



**ASSOCIATION OF CHIEF HUMAN RESOURCES OFFICERS**

**ACHRO 2025 NEWSLETTER**

## **PRESIDENT'S WELCOME**

***Greetings California Community College HR Leaders,***

I'm thrilled (and yes, a little proud!) to step into the role of President of ACHRO/EEO. It's a true honor to serve alongside such an inspiring community of HR professionals, each of you dedicated to advancing the mission of the California Community College system with heart, purpose, and hustle.



A bit about me: My career has been rooted in championing people-first cultures, creating meaningful connections, and helping individuals and organizations reach their full potential. I believe HR is the pulse of our colleges that is steady, responsive, and essential. Whether we are facilitating change, sparking innovation, or simply showing up with empathy, we play a critical role in keeping our campuses strong.

As I begin this journey as your president, I come with open ears, a full heart, and a deep commitment to leading with empathy, intention, and care. Together, I know we can continue to grow a thriving, inclusive, and supportive ACHRO/EEO community.

Looking ahead, I'm especially excited for this year's Annual Conference—it's going to be a vibrant celebration of our collective strength, resilience, and the power of working together. Whether you are a seasoned leader or just beginning your HR journey,

you belong here.

This conference is where we lift one another up, share hard-earned wisdom, and walk away recharged and ready for what's next. If you're attending, please come say hello—I can't wait to connect with you!

With appreciation and excitement,  
**Tre'Shawn Hall-Baker, Ph.D.**  
President, ACHRO/EEO



## **PAST PRESIDENT'S MESSAGE**

As I transition into the role of Past President of ACHRO/EEO, I am filled with profound gratitude and pride for the journey we have shared. Serving as your President has truly been one of the greatest honors of my career, and I will always carry with me the memories of the connections we built, the growth we experienced, and the progress we achieved together.

Over the past year, I have witnessed the unwavering dedication of our members to advancing equity, diversity, and inclusion across California's community colleges. Your commitment to fostering welcoming and just environments for students, staff, and communities has been both inspiring and humbling. It is a powerful reminder that the work we do extends beyond policy and practice—it touches people's lives, shapes their dreams, and opens pathways to brighter futures.

I would also like to extend my deepest appreciation to the ACHRO/EEO Training Committee for their outstanding leadership and creativity in shaping this year's conference. Their tireless efforts and thoughtful planning have resulted in a diverse and dynamic program that reflects the very heart of our mission.

As I look ahead, I do so with great hope and confidence in the continued strength of this community. The passion, wisdom, and resilience of our members ensure that ACHRO/EEO will not only carry forward the work we've begun but will also find new and innovative ways to lead with equity at the center. I am excited to see the remarkable impact we will continue to make—together.



## ***VICE PRESIDENT/PRESIDENT ELECT WELCOME***



I am honored and thrilled to step into the role of Vice President/President Elect for the Association of Chief Human Resource Officers (ACHRO).

As Vice President of Human Resources at Cerritos College and an instructor for the Emerging CHRO academies, I've had the privilege of working alongside passionate and visionary HR leaders who are deeply committed to advancing equity, excellence, and innovation across our institutions.

This new role allows me to support CHROs at a system-wide level—amplifying our collective voice, fostering collaboration, and championing the strategic impact of human resources in higher education. I am eager to hear from each of you, learn from your experiences, and work together to shape the future of our profession.

Let's continue to build a strong, inclusive, and forward-thinking HR community. I look forward to collaborating with all of you.



## ***SECRETARY/TREASURER'S MESSAGE***

Hello ACHRO! My name is Elena Rodriguez, and I currently serve as the Executive Director of Employee Relations, Professional Development, and Diversity at Palo Verde Community College District.

I am proud to have begun my journey in community colleges as a student worker and grown through the ranks to now serve in executive leadership. Over the past seven years in Human Resources, I have built progressive experience across recruitment, employee relations, classification and compensation, labor negotiations, equal employment opportunity, and professional development.

As a first-generation college graduate with a Bachelor of Science in Business Administration from the University of California, Riverside, and a Master of Human Resource Management from Ashford University, I am deeply committed to fostering equitable, inclusive, and people-centered practices.

