

CDMA President's Message

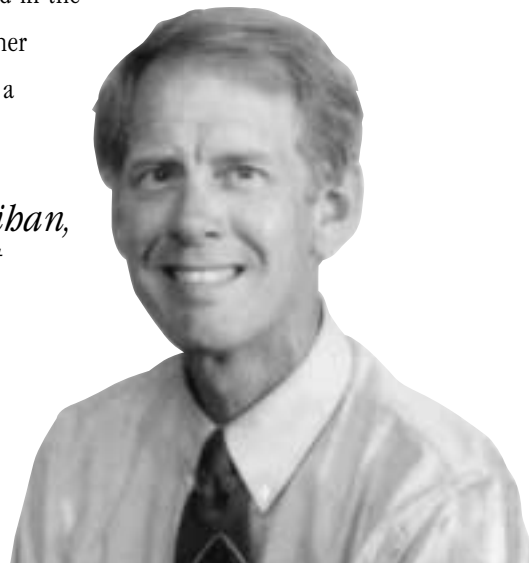
The 2000/2001 academic year has gotten off to a very positive start. The District has more money as a result of the increased productivity (FTES) of the colleges and the continuing flow of PFE and Instructional Block Grant funds from the State. For the first time in a number of years, significant raises were given to all employee groups. The implementation of alternative class schedules has had a significant and positive impact on student enrollment. Overall, a spirit of cooperation and supportiveness is being felt among managers, faculty and staff.

While this is all well and good, a number of challenges continue to face us. First, the accreditation visits that occurred last month gave us all plenty to do in preparation for the visiting teams. Secondly, even with our raises, salaries continue to be of concern to staff. At a CCCD Board study session on October 12, those in attendance discovered that faculty and managers are the lowest or among the lowest paid in comparison to their counterparts at other multi-college districts of comparable size. Third, we must continue to find new and more innovative ways of effectively serving our students. After all, without them, there is no need for us to be

here. These are but a few of our concerns. There are obviously many others.

It is my belief that the Coast District Management Association can help us to face our challenges together. The Meet & Confer Committee is working hard to address management salaries as well as other issues of concern to managers. Mentors have been assigned to several new managers who have joined the District this year. The CDMA Board in conjunction with the Staff Development Committee is supporting a number of professional development opportunities for managers. District-wide events are being planned to help managers get to know one another and to discuss common concerns. The first of these will be our fall social in December. I encourage all managers to get involved in the CDMA. Together we can make a difference.

*John Breihan,
President*



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October 12 Board of Trustees Salary Workshop

Mark Your Calendar

- CDMA's Fall breakfast is scheduled for Friday, December 1, from 7:30 to 9 a.m. in the Captain's Table at OCC.
- Our annual staff development luncheon and program with other Orange County community college management associations is scheduled for Friday, March 30, 2001, at the Crowne Plaza Resort Hotel in Anaheim/Garden Grove.

Go Coast Phone Lines

Call back to the District from any telephone in the U.S. by dialing 1-800-GO-COAST and press the extension you can to contact. This is a no-cost way to stay in touch when you are on the road.

The CCCD Board of Trustees held a special workshop meeting on October 12 to look at comparisons of CCCD salaries to those in other districts. John Breihan, Dick Hernandez, Majella Manning and Stan Johnson represented the CDMA Meet & Confer Committee at the workshop. Additional members of the Meet & Confer Committee are Sally Coffey, Lynn Dahnke, David Hudson, Mickey Mefford and Jan Neth.

The Comparative Salary Study, prepared by district Human Resources, covered faculty (full-time and adjunct), classified, and administrative salaries in ten California community college districts. These ten multi-college districts were selected because they are similar in size and funding base to the Coast district. North Orange County and Rancho Santiago districts were the two districts in Orange County that were included in the study. Long Beach and South Orange County districts were not included in the study, but the Board asked for corresponding salary information from these districts.

The greatest detail was presented for full-time faculty salaries with Coast salaries always ranking near the bottom of the ten districts. The adjunct salaries had Coast as sixth out of ten. For the 13 classified positions that were

compared, Coast salaries were mostly in the middle of the bottom half for the ten districts.

Nine administrative positions were compared with the rankings as indicated in parentheses: Chancellor (6th), Vice Chancellor (9th), President (9th), Vice President (10th), Dean (10th), Director of Maintenance/Operations (6th), Director of Financial Aid (9th out of 9), and Bookstore Manager (3rd out of 8).

Your Meet & Confer Committee is dedicated to working toward improvement of the financial situation for CCCD managers. We will be building this year on the accomplishments of John Breihan and last year's committee who put together an outstanding document that clearly showed the disparities between our salaries and those in the other Orange County districts. Their work led to the inclusion of administrative salaries in this year's workshop.

You will be receiving a letter from the committee later this fall asking for your ideas and concerns regarding compensation and benefits for managers. In the meantime, please share any suggestions with members of the committee.

*Stan Johnson, Chair
Meet & Confer Committee*

Management Staff Development Funds

Each year the District budgets \$17,000 for management staff development activities. Funds can be used for workshops, conference attendance, and higher education course work. The Board approved guidelines to apply for funding are included in your CDMA handbook.

