

HANDBOOK

WELCOME TO CCLC

What is CCLC?

Community College Leadership Champions was established in 2004, under the vision and sponsorship of Joyce Tsunoda and the Tsunoda Community College Leadership Development Fund.

What is the mission of the CCLC?

The mission of the University of Hawaii Community Colleges Leadership Champions (CCLC) is to identify, encourage, develop, and support the next generation of community college leadership.



JOYCE TSUNODA

Who are the CCLC Members?

The members are comprised of representatives from the seven community colleges who share an interest in leadership and learning. Each years' members are collectively known by their "Generation" number.

Benefits:

- Network with other professionals from other UHCC campuses
- Meet and learn from the various leaders within our UH System
- Develop leadership, organizational, communication, and team building skills
- Attend a national conference on leadership to further your skills

















TO OUR CCLC LEADERS

To Kaua'i Chancellor Helen Cox,

Mahalo nui loa for your guidance and support as we navigate through our journey within the UHCC system and beyond. We are blessed to have you as our mentor and friend.

To Cammie Matsumoto,

Mahalo nui loa for your support in planning, organizing and the attention to details. The journey was smooth sailing because of your thoughtfulness.

To Joyce Tsunoda,

Mahalo nui loa for envisioning the leadership potential in all employees of the University of Hawaii Community Colleges.

Sincerely,

CCLC Generation 13

Billie Jones

Hawai'i CC

Dean Crowell

Honolulu CC

Grant Itomitsu

Kapi'olani CC

Tammie Napoleon

Kaua'i CC

Gholam Khaleghi

Leeward CC

Keali'i Ballao

UH Maui College

Makanani Sala

Windward CC





PHONE LIST

CCLC GENERATION 14

Campus	Champion Member	Phone Number	Email
Hawai'i CC			
Honolūlū CC			
Kapʻiolani CC			
Kaua'i CC			
Leeward CC			
UH Maui College			
Windward CC			
UHCC System			

CCLC COORDINATORS

Name	Phone Number	Email
Helen Cox - Chancellor Kaua'i Community College	(808) 346-8236	helencox@hawaii.edu
Cammie Matsumoto Special Projects Coordinator	(808) 346-2876	cammie@hawaii.edu



FIRST MEETING: YOUR EXPECTATIONS

1)	What are your expectations of being a member of the CCLC?
2)	What is your own personal definition of leadership?
3)	What leadership qualities do you see in yourself?
4)	What form of leadership qualities do you admire in others?



NATIONAL CONFERENCE

1)	Provide general feedback on the conference overall				
2)	What session(s) did you attend that you feel would be beneficial to you and yo campus?	ur			
3)	Would you recommend the next CCLC Generation consider going to the conference? Why not or why?	nis			



LAST MEETING: PERSONAL REFLECTION

1)	Looking back, how would you explain your experience as a member of CCLC to someone interested in joining?
2)	Has your philosophy of leadership changed or has it solidified your original ideas?
3)	What did you find most beneficial in being part of the CCLC?



HAWAI'I COMMUNITY COLLEGE



CHANCELLOR: DR. RACHEL SOLEMSAAS

KE ALA NU'UKIA (MISSION STATEMENT)

Hawai'i Community College (Hawai'i CC) promotes student learning by embracing our unique Hawai'i Island culture and inspiring growth in the spirit of "E 'Imi Pono." Aligned with the UH Community Colleges system's mission, we are committed to serving all segments of our Hawai'i Island community.

PREVIOUS CCLC MEMBERS

Generation 1: Lou Zitnik

Associate Professor, English - Retired

Generation 2: Donnalyn Kalei
Assistant Professor, Aministration of Justice

Generation 3: Helen Nishimoto Associate Professor, Career and Job Development Center

Generation 4: Tammy Tanaka

Secretary to the Associate Dean for Research,

UH Hilo

Generation 5: Kate Sims

Associate Professor, Hawai'i CC Pālamanui

Generation 6: Sherri Fujita

Generation 7: Christine Quintana Assistant Professor, Counseling and Support Services Center

