

**College of the Siskiyous**  
***The Campus Connection***  
**February 6, 2018**

## **Superintendent / President**

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Spring Semester is underway! The campus is abuzz with activity, and it is great to see students and faculty back on campus in more normal numbers.

Below are a few highlights of what has been happening on campus and interactions in the community for the past month:

- We hosted FIELD CEO David Villarino on the Weed Campus in early January (1/9). During his visit, we worked on strengthening our relationship, and secured a commitment from FIELD for an additional 200 FTES for the 2017/2018 academic year.
- President's Office Program Review was conducted on January 11 and 25. The review is now drafted and awaiting further consideration in development of the 2018/2019 budget via our new transparent and inclusive budgeting process.
- On January 10, I met with the Administrative team who has been serving in the administrator night duty rotation to debrief the fall semester experience and schedule rotation for spring semester. During the fall semester, 41 evenings were covered. Of these evenings, there were four (4) calls to the 5911 number noted in the log. Only one (1) of these calls required administrative intervention/assistance.
- Discussion regarding the College's Forestry Management Plan with local experts began January 12. A preliminary meeting with additional stakeholders to assess feasibility for actions regarding this plan will also be scheduled in the near future.
- Darlene Melby and I attended the annual ACCCA/ACBO Budget Workshop held in Sacramento to hear details regarding the Governor's initial proposed budget for 2018/2019. Following the workshop we came home with more questions than answers regarding the call for a 115<sup>th</sup> virtual community college, and a new funding formula. Hopefully the questions we have will be answered soon.
- On January 18, I attended the Siskiyou Community Services Council meeting where we discussed the possibility of providing information and referral services to the County.
- The next day, a very productive meeting was held to discuss our Fire Technology programs equipment needs in preparation for the 2018 legislative sessions at the State and Federal levels.
- The weekend of January 26-28, I attended two conferences in Sacramento: the Effective Trustee workshop and the Legislative workshop – both sponsored by the League. Also on January 27, I attended a new CEO workshop as part of my orientation and acclimation as a CEO of a California Community College. During the CEO workshop, I was able to meet in person with my CEO mentor; attend sessions about organizational culture and leadership, and on board relations; reconnect with other new CEOs in the State that I was first introduced to in November; and consult with long-term CEOs on a multitude of emerging issues. I was also glad to have Carol Cupp, Trustee President, in attendance with me so we

could discuss items pertinent to District governance.

- The All-College meeting held January 29 was – from my perspective – a blast! Despite my dental dilemma(!) ☺ that got quickly fixed that morning, I was happy to be amongst the college family and engaging in important conversations and communication about important topics for the College and District. Thanks to all who contributed time and expertise to the work we were able to cover together.
- Lastly, on January 31, I presented (see photo) at the National Workforce Development Institute (WDI) conference sponsored by the American Association of Community Colleges (AACC). The conference theme was *Exploring Intersections*, and the topic of my presentation was “*Economic Development in Rural Communities: A How-To Guide to Effective Partnerships*.” A few statistics from the WDI 2018 meeting worth noting:
  - 64% of all community colleges (588) in the U.S. are rural.
  - Rural institutions enroll 36% of all community college students.
  - Rural community colleges serve more first time, first generation students.
  - Rural unemployment tends to be 3.2% higher than in urban areas.
  - Rural poverty rate for children was 25.2% compared to 15.1% for urban areas.
  - The adult population with a college degree remains significantly lower in rural than in urban areas.
  - We are facing unprecedented skills gaps, and mismatches in our labor force:
    - 500,000 unfilled Technical Jobs (6 million job openings overall)
    - 43% of Americans are educated at least to a “middle skill” level
    - 1.8M open cyber security positions by 2022
  - The future for community colleges is in noncredit opportunities, in partnership with business and industry; there is already a consistent message from employers that they cannot find qualified workers, and these employers are not interested in credit programs.



As we move forward to fulfill our mission to transform students’ lives through education and success we will need to address these emerging trends locally, regionally, nationally, and globally. We will want to ensure that we strategically, and intelligently, respond to increasing demands to close the skills gap without abandoning the concept of preparing students for both the hard skills required for employment, but the success skills (read “soft” skills – new terminology I learned at the conference) they will need to perform those skills within a workplace.