Currently the management staff development fund has a balance of over \$13,000. Managers may request up to \$700 each fiscal year. Campus committee representatives are:

DIST — Frank Favaro, CCC — Stacey Hunter-Schwartz, GWC/KOCE — David Hudson, and OCC — Jeff Dimsdale. Applications must be approved by your supervisor and your campus/site representative. Interested managers should contact one of the campus/site representatives for an application or download the application from the CDMA home page.

Dan Casey, Treasurer

CDMA 101 -- Fundamentals of Sailing at the Spring Social



This year's recipients of the Managers of the Year Award: Richard Patterson (DIST), Stan Johnson (OCC), Carolyn Kirkpatrick (GWC), Ed Miskevich (KOCE), and Kevin Chard (CCC).



Two boats attempting to occupy the same space of water at the same time!



Fundamentals of Sailing at the Spring Social Cutline under large group picture GWC won this year's annual regatta competition, with the District office taking second. Above are crew members (standing) C.M. Brahmbhatt, David Hudson, Dwayne Thompson, Sally Coffey, John Breihan, Mike Wells, John Renley, Vince Rodriguez, Charlanne Nee, Jeff Arthur, Kevin Ballinger, Don Rueter, and Margaret Gratton. Seated are Joycelyn Groot, Margie Bunten, Leslie Purdy, Jane Hilgendorf, Crew (Sailing Base), and Terry Craig.

**Coast District
Management
Association
Board 2000/01**

Officers:

President
John Breihan, District, ext. 84803 -
jbreihan@mail.cccd.edu
Vice President
Stan Johnson, OCC,
ext. 25093 -
snjohnson@cccd.edu
Secretary
Sylvia Impert, OCC,
ext. 25536 -
simpert@occ.cccd.edu
Treasurer
Dan Casey, District,
ext. 84708 -
dcasey@mail.cccd.edu
Past President
Jeff Dimsdale, OCC,
ext. 25897 -
jdimsdale@cccd.edu

Representatives:

Coastline Community College
Michael Bare, ext. 16104 -
mjbare@cccd.edu
Stacy Hunter-Schwartz, ext. 17220 -
sschwartz@mail.ccc.cccd.edu
District Office
Roger Davis, ext. 84680 -
roger@cccd.edu
Mickey Mefford,
ext. 84639 -
mmefford@cccd.edu
Golden West College
David Baird, ext. 55017 -
dbaird@mail.gwc.cccd.edu
Sally Coffey, ext. 58736 -
scoffey@gwc.cccd.edu
KOCE
Judith Schaefer,
ext. 58440 -
jschaefer@koce.org
Orange Coast College
Kevin Ballinger, ext. 25531 -
kballinger@occ.cccd.edu
Jan Neth, ext. 25670 -
jneth@cccd.edu
Chancellor's Representative
John Renley, ext. 84707 -
jrenley.hr.cccd.edu
Coast On-Line Editor (ex-officio)
David Hudson, ext. 58907 -
dhudson@gwc.cccd.edu

Ready, Willing, and Able

CDMA is pleased to welcome these new managers to the Coast district.

Kimberly Allen	Director of Fiscal Affairs	District
Jeff Arthur	Director of Fiscal Services	KOCE
Vicki Blackstock	Supervisor of Large Group Instructional Services	OCC
Vicki Borthwick	Child Care Supervisor	OCC
Becky Botello	Director of Disabled Students	GWC
Josh Conry	Director of Information Services	CCC
Mark Freed	Director of College Bookstore	OCC
Eleanor Gajewski	Instructional Services Specialist	GWC
Michael Hemphill	Grounds Supervisor	GWC
Charles "Chick" Hinkle	Business Outreach Manager	CCC
Adam Jones	Grounds Supervisor	OCC
Michael Mandelkern	Dean of Literature & Languages	OCC
Esther Mauries	Director of Member Services	KOCE
Christine Nguyen	Director of Fiscal Services	CCC
James Pasienski	Director of Public Safety	GWC
Racheal Rodriguez	Director of Public Relations & Institutional Advancement	CCC
Vince Rodriguez	Instructional Operations Specialist	CCC
Thomas Selzer	General Manager of Instructional Food Services	OCC
Sheri Sterner	Supervisor of Research	OCC
Jerry Wass	Maintenance & Operations Supervisor	OCC
Roger Yoakum	Director of Engineering	KOCE

We Will Miss You

Saying goodbye to so many friends and colleagues is very hard. CDMA wishes these seven retirees the very best of luck in their new endeavors: Jeff Dimsdale (Dean of Student Services, OCC), Sharon Donoff (Vice-President of Student Services, OCC), Ed Dornan (Director of Instructional Services, DIST), Michael Finnegan (Director of International Education, DIST), Manny Frias (Administrative Director of Risk Services Operations, DIST), Jane Hilgendorf (Dean of Physical Education & Athletics, OCC), and Roberta Smith (Director of Programming, KOCE).

Coast On-Line is published quarterly by the Coast District Management Association of the Coast Community College District. For more information or comments please contact David Hudson (Editor) at ext. 58907 or e-mail dhudson@gwc.cccd.edu.

Check-out CDMA's website at <http://coastline.cccd.edu/CDMA/cdma.html>