

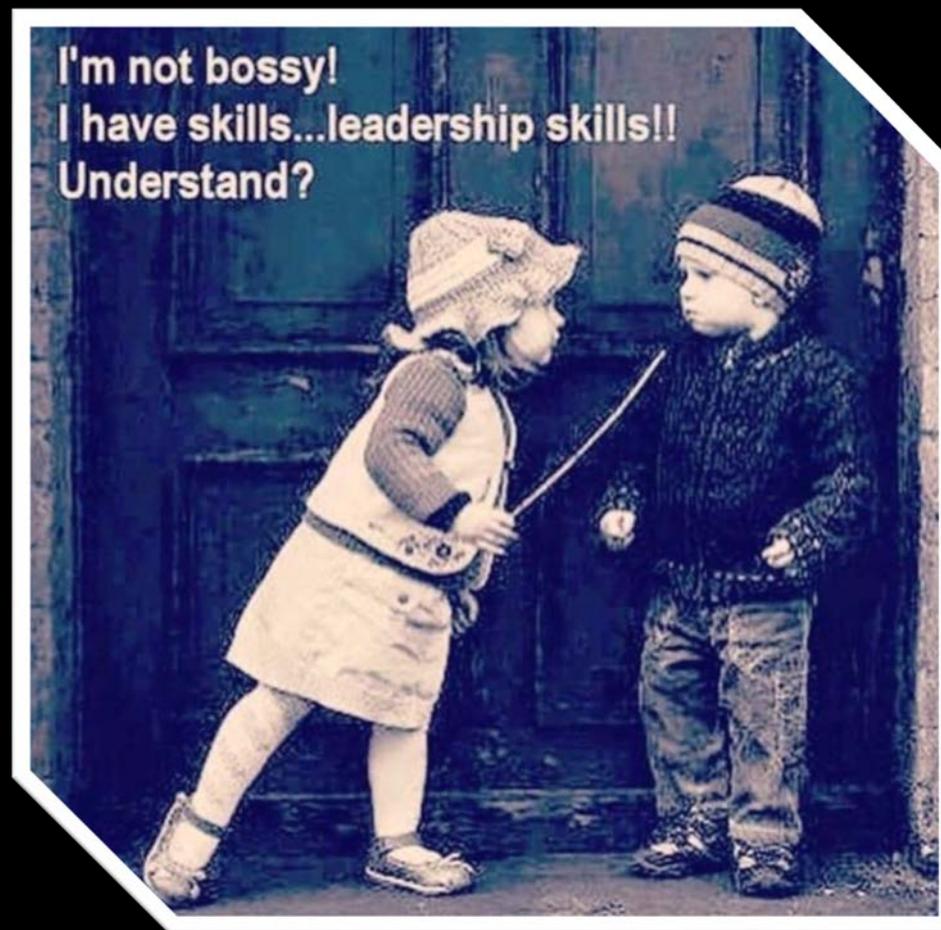
Chancellor's Remarks

Opening Day

Cypress College

August 19, 2016

I heard there's a new chancellor...

