Navigating the Seas of Change

A 20-Year Retrospective from an RP Practitioner
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1. The personal context of my sea-change
2. The changing nature of the RP Group
3. The changing nature of professional development
4. Pioneer RP’ers in CEO-land
5. The growing role for RP’ers at the decision table
My Early Years of Professional Development

The narrow path: political science
Learning the ropes as a researcher
The RP Summer Institute 2002
The Importance of PD

IMHO: Best professional organization
Supportive culture
Inquiry & improvement
Willingness to change
The Importance of RP

Basic Skills Poppy Copy, 2007
Accreditation Reform, 2011
Student Success Funding Formula, 2012
Leading from the Middle, 2012
Student Support (Re)Defined, 2014
MMAP & Placement Rules, 2017
The Importance of RP People

Increase in Classified Managers and Professionals Employed in CCC Planning & Policy-Making Jobs, 2007 and 2017

189.8
2007

265.2
2017

Source: Chancellor’s Office Data Mart: Employee Classification Files, 2007 and 2017

77% increase in classified administrators between 2007 and 2017
The Importance of People

AKA: The slide with some of the people I treasure...(Fred, Ken, Craig, Terrence, Patrick, Laura, Priya, Linda, Bri, Alyssa, Gregory², Tina, Erik, Daylene, Darla, Daniel, Brian, Kathy, Bob², John, Keith, Sabrina, KC, Alice, Ted, Denice, Chris, Pam, James, Jake, Megan, Steve, Leila, Doreen, Mallory, Michelle², Jeremy, Gio, Loris, Rajinder, Baba…
Taking the Leap

Taking a pay-cut to reduce stress
Learning how the college runs in instruction
Learning how to evaluate staff & faculty
Providential intervention
Deploying the Skills

Analyzing data for enrollment planning
Analyzing data for strategic budget cuts
Finding ways to serve statewide
Thriving through Failure

Accreditation sanction
FTES over-reporting
The importance of apology & empathy
Following the Lead of Others

Other RP Professionals as CCC Presidents (Eva Bagg, Andreea Serban, Raul Rodriguez, Kathy Hart, Daniel Peck, & Gregory Anderson)
Why more will follow...
Your growing role

Analytical tools play well beyond “minor leagues”
Leadership through data coaching
IR&P’s central role in our colleges
Professional help getting there
Why more will follow...
Your growing role part 2

Need for statewide voice
Greater participation in consultation
Smarter decisions on metrics & planning
Conclusion

My sea change is unique but repeatable
Your role is important – branch out
Don’t forget to laugh
Thank You!