

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

## **Superintendent / President**

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Despite February being the shortest month of the year, there was still a lot happening! Here are some highlights:

### **State News:**

- **115<sup>th</sup> Online College** - The proposal of the 115<sup>th</sup> community college is grounded in sound problem identification. California is seeing tens of thousands of Californians pursuing online education outside of the state. I believe it is part of our public duty as an institution of higher education in California to provide the education needed to our residents. We are supported by public dollars, and we need to provide public, accessible services to those who contribute to our existence and ongoing support.

But despite the reality of this problem, the currently proposed 115<sup>th</sup> fails to address the issues at hand. Online education is in a positive transitional state in California, evidenced by Maria Fernandez's leadership on our campus in applying for the California Online Education Initiative (OEI) 2018 Consortium Cohort. From the application:

"A current Distance Learning goal for our campus this year is to launch "The Year of Inclusive Design" campaign with a focus on universal design and accessibility training at our college. This campaign will include four on-campus workshops. Additionally, the DL Faculty Coordinator and the DSPS Director will create Canvas training modules and present webinars promoting accessibility and universal design concepts for ongoing training of staff and faculty. A second goal is to establish a Continuous Quality Improvement (CQI) Center for Distance Learning where faculty and key staff can come for direct assistance with course design and development."

It is unclear if the current 114 community colleges have the capacity to solve the online education needs presented by the data on Californians' participation in online education out of state. However, many of us in community college leadership strongly believe that the current 114 colleges already possess the infrastructure upon which to build that capacity.

- **New Funding Formula** - The second issue is a new funding formula. Like the 115<sup>th</sup>, the reason to look at and consider a new funding formula is based on a good rationale. The current funding formula is an antiquated model for modern higher education to provide apportionment solely on the fluctuating and sometimes volatile changes in enrollments for the 114 of us. It also focuses on the "wrong end" of the telescope.

Rewarding colleges for recruiting and enrolling means that is all we learn to focus on; our mission does not say “fill classes” – it is about our ability to transform students’ lives through education and success, which is measured when students complete, not when students sign up. Helping our students successfully learn is what excellent faculty are all about. High completion rates and excelling next level success measures should be the focus. Student Services staff should always be assessing and initiating contacts and support opportunities for our students long before they reach the seemingly insurmountable obstacles to achieving their educational goals and taking those precious next steps toward fulfilling their dreams.

However, like the 115<sup>th</sup> proposal, the current state of the proposed funding formula is inadequate to address what is at stake for California Community Colleges, our communities, and all Californians.

In consultation with a Community of Practice effort in the Far North region of community colleges, known as Area 1, we have developed a whitepaper concerning issues for consideration by the CEO Funding Formula Workgroup. The whitepaper is available for review. Just let me know! Likewise, from March 2-5, 2018, I attended a CEO Symposium where there was much more discussion about how to develop a new funding formula that supports all 114 community colleges.

### **College News:**

- **Pizza with the Presidents** has been a fun introduction so far into reaching out to our students and sharing news about the College while also seeking their input on a variety of topics. While the first Pizza event for March was cancelled at the Weed Campus due to inclement weather concerns, we will be looking at ways to enhance these community building efforts.
- **Mexico** - the team going later this month is getting themselves well prepared! Members are researching, planning, and designing effective activities to maximize the opportunities this trip represents. My excitement for their journey and the trailblazing they will be pursuing, is mounting. I am proud of the team’s preparations, and join the rest of the college community in awaiting to hear what seeds get planted, and what results may bear fruit here in the future.
- **China** - while the planning for this trip has also been progressing well, the dynamics are entirely different than for Mexico. Our efforts to build and nurture the relationships with Qingyuan are formal and bureaucratic; yet they still hold the promise of possible educational exchanges and opportunities for partnership. I cannot thank Ms. Wenli Chang enough for her assistance in this venture. I am honored to be working with her on these efforts, and grateful beyond words to have her cultural and language assistance when we travel later this month (if the final formal steps to clear this trip occur in time!).
- The last week of February found a strong team of us at a **Guided Pathways: Next Steps Workshop**. As a result of our ongoing efforts to be inclusive in the development of our assessing and planning – first through the self-assessment work this fall, and the strategic planning contributions garnered during January’s All-College meeting – we discovered that

of all the teams gathered in Sacramento for this workshop (including a college that had been part of an earlier pilot project on Guided Pathways!), College of the Siskiyous (COS) was ahead of the curve on our work. Congrats!