Generation 8: Anne Chung

Assistant Professor, Business Technology

Generation 9: Sam Giordanengo

Assistant Professor, History

Generation 10: Dorinna Manuel-Cortez

Registrar, Admissions and Records
Generation 11: Monica Burnett

Education Specialist, Hawai'i Life Styles

Generation 12: Carrie Mospens

Instructor, English

Generation 13: Billie Jones

Instructor, English



HONOLULU COMMUNITY COLLEGE



CHANCELLOR: ERIKA LACRO

KE ALA NU'UKIA (MISSION STATEMENT)

Honolulu Community College provides accessible educational opportunities through an engaging learning environment that values academic excellence and personal growth of all students, with a kuleana (responsibility) to Native Hawaiians and our community, through career, liberal arts, technology, transfer, and professional training programs.

PREVIOUS CCLC MEMBERS

Generation 1: Diane Caufield Professor, Cooperative Education

Generation 2: Kyle Higa Information Technology Specialist, IT

Generation 3: Lianne Nagano Professor, Developmental Studies Coordinator - Retired

Generation 4: Lorri Taniguchi RPN, Student Services

Generation 5: Femar Lee Associate Professor, Mathematics

Generation 6: Preshess Willets-Vaquilar Program and Training Manager, PCATT

Generation 7: Milton Tadaki
Professor, Auto Body Repair and Painting

Generation 8: Elton Ogoso UH Media Specialist, IT - Retired

Generation 9: Stefanie Sasaki Assistant Professor and Librarian

Generation 10: Connie Montero Information Technology Specialist, IT

Generation 11: Allen Tateishi Associate Professor, Refrigeration and Air Conditioning

Generation 12: Dennis Pajela

Educational Specialist, Auto Body Repair

and Painting

Generation 13: Dean Crowell Assistant Professor, Carpentry



KAPI'OLANI COMMUNITY COLLEGE



CHANCELLOR: LOUISE PAGOTTO

KE ALA NU'UKIA (MISSION STATEMENT)

Kapi'olani Community College provides open access to higher education opportunities in pursuit of academic, career, and lifelong learning goals to the diverse communities of Hawai'i. Committed to student success through engagement, learning, and achievement, we offer high quality certificates and associate degrees, and transfer pathways that prepare indigenous, local, national, and international students for their productive futures.

PREVIOUS CCLC MEMBERS

Generation 1: Kealalokahi Losch, Ed.D.

Associate Professor, Arts and Humanities

Generation 2: Ronald Takahashi, Professor, Department Chair, Culinary Arts

Generation 3: Kauka De Silva Professor, Arts and Humanities

Generation 4: Susan Murata
Interim Vice Chancellor Kap'iolani CC

Generation 5: Aaron Koseki Professor, Health Sciences

Generation 6: Kristine Korey-Smith Director, Learning Center, UH Maui College

Generation 7: Palakiko Yagodich

Assistant Professor, Hospitality & Tourism

Education

Generation 8: Lori Maehara

Associate Professor, Counselor-Culinary Arts

Generation 9: Cory Ando Transition Counselor

Generation 10: Michael Paulding Orange Coast College, Computer Science

Generation 11: Veronica Ogata, Professor

Student Success Coordinator, Education Program Coordinator

Generation 12: Mae Dorado Assistant Professor, CMA, CPC, CPC-I

Generation 13: Grant Itomitsu Assistant Professor, Culinary Arts



KAUA'I COMMUNITY COLLEGE



CHANCELLOR: DR. HELEN A. COX

KE ALA NU'UKIA (MISSION STATEMENT)

Kaua'i Community College provides open access education and training in an ethical and innovative student-centered and community-focused environment, nurturing life-long learners who appreciate diversity and lead responsible and fulfilling lives.

