



Welcome!

Welcome to the 2024 ACHRO/EEO Annual Conference! I am genuinely excited to reconnect with familiar faces and to meet new colleagues over the next few days. This conference presents a fantastic opportunity for us to engage, learn, and grow together as a community dedicated to advancing our field.

I want to extend my heartfelt gratitude to the ACHRO/EEO Training Committee for their exceptional creativity and leadership in designing this year's conference. They have worked tirelessly to curate a diverse lineup of workshops that address a variety of topics relevant to our work. Each day promises to be filled with valuable insights, and I can't wait to hear the wonderful presentations and share in the collective knowledge and experience we have in this space.

I also want to take a moment to recognize our conference partners and sponsors. Your support is invaluable, and many of you have stood by ACHRO/EEO for years, helping us grow and thrive. Thank you for your continued commitment! I'm also thrilled to welcome our new sponsors to the ACHRO/EEO family. Your partnership is essential as we work together to enhance our resources and opportunities in the field of human resources.

As we embark on this busy schedule of workshops and activities, I encourage you to make the most of your time here. Networking is a vital part of our conference experience. Take the time to meet new people, reconnect with familiar faces, and share your experiences. This is a wonderful opportunity to ask questions, engage in problem-solving discussions, and truly get to know the ACHRO/EEO family.

Please be sure to visit the Vendor Booths! It's important to familiarize ourselves with the vendors who support our work. They offer not only fun swag but also valuable information about how they can assist you in your districts. Building these connections can make a significant difference in our roles and help streamline our efforts in HR.

Lastly, I want to emphasize the importance of self-care during our time together. The conference can be overwhelming, so take breaks to stretch, snack, and reflect on what you've learned. Don't forget to enjoy yourselves and make the most of this experience. I look forward to an inspiring and enriching conference, and I can't wait to see all of you in action!

Charo Albarran
ACHRO/EEO President 2022 - 2026



Dr. Tre'Shawn Hall-Baker

Vice President/President Elect 2024-2026



Dr. Hall-Baker is a passionate advocate for people-centered practices. She currently serves as the Vice President/President Elect of the Association of Chief Human Resources Officers (ACHRO) and a co-lead to the ACHRO Academies, where her visionary leadership and commitment to empowering others to excellence are her leading motivators.

In her role as the Dean of Human Resources at Santa Monica College, Dr. Hall-Baker has demonstrated an unwavering dedication to fostering a supportive and inclusive work environment. Her innovative approach and strategic mindset have significantly contributed to the college's success in building a fair and equitable organizational culture. Additionally, Dr. Hall-Baker is the Chair of the Personnel Commission at Los Angeles Community College, where she plays a crucial role in shaping policies and practices that enhance the professional experiences of Classified Professionals.

Beyond her professional achievements, Dr. Hall-Baker is a devoted mother, daughter, sister, and wife. Her personal values are deeply intertwined with her professional ethos, as she is known for putting people first and working tirelessly to support those she serves. Dr. Hall-Baker's dedication to her family and her community is a testament to her character and commitment to making a positive people-centered impact.



Juliana Mosier

Immediate Past President 2022-2026



Ms. Mosier currently serves as the Vice Chancellor, Human Resources for the State Center Community College District (SCCCD). She is responsible for strategic planning and direction for the District's comprehensive human resources and employee relations programs, including recruitment, classification and compensation, benefits, workers' compensation, leaves and accommodations, employee relations, Title IX, equal employment opportunity, and districtwide staff development. She also serves as the District's Chief Negotiator in the collective bargaining process and she is the immediate Past President of the Association of Chief Human Resources Officers/Equal Employment Officers (ACHRO/EEO).

Prior to joining SCCC as its Vice Chancellor of Human Resources in January 2017, Ms. Mosier served as the Supervisor, Human Resources for Pasadena City College. Ms. Mosier began her career in the California community college system at College of the Canyons.

Before moving into the public sector, Ms. Mosier worked in Human Resources in the private sector for more than 10 years. She began her career as a Human Resources Administrator in the corporate office of a publicly-traded, international information technology training company.

Ms. Mosier has strong familial connections to the California Community College system; both of her parents attended Glendale Community College and her sister and brother-in-law are tenured faculty members at College of the Canyons.