We have a lot of hard work ahead of us. I remain confident in our abilities to rise with the occasion, especially if we remain focused on working with one another rather than at cross

purposes. It's the best time to be involved in our work, engaged in fulfilling our mission, and committed to serving our students and our community.

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**Quote of the Month:**

"Success is no accident. It is hard work, perseverance, learning, studying, sacrifice, and most of all, love of what you are doing or learning to do." *Pele*

## Public Relations & College Foundation

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Well...we did it!!! We made it through the first month of another brand-new semester at COS!! (Of course the first month was also just two days, but who's counting!!☺)

January was certainly a busy month. We started out the month with our first Winter Session of classes. Mother Nature has certainly decided to be stubborn this winter. But because of the 'unusual for this time of year' weather, Maintenance has been able to work on more projects outside. There were also lots of meetings to keep everyone busy. And, on the weekends... basketball, basketball, basketball!!

**COS Sports Update-** If you have not been to a home basketball game yet, please plan to do so on Wednesday, February 14. This will be our last home game of the regular season for our Men's and Women's Basketball teams. Both teams are fun to watch and the games keep getting more and more exciting. COS will play Lassen College in the Weed Campus Gym at 5:30PM (Men) and 7:30PM (Women).

In other sports news, Melissa Dailey, 2017 COS Graduate and member of the 2015/2016 and 2016/2017 Women's Basketball teams, was recently selected as one of the members of the 2017 CCCAA Scholar Athlete Honor Roll from among the highly talented scholar athletes in California Community College athletics and will be presented her award during the 2018 CCCAA Celebration of Student-Athlete's Luncheon on March 28 in Concord, CA. This is not the first recognition for Melissa by the CCCAA. In December 2016, she was recognized as one of two December Athletes of the Month. Melissa and her sister, Megan, transferred this past fall to the University of North Dakota, located in Grand Forks, ND where she is now playing NCAA basketball for the Fighting Hawks who participate in the Big Sky Conference. Congratulations Melissa!!

Baseball and Softball season has also just begun their spring season. Baseball will host their first home game later this month on February 23 (1PM) and February 24 (11AM and 2PM) vs. Lassen College. The Lady Eagle's Softball team will host their first home games in March. (Weather permitting)



It's also Track & Field season!! The COS Track & Field team and will open competition for the spring season soon. First competition meet of the 2018 season will be the Shasta College Ice Breaker on Saturday, February 10. Congratulations to all our student athletes and good luck this spring!!

**2017/2018 Foundation Scholarship Applications Now Available** - Scholarship applications for 2018/2019 are now available for Siskiyou County high school seniors (graduating spring 2018) and current COS students who plan to attend COS during the 2018/2019 year. Scholarships range from \$250 to \$3,000. Applications are due March 15 and are available online at [www.siskiyou.edu/foundation/scholarships.htm](http://www.siskiyou.edu/foundation/scholarships.htm).

### **February Activities & Events**

- February 6: Auditions for Spring Play –Noises Off, 3PM – Theater
- February 6: COS Board of Trustees Monthly Meeting, 6PM – Board Room
- February 7: Auditions for Spring Play – Noises Off (Call Backs), 3PM – Theater
- February 8: Pizza with the Presidents, 12:30PM – Board Room
- February 8: Siskiyou County Spelling Bee, 6PM - Theater
- February 9: COS Closed for Lincoln Day Holiday
- February 12: Last Day to Reduce Load and Receive Refund
- February 13: Pizza with the Presidents, 4PM – Yreka Campus RHSI Lobby
- February 14: Valentine's Day
- February 14: Men's & Women's Basketball vs. Lassen (Last Home Game Regular Season), 5:30 & 7:30PM – Gym
- February 17-24: National Entrepreneurship Week
- February 19: COS Closed for Washington Day Holiday
- February 20: Last Day to Drop Without Posting "W" on Record
- February 23: Baseball vs. Lassen, 1PM – Baseball Field (subject to change due to weather)
- February 24: Baseball vs. Lassen, 11AM & 2PM – Baseball Field (subject to change due to weather)

## **Administrative Services**

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Happy Spring Semester! I would like to welcome Wayne Keller, our new Director of Information Technology (IT). Wayne has spent the last 17 years in higher education and brings a wealth of knowledge with him. Please stop by the Technology Services department and say hello when you have a chance.

