

CDMA President's Message

I remember where I was the morning of September 11, 2001. I awoke early in order to attend the first CDMA Board meeting of the year. As I pondered the various issues to be discussed, my wife called down to me to turn on the TV. "One of the World Trade Center towers is on fire!" I turned on the Today show just as an airliner was crashing into the second tower. My initial reaction was one of disbelief. For a moment I thought I was watching a made-for-television disaster movie. As I drove to the District office, the news came over the radio that a third plane had crashed into the Pentagon.

As you can imagine, the work of the CDMA Board that morning paled in comparison to the horrific, senseless events we were witnessing. While I remember very little about the content of the meeting, I do know how much it meant to me to have colleagues and friends with whom to share feelings, concerns, disbeliefs, and fears.

The events of 9/11 will have far reaching impacts. We in the California community colleges and the Coast District can and will play a major role in lessening these impacts, but it will not be easy. California is facing a fiscal crisis at a time when

enrollments are growing and could grow even more as the newly unemployed seek new skills and retraining and as Tidal Wave II slowly approaches. We, as managers, must continue to argue for protecting and increasing the state's investment in community colleges if we all are to succeed. We are also going to need to seek out new management tools to better deal with the changing attitudes, anxieties, and fears of our students, faculty, staff, and the community. *What a difference a day makes.*

*John M. Breiban,
President*



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Worker's Compensation — What Is a Supervisor's Report of Injury Form?

The immediate supervisor is required to complete a Supervisor's Report of Injury Form when an employee sustains a work-related injury or illness, as outlined in the District's Injury & Illness Prevention Plan. This form is automatically generated via e-mail by CCD's Environmental Health & Safety unit upon receipt of a notification of a work-related injury or illness from the local campus/site. EHS requests that supervisors complete and return this form electronically within a 48-hour period.

Your completion of this form provides EHS with additional information that may be critical in handling a claim and to determine if further review by a safety professional is necessary. The management team's continuing support of the District's health and safety program is essential in order to limit the cost of claims.

Judy Neal
District Risk Services

"The growth and development of people is the highest calling of leadership."
—Harvey S. Firestone

Management Training

The Coast Community College District, in association with the Southern California Community College Districts Employment Relations Consortium, is again sponsoring a series of one day management workshops to be presented by Liebert Cassidy Whitmore, Attorneys at Law.

Please mark your calendars now for these presentations and watch for the individual workshop sign-up notices approximately 30 days prior to the event.

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|---------------------------------|--------------------------------------------------------------------------------------|
| January 9 & 17, 2002 | Human Resources Roundtable |
| Date: | Wednesday, January 9, 2002, Live Teleconferencing Presentation |
| Date: | Thursday, January 17, 2002 |
| Time: | 9:00 a.m. to 12:00 p.m. |
| Host Colleges: | Coast CCD 1/9 and Mt. San Antonio CCD 1/17 |
| January 9 & 17, 2002 | A Guide to Labor Negotiations |
| Date: | Wednesday, January 9, 2002, Live Teleconferencing Presentation |
| Date: | Thursday, January 17, 2002 |
| Time: | 1:00 p.m. to 4:00 p.m. |
| Host Colleges: | Coast CCD 1/9 and Mt. San Antonio CCD 1/17 |
| March 13 & 20, 2002 | A Manager's Employment Relations Primer |
| Date: | Wednesday, March 13, 2002, Live Teleconferencing Presentation |
| Date: | Wednesday, March 20, 2002 |
| Time: | 9:00 a.m. to 4:00 p.m. |
| Host Colleges: | El Camino CCD 3/13 and Citrus CCD 3/20 |
| May 1 & 7, 2002 | Personnel Issues: Hiring, Reference Checks, and Personnel Records & Files |
| Date: | Wednesday, May 1, 2002 |
| Date: | Tuesday, May 7, 2002, Live Teleconferencing Presentation |
| Time: | 9:00 a.m. to 4:00 p.m. |
| Host Colleges: | Victor Valley CCD 5/1 and Coast CCD 5/7 |

"Treat people as if they were what they ought to be and you may help them to become what they are capable of being."
—Johann Wolfgang von Goethe

Management Salary Update

The data presented here include the 5.29% salary increase that all District employees received effective July 2001. Although current salary rankings for the positions of vice-chancellor, president, and director of financial aid have improved slightly since the previous academic year, CCCD management salaries are still among the lowest in multi-college districts in the state (Table 1). In addition, the Dean's salary still remains the lowest for any of the four community college districts in Orange County (Table 2). Table 3 includes a summary of management salary percentage increases for 2001-2002.