PREVIOUS CCLC MEMBERS

Generation 1: Glenn Alquiza

Assistant Professor, Auto Body Repair and

Painting

Generation 2: Bonnie Honma Professor and Counselor - Retired

Generation 3: Phyllis Vidinha Fiscal Account Specialist

Generation 4: Sandra Magnussen Associate Professor, and Counselor

Generation 5: Candace Yim Tabuchi Associate Professor, Business Education Division Chair

Generation 6: Calvin Shirai Director of OCET

Generation 7: Pua Palmeira *Counselor*

Generation 8: Maureen Tabura Assistant Professor, Nursing

Generation 9: Isaiah Ka'auwai Interim Vice Chancellor of Student Affairs

Generation 10: Kathlen Lee

Academic Support, Chancellor's Office

Generation 11: Ann Kennedy Assistant Professor, Accounting

Generation 12: Mario Ruiz
Computer Specialist, Computer Center

Generation 13: Tammie Napoleon Associate Professor, Health Education Division Chair



LEEWARD COMMUNITY COLLEGE



CHANCELLOR: MANNY CABRAL

KE ALA NU'UKIA (MISSION STATEMENT)

At Leeward Community College, we work together to nurture and inspire all students. We help them attain their goals through high-quality liberal arts and career and technical education. We foster students to become responsible global citizens locally, nationally, and internationally. We advance the educational goals of all students with a special commitment to Native Hawaiians.

PREVIOUS CCLC MEMBERS

Generation 1: Paul Lococo

Professor, History

Generation 2: James Goodman

Dean, Arts and Sciences

Generation 3: Shelly Ota

Professor, Accounting

Generation 4: Wesley Teraoka Professor, Geography Division Chair

Generation 5: Della Teraoka (Kunimune)

Vice Chancellor for Academic Affairs

Generation 6: Sandy Hoshino

Professor, Job Preparation Student Services

Generation 7: Ron Umehira

Dean of Career and Technical Education

Generation 8: Lexer Chou Coordinator, Student Life

Generation 9: Michael Cawdery Assistant Professor, Education

Generation 10: Therese Nakadomari Director of Information Technology, UH

West O'ahu

Generation 11: Kristi Ayers

Generation 12: Evelyn Kamai Division Secretary, Language Arts

Generation 13: Gholam Khaleghi

Associate Professor, Economics



UNIVERSITY OF HAWAI'I MAUI COLLEGE



CHANCELLOR: DR. LUI HOKOANA

KE ALA NU'UKIA (MISSION STATEMENT)

The University of Hawai'i Maui College inspires students to develop knowledge and skills in pursuit of academic, career, and personal goals in a supportive educational environment that emphasizes community engagement, life-long learning, sustainable living, Native Hawaiian culture, and global understanding.

PREVIOUS CCLC MEMBERS

Generation 2: Cynthia Foreman *Lecturer. Economics*

Generation 3: Elena Alexander

Generation 4: Sean Calder Professor, STEM Division Chair

Generation 5: Angela Gannon Secretary to the Vice Chanchellor of Administrative Affairs

Generation 6: Ryan Daniels
Assistant Professor, Administration of Justice

Generation 7: Deanna MK Reece Media Design and Production

Generation 8: Lorelle Peros

Associate Professor, Hospitality and Tourism

Generation 9: Kelly Dudoit Director, Moloka'i Education Center

Generation 10: Craig Omori Instructor, Culinary Arts

Generation 11: Melissa Kirkendall *Instructor*, *Anthropology*

Generation 12: Kari Nunokawa President / CPO Maui United Way

Generation 13: Keali'i Ballao Instructional and Student Support Specialist, Learning Center



WINDWARD COMMUNITY COLLEGE



CHANCELLOR: DOUG DYKSTRA

KE ALA NU'UKIA (MISSION STATEMENT)

Windward Community College offers innovative programs in the arts and sciences and opportunities to gain knowledge and understanding of Hawai'i and its unique heritage. With a special commitment to support the access and educational needs of Native Hawaiians, we provide O'ahu's Ko'olau region and beyond with liberal arts, career and lifelong learning in a supportive and challenging environment — inspiring students to excellence.

PREVIOUS CCLC MEMBERS

Generation 1: Alan Ragains Professor, Speech - Retired

Generation 2: Erin Loo

Job Placement Coordinator, Leeward CC

Generation 3: Karen Quimoyog

Generation 4: Jedd Ramos

Generation 5: Pamela DaGrossa

Generation 6: Carla Rogers

Associate Professor, Student Parent Counselor

Generation 7: Michael Tom

Professor, Computing Services Coordinator

Generation 8: Brian Richardson

Generation 9: Lance Uyeda Assistant Professor, English

Generation 10: Michael McIntosh Information Technology Specialist

Generation 11: Audrey Mendoza Badua Instructor, Speech

Generation 12: Jenny Webster *Instructor*, English

Generation 13: C. Makanani Sala *Instructor, Humanities*



University of Hawai'i Community Colleges



UHCC VICE PRESIDENT: JOHN MORTON

Shared values of the UH system include aloha, collaboration, respect, intellectual rigor, integrity, service, access, affordability, diversity, fairness, leveraged technology, innovation, accountability and sustainability