Rian Medlin

Secretary/ Treasurer 2024-2026



Dr. Medlin serves as the Treasurer of ACHRO/EEO, where she oversees the organization's budget. She holds a Bachelor's degree in Art History from San Diego State University, a Master's degree in Political Science from California State University, Northridge, and graduated summa cum laude with an Ed.D. in Organization Change and Leadership from the University of Southern California in 2019.

Before joining the Santa Clarita Community College District, she held various positions within the California State University system, including Director of Faculty Affairs and Associate Director of Academic Employee Relations at CSU Channel Islands, as well as Faculty Personnel and Compensation Analyst at CSU Northridge.

Initially hired as a Sr. HR Generalist (Faculty) in September 2014 with the Santa Clarita Community College District, she quickly transitioned to Interim HR Manager and secured the permanent HR Manager position in 2016. In 2017, she was reclassified as HR Director, Recruitment and Employee Services, managing daily operations and supporting HR inquiries. In 2021, she became Interim Assistant Superintendent/Vice President of Human Resources, a role she assumed permanently in 2023.

*ACHRO would like to also recognize
the contributions of the following
Executive Board Members:*

*Eric Ramones- Representative, Bay 10
Diane Fiero- Co-Chair Legislative Affairs
Jennine Stokes- Former Treasurer*

ACHRO/EEO 2023-2024 Chair Positions and Regional Representatives



David A. Betts - Representative, Central 14

David has been serving as Vice President of Human Resources and Employee Relations for Monterey Peninsula College since October 2021. Prior to joining MPC, David served for eight years as Director of Employee and Labor Relations for the Chabot-Las Positas Community College District. David also served nearly nine years in the Peralta Community College District.

David's career in higher education HR started in 2002 at the University of California, Office of the President in Oakland as an HR Specialist. He has also served as an adjunct instructor at Laney College.

Prior to entering the world of higher education, David served in the US Army in Military Intelligence, and is a two-time graduate of the Defense Language Institute, Foreign Language Center in Monterey, CA. David is also a Gulf War veteran.

David earned a bachelor's degree from Excelsior College in Liberal Studies and a master's degree in Human Resources Management from Golden Gate University. He also serves on the Board of Directors for the Association of California Community College Administrators (ACCCA).

David was born and raised in St. Louis, MO, but has lived in California since 1995.



Tammy Few- Representative, Southern 30

Tammy Few, Vice Chancellor, Human Resources and Employee Relations, is an accomplished human resource professional with over 27 years of experience in the field. With expertise in all areas of HR management, she has held positions at several higher education institutions, including UC Riverside, Missouri State, Beloit College, and Elgin Community College. Her skills include managing change, implementing best practices, and HR infrastructure, resulting in successful cultures of collaboration and workforce excellence.

Tammy is highly regarded for her knowledge and expertise in the field, particularly in managing change and implementing best practices. She has been instrumental in creating a collaborative work culture that encourages workforce excellence.

With a solid educational background, including an MBA in Human Resources Management from Benedictine University and a bachelor's degree from Judson University, Tammy is also certified as a Senior Certified Professional, Senior Professional in Human Resources, and Certified Labor Relations Professional.

ACHRO/EEO 2023-2024 Chair Positions and Regional Representatives



Nekoda Harris - Representative, Bay 10

Nekoda Harris, a California native, has called Atlanta, Georgia, and the San Francisco Bay Area her home for the past 15 years. Since 2001, she has led a variety of human resources programs and organizational initiatives in both public and private sectors. Presently, she serves as the Executive Director of Human Resources, EEO Officer, ADA and Title IX coordinator at Marin Community College District. Additionally, she was appointed as the Bay 10 representative on the ACHRO board in 2019.

With a wealth of experience as an accomplished Executive Director of Human Resources, spanning over a decade, Nekoda excels in shaping and overseeing Human Resources functions across diverse sectors. She is renowned for establishing fair employee relations frameworks and leading diversity, equity, inclusion, and accessibility (DEIA) programs that have notably enhanced workforce diversity. She skillfully navigates complex personnel issues, enhances risk management practices, and maintains strong relationships with stakeholders. Nekoda is acknowledged for her strategic thinking, goal-driven approach, and outstanding collaborative and leadership abilities.



