



Association of Chief Human
Resource Officers/Equal
Employment Opportunity
Officers (ACHRO/EEO)



ACHRO/EEO GOALS 2013-2014

The Community College League of California, the Foundation for California Community Colleges and the Association for California Community College Administrators has invited the ACHRO President plus an additional person to participate in a discussion with other California community college focused groups about leadership development within our system. The roundtable will be held November 20, 2013 in San Francisco. To prepare for that meeting, they have asked us to send responses to six questions. These are listed below with some proposed responses:

1. What are the top 3 goals for your organization?
 - a. Be a source of training and development of human resource professionals for community colleges in California.
 - b. Be a source of information for human resource professionals for community colleges in California.
 - c. Develop a strong advocacy for human resource issues within the community college system and the California legislature of California.
2. Please list 2-3 objectives your organization will undertake this year towards meeting those goals.
 - a. Develop and implement the Human Resource Leadership Academy
 - b. Develop the newly appointed Regional Consortium Commission
 - c. Develop stronger ties to other community college advocacy groups for the exchange of information and resources
 - d. Strengthen our impact on Consultation Council and legislative initiatives
3. How would your group define "leadership"?

Identifying new or current issues in which our professional expertise can play a critical role to build a foundation for student success in California community colleges then develop and implement a plan of action.
4. What are your planned leadership events for the next year? Please include dates and locations
 - a. ACHRO Conference: October 16 – 18, 2013, Newport Beach, California
 - b. HR Leadership Academy: April 2014 in Sacramento, July 2014 in Cerritos and October 2014 in Sacramento or Northern California

5. What does your organization see as the biggest obstacles to leadership development in the system (other than funding)? The biggest opportunity?
 - a. Continuity of leadership networking; too often we have the one-year elected officers who develop a network within their organization and do not have the opportunity to develop the network outside their organization into effective state-wide connectivity.
 - b. Meeting like the one for November 20th; advocacy groups sharing their goals and objectives so there can be mutual support and conflict avoidance; coordination of administrative state-wide staff development; ensuring the affordability of staff development initiatives; coordination of legislative advocacy.

6. Who within the system does your group serve?

Human resource professionals touch all employees of community colleges within the State through staff development, evaluation and budget; we affect external constituencies through communicating our goals through part-time employment and potential employees; if there are staff development initiatives meant to touch all community college employees then human resource professionals are an important pathway; evaluations and personnel are becoming a focus for accreditation in which local human resource professionals are a critical pathway; 84% to 90% of all community college budget resources pay for human resources which are connected through the hiring or management by human resource professionals.