The College will begin its budgeting process for the 2018/2019 year in February, and it will continue through August. Please be on the lookout for information from Business Services.

A HUGE "shout out" to Facilities and Food Services for starting the spring semester with making our dining area looking spectacular! Great job all!!



**Business Office:** The Business Office has spent the month of January preparing the required student (1098-T), employee (W-2) and vendor (1099) tax forms as well as many other year-end payroll reports. All the year-end tax forms were available electronically or mailed by the January 31 deadline. The Department also continues efforts in improving efficiency through the expansion of Banner functionality. To that end, several training sessions throughout the spring semester will be held with a couple to begin this month.

**Cafeteria:** The Dining Hall (Cafeteria) and Grill have resumed their regular hours. The Grill is open 7 AM to 4 PM, Monday through Friday; and 10 AM to 6 PM on the weekends. The Dining Hall is serving lunch, Monday through Friday, 12 to 2 PM, and dinner from 5 to 7 PM. Menus are posted on the web - [www.siskiyous.edu/foodservices/](http://www.siskiyous.edu/foodservices/) and in the Student Center.

### **Facilities - Project Updates:**

- The remodel of Learning Resources Center (LRC) Room 2 is complete.
- The Library furniture reorganization is complete.
- The installation of a wall and door to secure the fire sprinkler riser in the Rural Health Sciences Institute (RHSI) classroom has begun.
- New boilers for the Gym are being ordered using Proposition 39 Grant funds. They are scheduled to be installed this summer.
- Modifications are complete and the new Atomic Absorption Spectrometer has been installed in the Science building.
- The soccer and football field project is moving forward. After much discussion, the scope of the project has been modified. Lloyd Engineers is drafting a new design contract to reflect these changes.
- The College continues to work with NMR Architects and Acosta Engineers to come up with a repair solution and schedule for eliminating leaks in the fire sprinklers and repairing the non-functioning emergency shower drains in the new Science building.
- The tennis courts have been taken offline due to safety reasons documented by Keenan and Associates.
- The installation of additional security cameras for the Yreka and Weed Campuses will be scheduled very soon.
- A reminder to contact Melinda (extension 5233) with freight delivery requests to and from the Yreka Campus. This service is free if you are willing to wait until the next available run to Yreka (typically 1-2 times a week). If freight delivery is needed the same day or before the next run the requester will need to pay mileage.

### **Technology – Project Updates:**

- Created a comprehensive list of Information Technology projects and priorities,
- Repaired a serious security vulnerability within our firewall within 24 hours of notification.
- Partnering with Maintenance, IT completed the cabling and installation of computer equipment for the reconfiguration of the Library circulation desk.

## Student Services

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Happy Spring Semester! Although we didn't have a "regular" semester, we were still busy preparing for spring and tying up loose ends from fall. We are looking forward to the best spring semester ever! Here's a list of upcoming February events:

- **Welcome Week** (January 30 and 31) - Tables staffed by Student Ambassadors and volunteers will be located at the Student Center and Academic Success Center.
- **Hunger Free Campus** (February 7) - We will be kicking off our Hunger-Free Campus campaign in February by hosting a breakfast for students who have been identified as in most financial need. We'll take that opportunity to refer them to on and off campus services.
- **Student Resource Fair** (February 13, 10 a.m. to 1 p.m.) - Community and campus resources will be on the Weed campus to bring awareness and information to students and the campus community.
- **Black History Month** (February) - display in the Student Center display case. Additionally, we are coordinating a movie screening, "***From the Quarters to Lincoln Heights.***" This is a documentary exploring the migration of the African American population to Weed, California. More information to come.
- **High School Outreach Visits** - Stephanie Wroten and Regina Weston are scheduling visits to the high schools.
- **Financial Aid Workshop** - Regina Weston and Terri Boyd will be reaching out to high schools and plan to invite **all** students to attend (not just seniors) for assistance with the FAFSA.