My path reflects the opportunities community colleges create, and I am honored to give back to the system that gave so much to me. I'm thrilled to serve ACHRO in the Treasurer/Secretary role.



I look forward to collaborating and engaging with all of you!

## Ronald (Ron) Cataraha, Founder, Association of Chief Human Resources Officers

It is with deep respect and aloha that we honor the life and legacy of Ron Cataraha, one of the founding members of the Association of Chief Human Resources and Equal Opportunity Officers (ACHRO/EEO) and a visionary leader in the California Community College system.

As part of the founding force behind ACHRO/EEO, Ron established a professional community rooted in collaboration, leadership, and equity. His vision created a lasting framework that continues to guide human resources professionals in the California Community College system in their service to students, faculty, and staff.



Throughout his career, Ron embodied the principles of fairness, dignity, and inclusion. He was widely recognized for his ability to balance the complexities of human resources leadership with compassion and wisdom. His dedication not only elevated the HR profession but also strengthened the California Community Colleges system as a whole. He advocated for all HR professionals to have a voice at the highest level and was able to secure a seat for ACHRO/EEO on consultation council!

Born of Hawaiian heritage, Ron carried forward the values of *'ohana* (family), *kuleana* (responsibility), and *aloha* (love and respect) in both their personal and professional life.

His presence was a source of inspiration to colleagues and friends alike, and his *mana* (spirit) will continue to guide those who follow in his footsteps.

The ACHRO/EEO community, along with countless colleagues and friends, mourns this profound loss while celebrating the enduring legacy that Ron leaves behind. His work will continue to shape and inspire generations of human resources leaders in the California Community College system. In recognition of their extraordinary contributions, ACHRO/EEO will honor Ron at the ACHRO/EEO Conference on September 23, 2025.

## ACHRO BOARD OF DIRECTORS-NORTH 14 REPRESENTATIVES



Charo L. Albarran  
Napa Valley College

Charo L. Albarran holds the position of Assistant Superintendent/Vice President of Human Resources at Napa Valley College and serves as Past President of ACHRO and member of ACHRO's North 14 regional representative.

Dr. Marianne Williams  
Shasta College

Dr. Marianne Williams is the Associate Vice President of Human Resources at Shasta College and serves as the co-chair for ACHRO's North 14 group. With a strong commitment to equity and inclusion, Her leadership in the North 14 group fosters collaboration and professional development among HR professionals in the region. Marianne is dedicated to advancing ACHRO and its mission throughout the California Community College system.



## ACHRO BOARD OF DIRECTORS-BAY 10 REPRESENTATIVES

My name is Nekoda “Nikki” Harris, and I currently serve as the Vice President of Human Resources, EEO Officer, ADA Coordinator, and Title IX Coordinator at Marin Community College District.

I’ve been honored to contribute to the field of human resources for over two decades, with a focus on fostering inclusive, equitable, and accessible workplace environments. Since 2019, I’ve proudly represented the Bay 10 region on the ACHRO Board, where I collaborate with HR leaders across California to advance strategic initiatives, share best practices, and support professional development within our community college system.



Jennifer Druley is a lifelong Californian and proud East Bay (Northern California) resident, with over 15 years of human resources leadership experience in the California Community College system. She currently serves as the Vice Chancellor of Human Resources at Chabot-Las Positas Community College District, where she leads districtwide efforts in employee and labor relations, DEIA strategy, and organizational planning.



Jennifer serves as Chair of the Bay 10 and represents the region on the ACHRO Board. A proud graduate of the inaugural cohort of ACHRO’s HR Leadership Academy, she values professional development and peer collaboration as critical tools for advancing the profession. She also contributes to statewide leadership development through her service as a Campus Representative for ACCCA and has participated in several ACCCA programs focused on

executive leadership and operational excellence.

Known for her thoughtful, equity-minded approach, Jennifer brings a combination of strategic vision and practical insight to her work. She is recognized for her ability to build trust, align systems with values, and support inclusive practices that promote employee well-being and student success.



## ACHRO BOARD OF DIRECTORS - CENTRAL 14 REPRESENTATIVES

I am David Betts, and I currently serve as Vice President of Human Resources and Employee Relations for Monterey Peninsula Community College District (MPC). My role in ACHRO is as one of the representatives for the Central 14 college Districts.