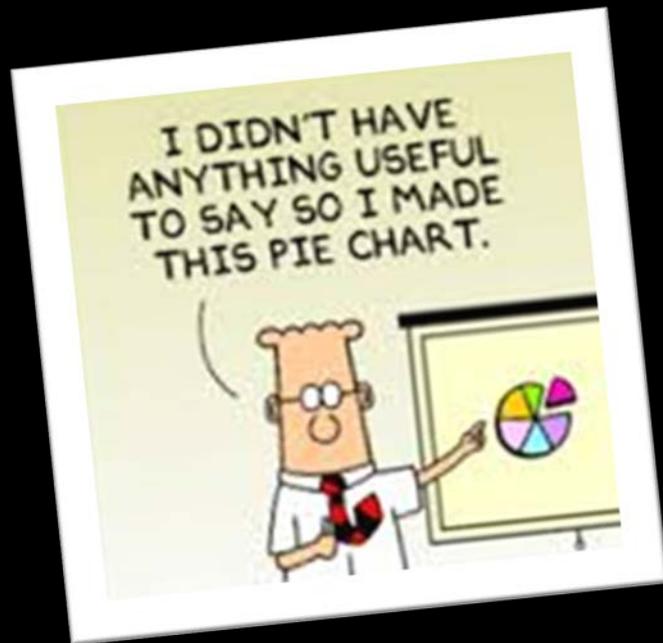




**I don't care if my
PowerPoint
presentation has
320 slides. You
are staying until
it's over.**

Key Points

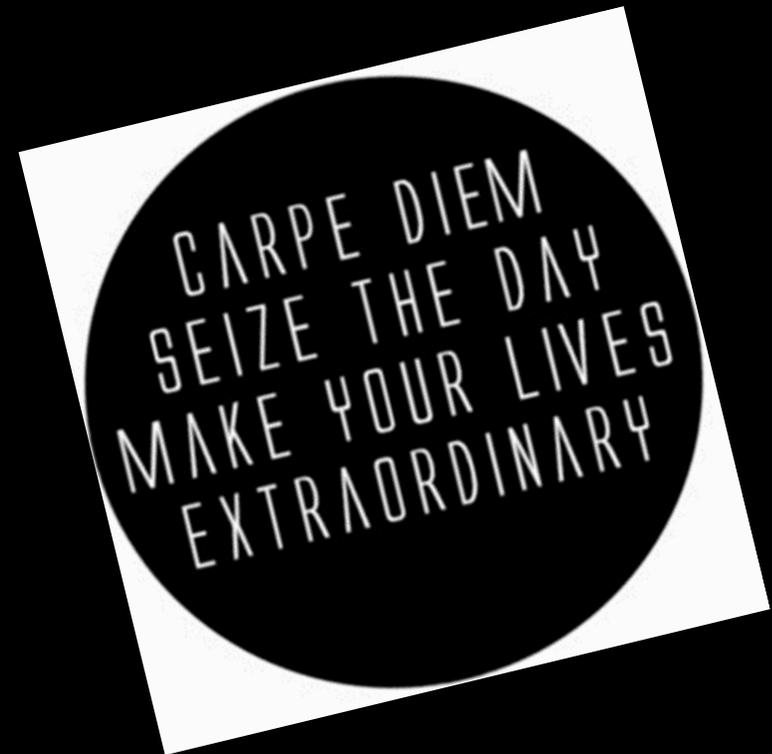
- Share my perspective, vision, and goals
- Introduce future conversations