We are pleased to announce that we received a \$12,000 allocation from the Chancellor's Office to support implementation of a Veteran's Resource Center. Val Roberts, Denis Hagarty, Sunny Greene and I will be working together to identify need and suggest ideas that will help us to identify the best use for these one-time funds. As reported last month, we requested funding to augment support for these students, with the possibility of hiring Veteran peer mentor/tutors, purchase computers for student use, and create a lending library for our Veteran students. More to come...stay tuned!

"Streamlining processes" has been a reoccurring topic from the Noel-Levitz survey to the Planning Day feedback. As a result, Student Services has been working on: 1) an online "universal application" for all special programs (e.g. EOPS, CalWORKs, SSS, etc.); 2) updating the COS portion of the CCCApply application; 3) modifying and reducing the number of questions on the Siskiyou Promise application and making it fillable; and, 4) automating the FIELD registration form. Various "go live" dates have been scheduled for the launch of each forms. The Siskiyou Promise application was the first to go live (February 1).

Another process we intend to streamline is incident reporting. As you may know, there are several report forms available at various locations, depending on the type of incident. Doug Haugen, Theresa Richmond, Eric Rulofson and I met to talk through the possibility of creating

one report form for various departments and incidents. Doug has taken the lead to meet with vendors and do some research regarding our options. We plan on making changes during the spring semester.

In closing – please remember to refer your students to one of our ***Food Pantry's*** (located at 1) the Resource/Siskiyou Promise Center - formally Welcome Center at the Weed Campus or the Yreka Campus Welcome Center/Business Office) for a quick meal. Healthy snacks are also available at both campuses.

Special Note - the staff at the Student Services Office, Admissions & Records Office and Counseling Office have a key to the food pantry in Weed if the Resource/SP Center is closed.

Lastly, here are some February holidays and days of observance for your consideration. *Let's celebrate!*

|               |           |   |                       |
|---------------|-----------|---|-----------------------|
| <b>Feb 1</b>  | Thursday  | National Freedom Day*                                       | Observance            |
| <b>Feb 2</b>  | Friday    | Groundhog Day   | Observance            |
| <b>Feb 2</b>  | Friday    | National Wear Red Day**                                     | Observance            |
| <b>Feb 12</b> | Monday    | Lincoln's Birthday  | State holiday         |
| <b>Feb 9</b>  | Friday    | Lincoln Holiday (COS) - Campus Closed                       | COS Holiday           |
| <b>Feb 13</b> | Tuesday   | Maha Shivaratri   | Hindu Holiday         |
| <b>Feb 13</b> | Tuesday   | Shrove Tuesday/Mardi Gras                                   | Observance            |
| <b>Feb 14</b> | Wednesday | Ash Wednesday   | Christian             |
| <b>Feb 14</b> | Wednesday | Valentine's Day   | Observance            |
| <b>Feb 15</b> | Thursday  | Susan B Anthony's Birthday                                  | Observance            |
| <b>Feb 16</b> | Friday    | Chinese New Year  | Observance            |
| <b>Feb 19</b> | Monday    | Presidents' Day Washington's Birthday (COS) – Campus Closed | Federal & COS Holiday |

FYI:

- National Freedom Day is in remembrance of the signing of the 13<sup>th</sup> Amendment, which abolished slavery.\*
- National Wear Red Day is to create awareness of women's heart health.\*\*