I am just shy of four years in this current position. Prior to coming to MPC, I served eight years as Director of Employee and Labor Relations at Chabot-Las Positas Community College District.

Prior to that, I served just shy of nine years at Peralta Community College District in various HR roles, including Director of Human Resources. I am also a proud Army veteran of 15 years.



Kelly Avila  
Merced College

Kelly Avila holds the position of Vice President of Human Resources at Merced College and serves as a member of ACHRO's Central14 regional representative.



## **ACHRO BOARD OF DIRECTORS-SOUTHERN 30 REPRESENTATIVES**

Tammy Few, is the Vice Chancellor of Human Resources and Employee Relations for Riverside Community College District. She is an accomplished human resource professional with nearly 30 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.



Dr. Flavio Medina-Martin, currently serve as the Secretary of Southern 30 and am a member of the ACHRO Leadership Team. He is actively involved with the ACHRO Training Committees, has led our ACHRO Town Hall Dialogues and is and continues to be an advocate for HR, DEIA and PD practitioners. He currently serves as the District Director, Diversity, Culture, and Inclusion, under the District's Chancellor's Office at North Orange County Community College District in Southern California.

As a proud community college alum, he holds 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 Ed.D. in Higher Education from Azusa Pacific University.

In addition, he is a certificated conflict resolution and workplace Mediator. He thoroughly enjoys and thrives in collaborative and engaging spaces.



## ACHRO BOARD OF DIRECTORS-SOUTHERN 30 REPRESENTATIVES

Dr. Sokha Song, a California native, has over 17 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



Kristin Olson holds the position of Vice Chancellor of Human Resources at Rancho Santiago Community College District and serves as a member of ACHRO's Southern 30 regional representative.

Miranda Zamudio holds the position of Interim Assistant Superintendent/Vice President of Human Resources at College of the Canyons and serves as a member of ACHRO's Southern 30 regional representative

# ACHRO BOARD OF DIRECTORS-CHAIRS

Brittany Grice, JD, currently holds the position of Vice President of Human Resources at Glendale Community College and serves as our Co-Chair-Legislative Advocacy



Julie Kossick, JD, has worked as an advocate in public education beginning in 1995. Since 2014 Kossick has served the North Orange County Community College District as the Associate Vice Chancellor, Human Resources. From 2006 - 2014 Julie worked as the District Director of Human Resources for Long Beach Community College District. From 1995-2006 Kossick worked for California School Employees Association and served as the Field Director of the Rancho Cucamonga Field Office. Kossick is a licensed attorney with the

State Bar of California since 1995.

Kossick has served on numerous local and statewide organization including serving as the Chair of Sothern 30 from 2013 - 2016 and the Chair and Vice Chair of the Equal Employment Diversity and Equity Consortium (EEDEC) 2012 - 2016. Legislative Community College League of CA Advisory Committee on Legislation 2019 to current. ACHRO Co-Chair - Legislative Advocacy from 2019-current.





Nekoda Harris holds the position of Vice President of Human Resources at College of the Marin and holds several seats within our ACHRO Leadership. In addition, she is the Chair-2026 ACHRO Conference



Welcome to the 2025 ACHRO Annual Conference! My name is Dr. Lauren Elan Helsper and I am the Assistant Superintendent/Vice President, People, Culture, and Talent at Antelope Valley College. I have been at AVC for over 2 years and have also had the privilege of serving the COC and Cerritos College communities.

Prior to my entrance into the California Community College sector, I worked at the University of Southern California for 10-years in human resources, Title IX, threat assessment, and student crisis response and wellbeing. Once I joined the CCC family however, I knew that the Community College sector is where I want to spend the rest of my career!



I am a member of the ACHRO Board of Directors and serve as the Chair of the DEIAA Champion Award committee and a co-facilitator of the ACHRO Emerging CHRO Academy.

Please say hi when you see me around at the conference as I love getting to meet new people. Rock on ACHRO, we truly all are HR Superheroes!



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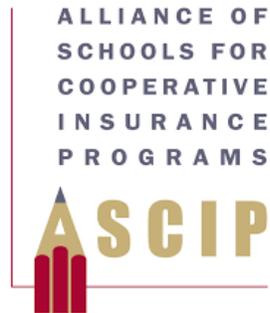
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