:

- ✓ **Lead by example**
- ✓ **Be fully engaged in the business of the District**
- ✓ **Tell you the truth**
- ✓ **Be visible**
- ✓ **Be accountable**
- ✓ **Communicate regularly**

I will use e-mail as the primary means of communication through *The News*, formerly called *Circuit*, and e-mails directly from me to you, messages to you through your constituency leadership, and through the office hour I hold at each campus. This means that you have a responsibility in this as well. You must be engaged in the business of the District by participating in governance, reading the correspondence, and responding to it.

Your first test will be your response to the District strategic initiatives or directions and objectives we are developing for the next two years. You will be asked to give your responses to these initiatives shortly. Please take the time to participate in this very meaningful activity as we begin the process of restoring our district to its former luster.

Chancellor's CHATS

Campus Office Hours

In keeping with her plans to be as visible as possible, the Chancellor will have regular office hours for faculty, classified staff and managers at each District site.

These meetings are open to both individuals and groups. If you desire, you may also visit the Chancellor at any campus, not necessarily your own. To make an appointment, email: gmedovoy@4cd.net. Include a phone number where you can also be reached.

CAMPUS OFFICE HOURS

Los Medanos College

1–2:30 p.m.
Monday, September 19
in Room LRC2

District Office

1–2:30 p.m.
Monday, October 17
in the Chancellor's Office

Diablo Valley College

1–2:30 p.m.
Thursday, November 10
in Room BSL 211

Contra Costa College

1–2:30 p.m.
Wednesday, December 7
in Room PS 102

Brentwood Center

3–4 p.m.
Tuesday, October 11
in Room C1

San Ramon Valley Campus

12:30–1:30 p.m.
Tuesday, November 1
in Room 3160

A Shared Organizational Vision

There is just soooooo much to do. We have to develop a shared organizational vision. You will be asked to participate in that, too. We have to review and revise our District mission statement. We need your help in doing that as well.

I will work with your constituency leadership in devising ways in which you can be involved in all of these important processes. It is my goal to hear as many voices as possible.

Protecting the Public Trust

I received an e-mail from a colleague at the end of my third day on the job. The message said, "You cannot get it done all in one week." My curt response was, "But I can try." I know that everything cannot be done quickly; I certainly wish that it could.

I will approach it all carefully, thoughtfully, and with integrity and endeavor to do my very best while involving others—always with the students in mind AND remembering that the funds we use are given to us by the public.

Because we use public funds, we are obligated to be good stewards of those funds. Though the public rarely checks on us, it is their trust that we are to protect.

Thank you for your time and attention. It is a real joy for me to be serving as your chancellor. Let's get excited! 🍷

New Full-Time Faculty Hosted at Orientation Given in District Office



Chancellor Helen Benjamin warmly welcomed new full-time faculty during a reception and orientation presented by the District Human Resources Office (HR) and held at the District Office on August 12. The event was organized by Andrea Gonzalez-Lewis of HR. Pictured above are, (back row, from left) Mark Akiyama, Psychology, DVC; Daniel Abbott, Architecture, DVC; John Thomas, English, DVC; John Freytag, Oceanography, DVC; Michael Chisar, PE/Sports Medicine, DVC; (front row, from left) Andrea Gonzalez-Lewis, Principal Human Resources Representative, District Office; Lindsay Fratessa, Math, DVC; Juanita Tyree, Dental Education, CCC; Chancellor Benjamin; Erlinda Jones, Child Development, LMC; Florence Espiritu, Library, DVC; Jiajun Lu, Art, CCC. Not pictured: Rene G. Sporer, Math, SRVC; Kathleen Willett, Biology, LMC; and Jancy Rickman, Biology, LMC

— SUZANNE FOX PHOTO/COMMUNITY RELATIONS & MARKETING OFFICE

District Organizational Leadership for 2005-06

The following is the organizational leadership for the Contra Costa Community College District for 2005-06:

College Presidents

CCC: McKinley Williams, Acting President
DVC: Mark Edelstein, President
LMC: Peter Garcia, President

Academic Senate

CCC: Terence Elliott (President)
DVC: Bruce Koller (President and FSCC President)
LMC: Erich Holtmann (President)

Classified Senate

CCC: Rose Orpilla (President)
DVC: Marianne Martinez (President)
LMC: (Linda Kohler (President and CCCC Chair)
DO: Jackie Flaggs (President)

Local One

CCC: Bernadette Green (President)
CCC: Vacant (Vice President)
DVC: Nancy Ryanen-Grant (Vice President)
LMC: Mike West (Vice President)
DO: Bruce Bottomley (Vice President)

United Faculty

CCC: Fritz Pointer (Vice President)
DVC: Sue Shattuck (President)
Kathleen Costa (Vice President)
LMC: Barry Goldstein (Vice President)

Management Council

CCC: Susan Lamb (Chair)

District Governance Council

CCC: Jennifer Ounjian-Auque (Chair)

Board President Grilli and the Chancellor Meet with Congressman Miller in Richmond Office

Governing Board President Sheila A. Grilli and Chancellor Helen Benjamin held a meeting with Congressman George Miller (D-Dist. 7) in Miller's Richmond office.

The meeting was arranged during Chancellor Benjamin's first week on the job as the new chancellor:

Among the topics raised during the meeting was the district's need to help meet a variety of student needs.

"Helping us to receive federal funds is the primary way in which you can assist us," the Chancellor told Miller during their cordial meeting.

Miller advised the District to "distill" its priorities and added that "the earlier we know, the better it is."

"We want to be helpful," he said.

Miller wished Chancellor Benjamin well in her new duties, and Benjamin promised to stay in touch on the District's priorities. 📌



Governing Board President Sheila A. Grilli (right) and Chancellor Helen Benjamin meet with Congressman George Miller in his Richmond office. It was Benjamin's first meeting with Miller as the District's new chancellor.

— GEORGE MEDOVOY PHOTO/COMMUNITY RELATIONS & MARKETING OFFICE