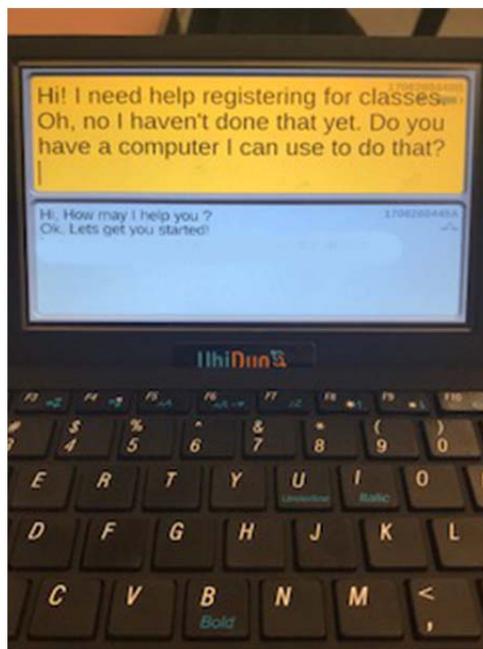
**Admissions & Registration:** Our window traffic and phone calls increased as quickly approached the beginning of the spring semester. Jennifer Rubio has been working on updates to the Admissions and Records webpages to make it clearer and easier for students to complete the enrollment process. We are hoping to have the pages updated and live by early March! New changes will include Enrollment steps for each specific type of student; a Transcript Request button on the main home page; an information page on the Apply Now button; and much more! Ideas and input are welcome as we hope these updates will help to alleviate the confusion of steps students need to take in order to enroll in classes or find information they need to be successful.

**Graduation:** Students may now begin the process of petitioning to graduate in May. Last year, COS awarded 232 degrees and had 119 students participate in the Graduation ceremony. We hope to increase both numbers this year.

**Student Ambassadors:** Come by the ASC or the Student Center between 10 a.m. and 2 p.m. on Tuesday, Wednesday, or Thursday to talk with our Student Ambassadors and Student Services staff. Ambassadors are on hand to answer general questions, create Student ID cards, and assist students in finding their classes.

**Counseling and Student Support Programs:** Staff has been busy welcoming and assisting new and returning students in preparation for spring semester classes. The beginning of a term is always an exciting and energetic time!

- **Transfer** - On February 14, a representative from UC Davis will be on the Weed Campus to meet with students interested in any University of California campus. A representative from Davis will also be at the Yreka Campus on February 27 for the same purpose.
- **Disabled Student Programs and Services (DSPS)** – Recently, members of the IT, Yreka, and DSPS staff were trained in using the new UBIDUO2 system via webinar. The UBIDUO2 is a portable communication device that allows two users to have real time, face-to-face conversations. It is a peer-to-peer network with split-screen display to facilitate direct, face-to-face text communication between deaf, hard of hearing and/or hearing individuals. Additionally, the communication device can assist with students who may have oral language or social anxiety disorders among other disorders and disabilities. DSPS purchased three of these devices to serve our students. One is located at the Yreka campus in the Welcome Center outside of the Counseling Office used by the DSPS Director/Counselor. Another is located in the DSPS office on the Weed campus, also



available to General Counseling. The other device is for student check out as an authorized accommodation.

In addition, DSPS is introducing a new software program called "Sonocent," an audio notetaking program which enables you to quickly and simply take notes in classes, meetings and appointments. We have received a grant through the High Tech Center Training Unit/Chancellor's Office, which includes 50 site licenses. These will be available for students with disabilities and Veterans, who often go undiagnosed for services. We encourage you to send students to our office that you think would benefit from additional note taking options. Training will be available through the DSPS office.

- **EOPS/CARE** - EOPS has concluded the orientations for new and returning students for spring semester, and we are down in numbers. Students have an increasing number of resources through financial aid and other support programs on campus, and we think that could be a reason. We will be investigating further.

The CARE *Interview to Impress* workshop series is scheduled! All presenters and locations have been secured. This year the workshop series will be expanded to include our CalWORKs students.

- **Foster Youth Success Program (FYSP)** - The FYSP orientations have begun and students appear to be excited about school! The first Monthly Meet Up is scheduled for February 16. If you are interested in attending a Meet Up to talk about your class or program, or just want to connect with our Foster Youth students, please let Shannon Eller or Val Roberts know. We'd love to have you join us.
- **TRiO (Student Support Services and Upward Bound)** - National TRiO Day is a day of celebration, reflection and action around increased access to higher education for disadvantaged students. Federal TRiO Programs help low-income and first-generation students enter college and earn a college degree. Throughout the month of February, high school and college students, teachers, Members of Congress, local officials, TRiO Program staff, participants and alumni and many others celebrate the positive impact of federal TRiO Programs in our communities throughout the nation, and reflect on the importance of educational opportunity programs in creating a more equitable society for all Americans.