Focus on Student Success and
Equity

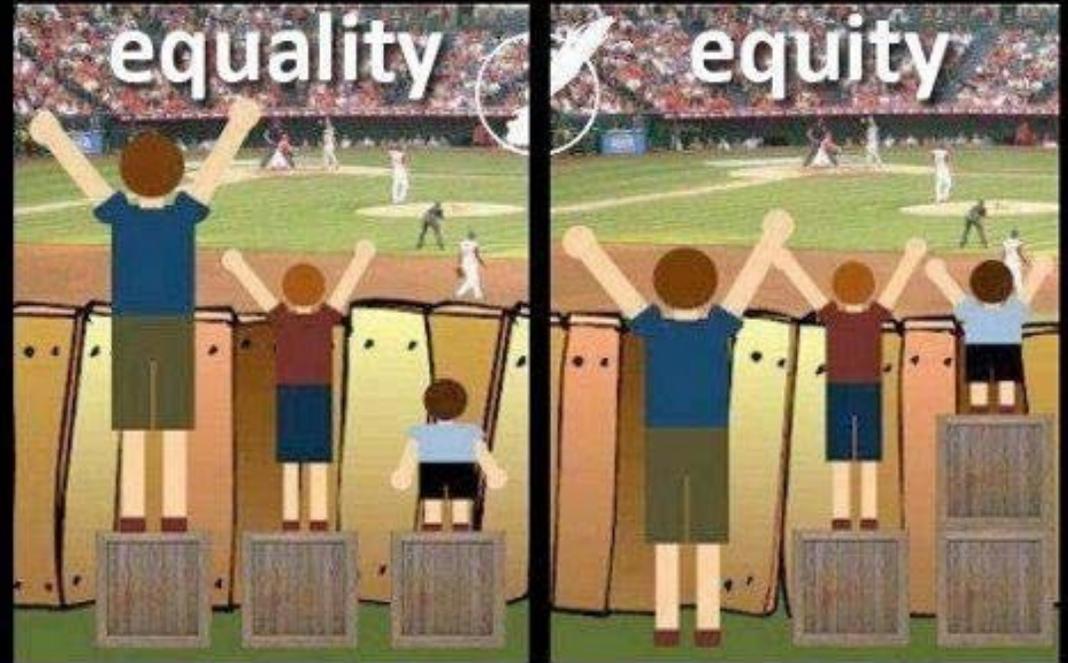
Lee Shulman & The Carnegie Foundation

- How do we construct an educational world in which success is the constant?
- Quality of instruction, social connection, the experience of success



Commitment to Equity

Sameness
vs
Fairness



Equality = SAMENESS

Equality is about SAMENESS, it promotes fairness and justice by giving everyone the same thing.

BUT it can **only work IF everyone starts from the SAME place**, in this example equality only works if everyone is the same height.

Equity = FAIRNESS

EQUITY is about FAIRNESS, it's about making sure people get access to the same opportunities.

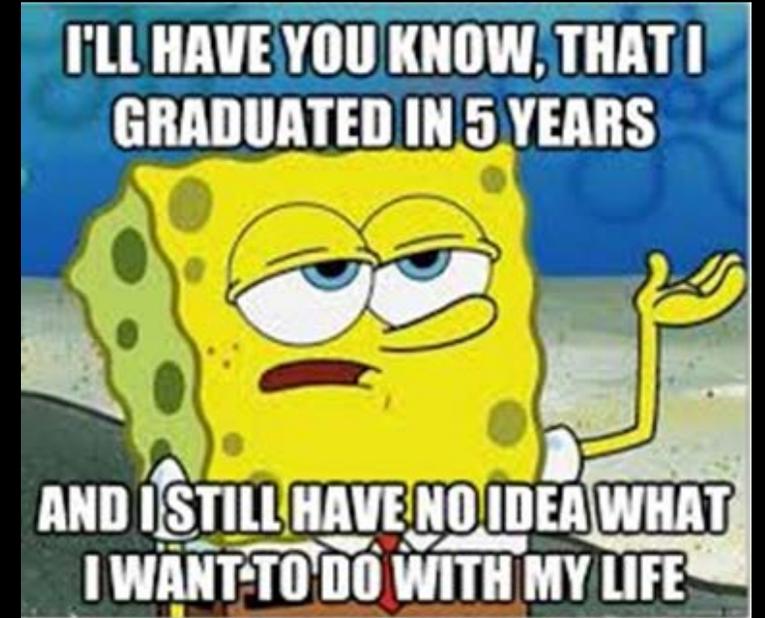
Sometimes our differences and/or history, can create barriers to participation, so we must **FIRST ensure EQUITY** before we can enjoy equality.

Declaring War on the Achievement Gap

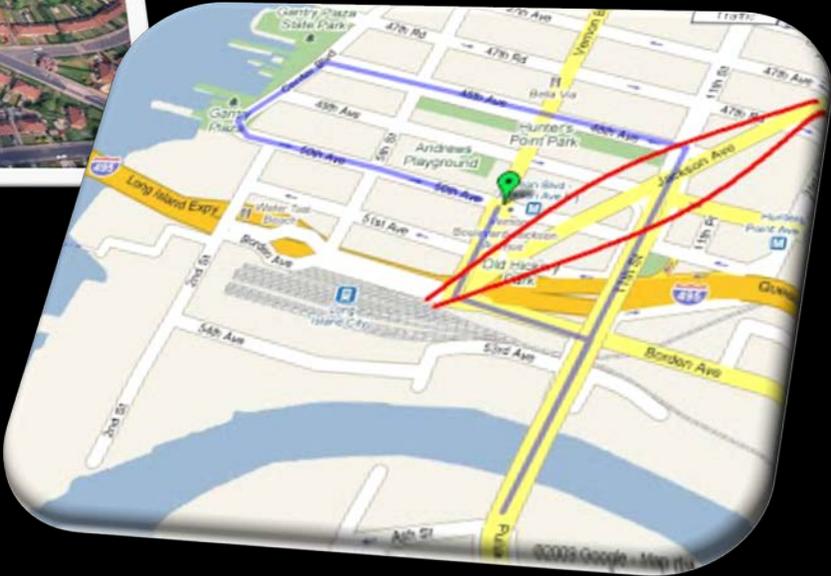
- Long-term, proactive commitment to closing the achievement gap
- Move beyond words to actions
- Developing “cultural competence” and a deeper understanding of biases and barriers
- Real, honest, courageous conversations about race, class, and disability