PREVIOUS CCLC MEMBERS

Generation 5: Deborah Nakagawa

Executive Assistant to the Vice President for Community Colleges

Generation 7: Mary Perreira

Director, EEO/AA

Generation 8: Karen Hayashida

Generation 9: Denise Yoshimori-Yamamoto

Architect

Generation 10: Brian Pactol Vice Chancellor Windward CC

Generation 11: Wilson Lau

IT Specialist



REFLECTIONS

Diane Caufield, Honolulu CC Gen 1

"The first thing that I remember is that the training happened in June at the worst possible time as it began during the Father's Day and my anniversary weekend. However being exposed to several faculty, staff and administrators from different institutions on the mainland made realize that as a college and a community college system we were doing quite well and I was happy to be at the training. Second and the most important benefit has been the comradery between the various CCLC faculty and staff across generations on our campus. We always try to help our current generation's champion when we host everyone on our campus."

Lianne Nagano, Honolulu CC Gen 3

I was the chair of the Staff Senate Executive Committee when I was selected as a second-generation Community College Leadership Champion (CCLC). Through my CCLC experience, I came to the realization that there are many types of leadership, not only positional. I learned how to empower my coworkers by nurturing their leadership gifts and talents. I also made friendships that will last a lifetime. I am so grateful for the opportunity to be have been a CCLC."

Preshess Willets-Vaquilar, Honolulu CC Gen 6

"As a CCLC representative, some of the opportunities I came across was learning and visiting first hand different CC campuses, networking with sister campus representatives, and learning more about the UH CC System. Networking was key for me and now when reaching out to different campuses I now have a counterpart I can start off with if I don't

already know someone at that specific campus. As being a CCLC member, I hope to continue to be the best leader I am able to represent our campus and community as a whole."

Milton Tadaki, Honolulu, CC Gen 7

"Besides being exposed to many different leadership techniques CCLC has broaden my perspective on the individual segments that make up the University system and the diverse people that lead us. The networking with other people from the various campuses has been an added bonus. Mahalo Nui Loa CCLC."

Stepfanie Sasaki, Honolulu CC Gen 9

"CCLC helped me understand that leadership is more than just managing directives. Being an effective leader is listening, understanding, and working as a team towards a common goal. In addition, I also made lasting friendships with colleagues from across the UH System!"

Dean Crowell, Honolulu CC Gen 13

"I am grateful to have been a CCLC representative, this good fortune provided me with the opportunity to develop into a productive leader committed to the core values of UHCC. Networking throughout the UH systems has allowed me to find counterparts on all the different campuses while making lasting friendship especially amongst my CCLC ohana. Leadership and networking is what it's all about!"

Melissa Kirkendall, UHMC Gen 11

"My participation in CCLC provided me insight into the diversity of leadership roles and leadership styles throughout our UHCC system. Perhaps the most rewarding part of the leadership learning experience was the



development of the lasting camaraderie with my Generation 11 peers. Maintaining peer relationships across the campuses provides us an opportunity to broaden our knowledge base and appreciate the variability in leadership styles."

Keali'i Ballao, UHMC Gen 13

'In CCLC, I learned that leaders can lead from where they are. The best leaders are ones that prop up other people, showcasing individual strengths and bringing ideas into reality. I've become a leader from where I stand, and I can only be a leader by empowering others to be their best.

Lori Maehara, Kapi'olani CC Gen 8

CCLC was one of the best UH experiences, and being a champion allowed me to interact with professionals from other disciplines and UH campuses. Thanks to Cammie for arranging for us to meet with then UH President Greenwood, and VP for the UHCC system John Morton. Chancellor Helen Cox was supportive, open, and an inspirational leader.