This year National TRiO Day is scheduled for February 7. Our Siskiyou TRiO staff is taking 15 of our TRiO program students, representing all regions in our county (including Happy Camp and Butte Valley – yay!), to Sacramento this year to be a part of this important day. To add to the excitement of this event, Keshav Kumar, a 2016 graduate of Mt Shasta High School and a participant in the Siskiyou Upward Bound program, will be giving the opening speech for the event! Keshav is currently attending UC Santa Cruz, and is majoring in Political Science. He transferred to the university with 36 COS credits completed and a 3.88 GPA.

- **Veterans** - All California Community Colleges were recently notified of an opportunity to receive a small amount of funding (no match required) from the Chancellor's Office for a Veterans Resource Center. The stipulation for these funds is that the money is used to work towards a full resource center for Vets. With the President's permission, we submitted the request outlining our intent to secure a space, purchase 2-3 computers and a printer, and establish a peer mentor and tutoring program housed within this space. On Friday, January 26, we were notified we will be awarded \$12,500 for this purpose. Funding will be available to us to use until June 30, 2019, with a mid-year and year-end report regarding activities and expenditures required. The notification letter said there is also a possibility for continued funding in the 2018/2019 year. Needless to say, we're very excited about this opportunity to expand services and resources to students receiving Veterans benefits!

**Financial Aid Office (FAO):** Time is flying by and we've begun getting ready for the 2018/2019 financial aid award year. The 2018/2019 FAFSA opened up last October 1, 2017 and we are now bringing in the student records. As of January 26, we have brought in 889 student records. The plan is to open up the 2018/2019 mySiskiyous portal to students the first week in April so that students can begin completing their financial aid files.

The implementation of Inceptia, third-party verification service, is still going very well! Our students and parents are able to complete their verification documents and complete an e-signature which allows the verification process to go a lot smoother. This results in students receiving the financial aid in a timely matter. Inceptia has verified 134 student records as of this date.

The first Pell disbursement of the spring 2018 semester is scheduled for February 2. Following the initial disbursement, the FAO will be disbursing funds every two weeks after that for students who are still completing their financial aid files. We are also currently giving out book vouchers to students who have a completed file and will be on the first Pell disbursement.

The Financial Aid Office held extended hours (8 AM to 7 PM) January 22 through February 1 to allow additional time for students to receive help with their financial aid. Regular business hours of 8 AM to 5 PM resumed February 5.

**Lodges:** Lodge occupancy is just over 90%, serving 145 students at the opening of the spring term. Resident Advisors have planned activities and events for the spring term and will be promoting to residents this spring.

**Associated Student Body (ASB):** The Associated Student Board didn't meet in January due to travel schedules and the winter break. Student Senators are gearing up for the spring term and will be sharing more updates in in March.

**Behavior Intervention Team (BIT):** Members continued their work during the intersession assisting students with a variety of needs such as homelessness, mental health, and hunger. Having a food pantry on campus is a great resource which BIT members have used as

part of a case management approach to helping students. Team members were also able to attend a certification training session during the intersession and we now have three additional research based instruments for assessing student violence risk levels.

**Student Equity/Siskiyou Promise:** Much of January was been spent planning activities and events for the spring semester and we have a lot to look forward to in the coming months. Our food pantry is up and running and is being utilized by students on a daily basis. If you know of any students who are struggling with food insecurity, send them to the Welcome Center and we will not only help them with food from the pantry, but we will also speak with them about additional resources that are available.

Our Siskiyou Promise Application for the 2018/2019 cohort is live on the website. Regina Weston will be visiting local high schools throughout the month of February to make sure that all high school seniors are aware of the Siskiyou Promise scholarship and of other programs and services that are available at College of the Siskiyous. The deadline to submit Siskiyou Promise applications is March 15.

The winter clothing donation drive will continue through the month of February. If you have any warm clothing, coats, hats, gloves etc. please drop them by the Welcome Center. A rack is located in the Student Center so those students who are in need of warm winter clothes can take what they need.