From Unclear Pathways...



To Clear Pathways



Engage and Retain...

If we were to retain
one more student
per section per
semester at Cypress
and Fullerton
Colleges, we could
generate enough
units for 220
associate's degrees

Based on the percentages of
degrees received, this translates to:

- 90 more transfers to 4-year institutions
- 4 more nurses
- 6 more cosmetologists
- 8 more air conditioning repair techs
- 10 automotive mechanics
- 4 more chefs
- 3 more preschool teachers

Trying Something New

- Experimentation, Creativity, Innovation
 - Do something new
 - Take action
 - Learn from mistakes

Anyone who has never made a mistake has never tried anything new.
— Albert Einstein



I believe that the most important single thing, beyond discipline and creativity is daring to dare.

— Maya Angelou

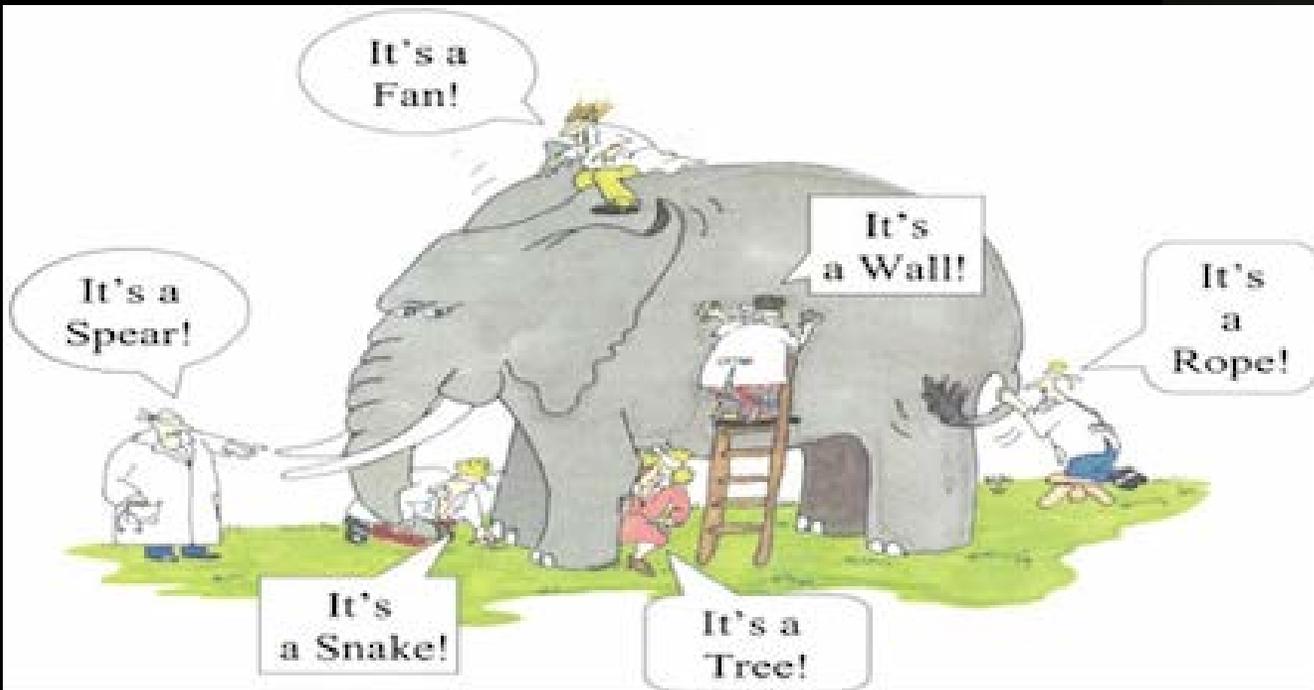
Organization Culture and Capacity

People Matter

- People are
 - the most important part of ANY organization
 - the only part that has the potential to become more valuable over time
- Growth and development opportunities
- Find joy in our work
- Have some fun
- Treat one another with civility and respect