- Also during that last week of February, Dr. Todd Scott, Samantha Worthington, and I attended a **meeting in Bakersfield** regarding future ventures, opportunities, and planning on our work with FIELD. Representatives from the following colleges, and universities, also joined us: Bakersfield College, CSU-Bakersfield, University of La Verne, Merced College, Palo Verde College, and Hartnell College. As a result of the meeting FIELD and COS have been given the green light to develop and help establish a Joint Powers Authority (JPA) for our collective work together. More on this as we move forward!

During this month we will see significant transitions. We will see movement from the winter that has finally arrived to our county to – perhaps – the earliest signs of spring emerging. We will have the completion of our FY2019 budget proposals, and the start of our campus-public hearings to review the goals and aspirations to fulfilling our mission through the allocation of our resources. We will see the completion of two international ventures and hear the first reactions to these bold initiatives. We will reach the halfway point of the spring semester that is our surpass mark to us getting closer to the end of our academic year. And finally, we will enjoy our spring break to close out the month! ☺

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 (quiz: what is noteworthy about this paragraph?! ☺).

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**Quote of the Month:**

"We must abandon once and for all the college-ready paradigm that has allowed higher education to deflect accountability. It is time that we fully embrace the burden of being student-ready institutions. After all, not only is the notion of college ready an excuse, but new practices in student success have exposed it as something of a farce. It turns out the problem was not as much about the students as we thought. It was largely us, uninformed about what it takes to help them succeed or unwilling to allocate the resources necessary to put it into practice."

*Byron P. White, **Inside Higher Education**, March 21, 2016*

## **Public Relations & College Foundation**

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As a reminder, as we get closer to the start of a new registration period (Reg365 for summer, fall, winter, and spring 2018/2019), to send information for promotion to the Public Relations Office. We want classes and events to be successful and want to help out as much as we possibly can. This time each year, I meet with the Publisher from the Siskiyou Daily News and Southern Siskiyou Newspapers and other advertising agents to discuss our annual marketing

plan and media needs. Meetings are also held with agents from Broadcast television to plan media needs for the next year.

We are almost to the half-way point of the spring semester. Lots more events and activities are happening, spring sports are well underway, and the weather... well it was beginning to feel a bit more like spring but then Mother Nature decided – NOPE!

**Siskiyou Promise** - The application for high school seniors graduating in spring 2018 (new Promise Scholarship candidates) has been updated and may be filled out online. Regina Weston, Student Equity & Siskiyou Promise Coordinator, is currently our “top promoter” making connections with our service area schools. The COS Upward Bound staff is also very important in helping with our promotion of the Siskiyou Promise scholarship and does a great job connecting with students. Just a reminder – the soft deadline for 2018/2019 Siskiyou Promise applications is March 15.

Each month we are checking in with our Promise students to let them know what is happening at COS and what’s coming up down the road. We are also asking them to personally check in at the Welcome Center with Regina. We are seeing a great response through this personal touch and the students seem to like it as well.

**Last Call! 2018/2019 Foundation Scholarship Applications Due March 15** - 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. Students interested in applying for a scholarship may download an application from the College Foundation’s website - [www.siskiyous.edu/foundation/scholarships.htm](http://www.siskiyous.edu/foundation/scholarships.htm)

### **March Activities & Events**

*\*Event dates, times, and locations based on information available at time of publication and are subject to change.*