## Instruction

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On January 11, the Advanced Manufacturing Team (Mark Klever, Jill TeVelde, and Christina Van Alfen) hosted the Advanced Manufacturing Advisory Committee at the Yreka Campus. We appreciated the input received from our local experts. Feedback received will help guide our work over the next several months. The Advanced Manufacturing Program proposal is on the agenda for Instruction Council meeting to be held in early February. Aaron Wilcher from the North/Far North Center of Excellence will be providing Labor Market Data to the Council for consideration.

The eLumen transition continues to be a challenge, but as of this writing there is a plan in place, and another training session will occur February 3. Recent events over the past 2-3 weeks have helped to position us in a better place to go live in the near future.

On January 24 and 25, Mark Klever and I traveled to Grass Valley, CA, to attend the North Far North regional Strong Workforce meeting. We were able to update the Region on our progress in the advanced manufacturing program as well as receive updates on the progress in our Region.

**Dean of Instruction:** Greetings from the Instruction Office. The spring semester is in full gear and it is nice to have the energy of students once again on campus. Though I must say, I am

accustomed to the start of spring being a little colder – I guess we will see what Mother Nature has in store over the next few months.

While the campus was relatively quiet in January, there was still much work to be done. Back in the fall, a team of faculty was identified and charged with the development of a new Student Learning Outcome (SLO) process. The team consists of Dr. Mike Tischler, Maria Fernandez, Dr. Andrea Craddock, Wenli Chang, Sean Kenny, and Shirley Louie. And, because I am a sucker for any discussion on SLOs, I nosed my way into the meetings. Our own research on this subject pointed us to Dr. Lori Sours from Rogue Community College. It was neat to find an expert so close to home. So we loaded up for a lil' ol' road trip north on I-5 to meet Dr. Sours for some Sushi in Ashland. The meeting was incredibly valuable. Dr. Sours confirmed the direction our team was headed – recognizing SLOs should be meaningful for both students and faculty. This spring will see the rollout of a new process for how COS assesses learning in our classrooms and programs. If you were in the meeting on Monday, January 29, you know we will all soon raft together toward the “take out” at the end of the journey.

Yay Guided Pathways! Our efforts in the fall were spent producing a *Self-Assessment* for the Chancellor's Office. We solicited excellent feedback and generated an informative snapshot of COS – pre-Guided Pathways. Now for the spring, the Chancellor's Office has asked the 114 California Community Colleges to produce an implementation plan. Sunny Green and I wanted to be sure we had as much feedback as possible, hence our “Pillar” conversations during the All Campus Meeting last week. Once again, we gained some valuable insights. Going forward, we have a lightning round of meetings planned for the first week of February, followed by a feverish writing schedule. Due to the importance of this document, we want to be sure it makes its way through the governance structure in time for the March Board meeting. I look forward to sharing more in the next installment of the *Campus Connection*.

**Yreka:** The Yreka Campus employees are hosting a COS Yreka Campus College & Career Day on March 27. The focus will be on north county schools, 4<sup>th</sup>-8<sup>th</sup> grades. We are excited to bring students to the Yreka campus. Plans are to open it up to the community in the afternoon. Tentative confirmation of participation has already been received from the Siskiyou County Sheriff's Department SWAT Team and K9 unit. LifeNet has confirmed bringing in a helicopter, Beth Watt bringing an ambulance, as well as a local veterinarian. The day will also consist of a tour of the Campus, including the nursing department and demonstrations in the Simulation Lab. Stay tuned, the planning has just begun!

**Library:** The Library has seen a few changes since the fall semester. Thanks to the wonderful crews in Maintenance and Technology Services, the Library's main service desk has moved. The relocation has created a more welcoming space as people walk into the library and gives us a chance to feature our new books and displays. Relocating our service desk also created a better work area for staff. Stop by and see our new-and-improved space! Also in partnership with Technology Services, students and employees no longer need to have library cards. Books and other materials can be checked out using an S# and off campus database access is as simple as typing in your mySiskiyou username and password. This change will be more convenient and

less stressful for our students; will make it easier for instructors to share online library materials in Canvas; will save library staff time; and, will save the college money. Lastly, the COS Library has been encouraging our students to participate in [Siskiyou Reads](#), a county-wide reading program affiliated with the public library system. Siskiyou Reads is currently accepting suggestions for the next book selection so if you have any ideas, please stop by the Library or email them to Jude ([jbaldwin2@siskiyous.edu](mailto:jbaldwin2@siskiyous.edu)).