Lauren Elan Helsper - Chair, EEO/Equity/Inclusion

Hello ACHRO! My name is Lauren Elan Helsper and I am Assistant Superintendent/Vice President, People, Culture, and Talent (formerly known as Human Resources and Employee Relations) and Title IX Coordinator for the Antelope Valley Community College District. This is my first year on the ACHRO Board and am thrilled to serve as the ACHRO DEIA/EEO Representative. As the ACHRO

DEIA/EEO representative, some of my responsibilities include chairing the ACHRO DEIA Champion Award Committee, serving as the ACHRO delegate on the CCCC EEO Committee and assisting with training/development activities for ACHRO. I am honored to be serving in this role and partnering with my colleagues throughout the state on this important work.

Additionally, I also serve as one of the chairs/instructors for the ACHRO Emerging CHRO Academy. The ACHRO Academies have been instrumental in my development and growth as a professional and it is my privilege to share my knowledge and experience with others.

I am looking forward to seeing you at the conference this year. If there is anything I can do to be of support or assistance, please do not hesitate to contact me at lauren.elanhelsper@avc.edu.

ACHRO/EEO 2023-2024 Chair Positions and Regional Representatives



Julie Kossick - ACHRO Legislative Liason

Julie Kossick is the Associate Vice Chancellor, Human Resources, at North Orange County CCD.

She is a licensed attorney with over twenty years of Human Resources expertise and has the unique experience of representing the employer and employee in every aspect of employment.

Expertise in negotiations, ADA, accommodations, workforce development, Title IX, unlawful discrimination, investigations, developmental disabilities, training, employee benefits, staff development, labor relations, classification and compensation, organizational planning, and communications strategy.



Dr. Flavio Medina-Martin - Representative, Southern 30

Hello ACHRO, my name is Flavio Medina-Martin, and I currently serve as the Secretary of Southern 30 and am a member of the ACHRO Leadership Team. I'm actively involved with the ACHRO Training Committee and lead our ACHRO Town Hall Dialogues.

In my professional role, I have the honor of serving as the District Director for Diversity, Culture, and Inclusion at North Orange County Community College District in Southern California. As a proud community college alum, I hold an AA from Mt. San Antonio College, a BA from California State University, Long Beach, an MPA from the University of La Verne, and recently completed my Ed.D. in Higher Education from Azusa Pacific University.

I look forward to collaborating and engaging with all of you in our shared mission.

ACHRO/EEO 2023-2024 Chair Positions and Regional Representatives



Dr. Sokha Song - Representative, Southern 30

Dr. Sokha Song, a California native, has over 16 years of human resources experience in the California Community College system. Born and raised in San Diego, he currently calls Orange County home. Sokha is the Vice President of Human Resources at Mt. San Antonio College, the largest single-campus community college district with over 74,000 students and has been there for over seven years. As the current elected Chairperson for Southern 30, Sokha serves as a representative on ACHRO's Executive Board. At Mt. SAC, Sokha is the lead negotiator representing the district with three bargaining units (two CSEAs and the Faculty Association). In the past seven years, he developed and maintained strong working relationships on all labor relations matters with all three bargaining units and two meet-and-confer groups. In addition, Sokha has led major DEIA initiatives at Mt. SAC and was successful in implementing DEIA initiatives and changes to labor contracts, Board Policies, and Administrative Procedures and, as a result, increased DEIA as part of the work and culture of the College. He is recognized for his leadership abilities, collaborative win-win approaches, and creative problem-solving skills.



Dr. Marianne Williams- Representative, North 14

Marrianne Williams is thrilled to represent North 14 on the ACHRO Executive Board, bringing her deep passion for Human Resources to the forefront. She views HR as the "heartbeat" of any organization, believing that effective people management is crucial for fostering a positive workplace culture.

As the Associate Vice President of Human Resources, Dr. Williams combines her extensive experience and education to enhance organizational effectiveness. She holds a doctorate in Educational Leadership from the University of California, Davis, and Sonoma State University, as well as a master's degree in Curriculum and Instruction from California State University, Chico. Before joining Shasta College, she served as an Administrator and English teacher in a high school district,

Dr. Williams is excited to contribute her expertise and insights to the ACHRO community.



*Thank You for Attending the ACHRO/EEO
2024 Fall Training Institute!*

*New date for
ACHRO/EEO 2025 Fall Institute
September 23-26, 2025*

Westin South Coast Plaza, Costa Mesa, CA

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