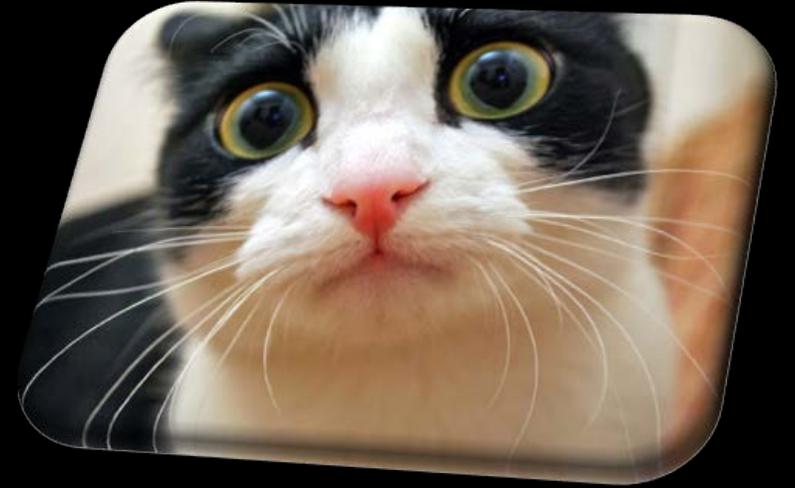


The Blind Men and the Elephant



Developing Our Organization

- Look at the entire system
- Enhance evidence based decision making
- Sponsor cross-functional teams



What's measured
improves
— Peter F. Drucker

My Proposal

- We are “revolutionary” in our efforts
 - Focus on student success and serve the region
- We practice as a community of scholars – we trust our collective wisdom while challenging our assumptions
 - Informed intuition
 - Creative action
 - Synergy
- We strengthen and develop our organization



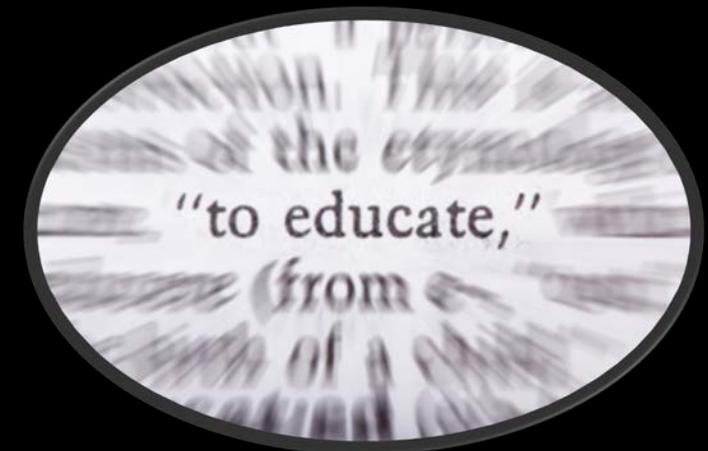
“Education is the most powerful weapon
which you can use to change the world.”

- Nelson Mandela

edutopia.org

My Responsibilities to You

- Share the big picture
- Walk the talk and earn your trust
- Seek out information and input – be visible and accessible
- Ask the right questions
- Commit to developing organizational capacity and agility
- Be myself and keep growing
- Learn from mistakes



Closing Thoughts

All labor that uplifts humanity has dignity and importance and should be undertaken with painstaking excellence.

— *Martin Luther King, Jr.*

Education is not filling a pail but the lighting of a fire.

— *William Butler Yeats*



Never doubt that a small group of thoughtful committed citizens can change the world. Indeed, it is the only thing that ever has.

— *Margaret Mead*

Let's make a dent in the universe.

— *Steve Jobs*