## Human Resources (HR)

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| Recruitment                      |                   |
|----------------------------------|-------------------|
| Position                         | Status            |
| Custodian                        | Tara Porter       |
| Custodian                        | Claudio Rubio     |
| English Instructor               | Elizabeth Carlyle |
| Director, Information Technology | Wayne Keller      |

Welcome back to our students and faculty! To those of you who have been here the whole time – thank you! Glad you’re here!!

This spring promises to be busy, as usual. HR has just about completed our program review as well as our “spring projects” list. The Diversity Committee is in process of reviewing our Diversity Program proposal in the governance process. The proposal from the National Equity Project (NEP) has been reviewed by the Integrated Budget & Planning group and will go next to the College Council on February 14. The goal of the proposed scope of work is to create the foundation this spring to engage in addressing equity issues next academic year. This will involve working with a group to develop equity consciousness and awareness through an equity

lens so that we can design an equity action plan that addresses the unique challenges in our district and community.

The National Equity Project has 20 years of experience partnering with educational, non-profit, government, and philanthropic leaders to deliver on the promises they make in their communities. Their unique development approach focuses on the technical, relational, social, and cultural aspects of complex change efforts focused on achieving equitable results.

In their view, working to achieve equity entails:

- Removing the predictability of success or failure that currently correlates with race, socio-economic status, and any other social or cultural factor.
- Ending inequitable practices, addressing individual and systemic biases, developing and implementing equitable policies, and creating inclusive communities for adults and children.
- Discovering and cultivating the unique talents and interests that everyone possesses.

The funding for this project is from the Chancellor's Office through the State EEO program. COS' funding for this year will cover the cost of our work this spring. We can't wait! Look for more information to come.

**Training Opportunity:** The Human Resources Department is holding a Hiring Committee / Recruitment Training on Wednesday, February 7, in the COS Board Room. Participants will review the newly published COS Hiring Manual and learn about the hiring process and newly established procedures. Hiring managers, supervisors, EEO's and frequently selected committee members will be invited but all are welcome to attend.

## Academic Senate

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Faculty and staff are back on campus for the spring 2018 semester. During the winter break, faculty were able to spend time with their families and friends; work on preparing new face-to-face and online courses that will start this spring; and others worked on committee assignments, special projects and/or taught intercession courses. For example, Mike Tischler and Maria Fernandez are co-chairing a committee made up of Andrea Craddock, Wenli Chang, Sean Kenny and Shirley Louie. Their mission is to redesign the institution's approach to student learning outcomes. This committee worked on their manual over the break and coordinated with the College President to bring a speaker to campus for Planning Day. The result was dialogue about learning outcomes and about new approaches to learning assessment.

The Program Review manual, which guides faculty through the new program review process, is in draft form and being reviewed by faculty. Senate approval is the next step followed by the manual working its way through the rest of the governance process.

The first four-year program reviews will take place in the 2018/2019 academic year. Currently, faculty are conducting an annual update for their program which includes a method to make budget requests, such as hiring full-time faculty, that fall outside of the normal year-to-year

budget process. Many areas struggle to cover classes with part-time faculty. As we seek to recoup more FTES, it is our hope the college will find room in the budget to hire more full-time faculty to build and/or restore programs. I expect that many programs will be proposing new faculty hires to achieve these goals.

The Curriculum Committee will be holding a second flex training for eLumen. Not only will faculty receive training on the eLumen system, but they will also have some time to double check their courses and make sure that courses were transferred correctly from Curricunet.

In conclusion, the Academic Senate has set the following goals for the 2017/2018 year:

- The Senate will work on a process for data-driven decision making and assessment of college decisions and programs.
- The Senate will develop and implement a new Program Review and Student Learning Outcomes process.
- Implement a process for providing Senate input on non-credit classes and ISAs.

The Senate looks forward to a great and productive semester!!