**Table 1
Management Salary Comparisons
Multi-College, Statewide 2001-2002**

Select Districts	Dean Salary	Vice President Salary	President Salary	Vice Chancellor Salary
North Orange County	102,763	107,324	119,237	119,237
Los Rios	98,894	112,486	143,202	143,202
Foothill-De-Anza [#]	123,068	132,656	142,729	138,656
Ventura	109,782	118,096	138,686	138,686
Rancho Santiago	114,165	120,705	128,641	128,641
Grossmont-Cuyamaca	99,106	113,361	134,178	132,934
Yosemite	99,485	105,541	123,484	121,746
San Bernardino	Not Settled	—	—	—
Riverside	99,501	127,000	138,066	138,066
Coast	97,729 (9*)	108,359 (7)	123,995 (7)	123,995 (7)
<i>Average</i>	104,944	116,170	132,469	131,685

	Director of Financial Aid Salary	Director of Maint./Oper. Salary
North Orange County	82,200	95,922
Los Rios	56,006	107,676
Foothill-De-Anza	81,615	88,840
Ventura	80,875	88,126
Rancho Santiago	88,004	102,435
Grossmont-Cuyamaca	86,640	99,106
Yosemite	101,519	85,796
San Bernardino	Not Settled	—
Riverside	81,542	109,909
Coast	79,485 (8)	91,211 (6)
<i>Average</i>	81,987	96,558

[#] Tentative increase.

* Number in parentheses indicates rank order.

Management Salary continued on page 4

All Aboard!

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

Frances Cadenas	Special Projects Supervisor, One-Stop Center	CCC	Jane Hansen	Director, Corporate Development	KOCE
Erin Cohn	Director, Public Affairs	District	Edward McKenney	Director, Military Programs	CCC
Jess Craig	Vice President, Student Services	OCC	Melissa Moser	Director, Financial Aid	OCC
Louise Fox	C-Salt Grant Project Coordinator	CCC	Steve Mucciario	Director, Financial Aid	GWC
Belen Genet	Supervisor, Career & Employment Services	GWC	Kathryn Mueller	Dean of Students	OCC
			Patricia Petric	Director, Programing	KOCE
			Kathie Tran	Staff Assistant Senior, Financial Aid	OCC

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Management Salary Update *continued...*

**Table 2
Management Salary Comparisons
Multi-College, Orange County 2001-2002**

Districts	Dean Salary	Vice President Salary	President Salary	Vice Chancellor Salary
North Orange	102,763	107,324	119,237	119,237
Rancho Santiago	114,165	120,705	128,641	128,641
South Orange	109,325	114,467	120,062	120,062
Coast	97,729	108,359	123,995	123,995
<i>Average</i>	105,996	112,714	122,984	122,984

	Director of Financial Aid Salary	Director of Maint./Oper. Salary
North Orange	82,200	95,922
Rancho Santiago	88,004	102,435
South Orange	74,964	88,915
Coast	79,485	91,211
<i>Average</i>	81,163	94,621

**Table 3
Management Salary Percentage Increases
Multi-College, Statewide 2001-2002**

District	Percentage Increase
North Orange County	5.67
Los Rios	7.31
Foothill-De-Anza	3.87 (Tentative)
Ventura	5.30
Rancho Santiago	4.26
Grossmont-Cuyamaca	5.28
Yosemite	3.6
San Bernardino	Not Settled
Riverside	5.87
Coast	5.29
<i>Average</i>	5.16

Mark Your Calendar

CDMA's Fall breakfast is scheduled for Friday, November 30, from 7:30 to 9 a.m. in the Captain's Table at OCC.

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>