Veronica Ogata, Kapi'olani CC Gen 11

"One of the many great leadership qualities that I gained from being a member of CCLC is learning to lead from behind, which I have used consistently. I've learned that it is not about placing our leadership ability in the background; but about using that ability to keep our vision in the forefront, while encouraging and uplifting others and using their gifts and strengths to get us where we want to go or where we need to be."

Mae Dorado, Kapi'olani CC Gen 12

"My experience on the CCLC has really helped me to grow, learn, and develop the confidence to take on intimidating leadership roles at KCC. Since then, I have taken on the role of Curriculum Co-Chair and began my journey toward completing a Master's degree in Learning, Design and Technology at UH Manoa. I find I am much more understanding of the UH system's hierarchy of organization and this is beneficial to all faculty members with a growing, prosperous career with UHCC."

Grant Itomitsu, Kapi'olani CC Gen 13

"Prior to being part of CCLC, I heard a lot of great things from colleagues. Still, I didn't know what to expect, however since having gone through the CCLC experience, I find myself more willing to take on leadership roles. Having a diverse group of CCLC counterparts from other UH community colleges allowed me to realize that my challenges weren't isolated. The support of Chancellor Cox, Cammie and GEN 13 members has made me rethink my ideas of leadership in a more supportive way."

Candace Tabuchi, Kaua'i CC Gen 5

"CCLC provided me the opportunity to see the connections within our system. I gained a clearer horizontal and vertical perspective of our Community Colleges and our place in the UH system."

Marla Palmeira, Kaua'i CC Gen 7

"The generations of Kauai CCLC has given me a Campus Ohana that I embrace."

Ann Kennedy, Kaua'i CC Gen 11

"CCLC helped me to make strong connections with colleagues from other campuses which allowed me to continue working with them on other projects."



Tammie Napoleon, Kaua'i Gen 13

CCLC has provided me with an opportunity to understand system leadership, connect with system leaders, as well as personally develop my "inner leader" and understand that we have strengths to lead from where we are."

James Goodman, Leeward CC Gen 2

"Leadership is about bringing out the best in others - knowing and understanding your constituencies' strengths and encouraging and supporting collegiality and cooperation to respond to challenges, plan for the future, and implement agreed-upon solutions."

Ron Umehira, Leeward CC Gen 7

"Time has certainly flown by and while there have been many changes and challenges within the UH Community Colleges through the years, there has also been many accomplishments and rewards as well. My experience while in CCLC still serves me well as it has guided and strengthen my resolve to always work towards supporting the goals and successes of our students, faculty, and staff."

Lexer Chou, Leeward CC Gen 8

"CCLC allowed me to network with other faculty/staff members from other campuses that I usually would not have interacted with. I was able to learn more about the structures within their campuses and how it could be applied at Leeward Community College."

Gholam Khaleghi, Leeward CC Gen 13

'CCLC helped me network with UHCC cohorts. I think contingency leadership with transformational traits might be more appropriate in most circumstances. Visionary leaders through their positive thinking, positive speaking, and positive deeds can inspire ordinary people to do extraordinary work. Although, I do not totally rule out the Great

Man theory of leadership, however, evidence seems to suggest that "Leaders are not, they become!"

Michael Tom, Windward CC, Gen 7

"I appreciated the informal discussions with various campus and system administrators. That humanized the higher-ups for me and greatly reduced intimidation I'd felt about taking on leadership roles and having to work with them. The CCLC program provided an understanding of how the leadership practices that I can exercise most naturally and authentically are tied to my personal history, values, and personality."

Brian Pactol, Windward CC Gen 10

"CCLC provided me an opportunity to build a strong network of people committed to excellence in education who continue to help me grow as a professional in our community college community. Participating in CCLC also provided me the opportunity to really explore and engage in the various roles and responsibilities administrators, faculty, and staff have throughout the community college system."

Jenny Webster, Windward CC Gen 12

"First, I learned I'm not a dolphin; I'm kind of a shark, but that's okay. CCLC taught me that there a different kinds of leadership styles and that I don't have to be just like other people, but I can learn a lot from them. CCLC also reminded me that this entire system is a community and we're going to be working together for a long time. We are each other's greatest resources, and so we must work hard here to be kind to each other and even more important, to listen to each other."



CAMPUS MEETING NOTES

Campus:	Date:	