- March 3: COS Women’s Basketball at Fresno City College (Round 3 State Playoffs), 5:30PM (watch the game online at [www.fccrams.com/RamsLive](http://www.fccrams.com/RamsLive))
- March 6: COS Board of Trustees Monthly Meeting, 6PM – Board Room
- March 9: All College Meeting, 2:30PM – Theater
- March 12: Welding Department – Learn about United Association of Journeymen & Apprentices of the Plumbing & Pipe Fitting Industry apprenticeship training program, 1 to 3PM and 6:30 to 8PM – I-Tech Building Weed Campus
- March 13: Welding Department – Learn about United Association of Journeymen & Apprentices of the Plumbing & Pipe Fitting Industry apprenticeship training program, 1 to 3PM and 6:30 to 8PM – I-Tech Building Weed Campus
- March 13: Hunger Free Campus, 1PM – Board Room
- March 13: Pizza with the Presidents, 3:45PM – Yreka Campus RHSI Room 116
- March 14: Softball vs. Shasta College, 12PM & 2PM – Weed Campus Softball Field

- March 15: FREE Workshop: Learn to Master Communication, 12-1:30PM – Weed Campus ASC (register online at [www.nwow031518sk.eventbrite.com](http://www.nwow031518sk.eventbrite.com) or call Lorinda Meyer 530/938-5339) – Open to COS students, faculty, and the community!
- March 16: New Frontier Theatre Co. Presents "Oldest Living Confederate Widow," 7PM – Blackbox Theater
- March 17: New Frontier Theatre Co. Presents "Shirley Valentine," 7PM – Blackbox Theater
- March 18: New Frontier Theatre Co. Presents "Oldest Living Confederate Widow," 2PM – Blackbox Theater
- March 23: Baseball vs. Feather River, 2PM – Weed Campus Baseball Field
- March 23: New Frontier Theatre Co. Presents "Shirley Valentine," 7PM – Blackbox Theater
- March 24: Baseball vs. Feather River, 12PM & 2PM – Baseball Field (subject to change due to weather)
- March 24: New Frontier Theatre Company Presents "Oldest Living Confederate Widow," 7PM – Blackbox Theater
- March 25: New Frontier Theatre Company Presents "Shirley Valentine," 2PM – Blackbox Theater
- March 26 – 30: Spring Break (No Classes – Weed and Yreka Campuses are Open)
- March 27: College & Career Day for 6<sup>th</sup> – 8<sup>th</sup> Graders at Yreka Campus, 9AM to 2PM – Yreka Campus
- March 28: Softball vs. Redwoods, 12PM & 2PM – Weed Campus Softball Field
- March 30: Prepare, Respond, Recover, 12PM – Board Room
- March 30: Baseball vs. Lassen College, 2PM – Weed Campus Baseball Field

## Administrative Services

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The budget development process is in full swing with many having already met with their VP's to review their budgets and resource requests. Once all this information is compiled by March 16, "Open Hearings" will begin with Integrated Planning and Budget and College Council.

I would like to thank all of the Administrative Service areas for their hard work on Program Reviews and the budgeting process for 2018/2019. Please remember, Business Services is available to answer any questions you have during this busy time. Happy Budgeting!

**Cafeteria:** Please note - Spring Break 'Hours of Operation' will be March 26-30. We will operate the Eagle Café (Grill) only from 8 a.m. to 6 p.m. offering breakfast, lunch (and lunch specials), and dinner. We will maintain our weekend hours which are Saturday and Sunday from 10 a.m. to 6 p.m. offering breakfast, lunch and dinner. Lunch and dinner specials will be posted on our website and outside the Eagle Café. <http://www.siskiyous.edu/foodservices/>

### Facilities - Project Update:

- The installation of the wall and door to secure the fire sprinkler riser in the RHSI classroom has been installed. Delivery of the finished wall panels that match the existing room is expected mid-March.

- The engineering contract for the new soccer field has been signed and design work has begun.
- NMR Architects and Acosta Engineers are still researching a repair solution and schedule for eliminating leaks in fire sprinklers and repairing the non-functioning emergency shower drains in the Science building.
- The installation of additional security cameras for both the Yreka and Weed Campuses has begun. Several cameras are infrared requiring some additional power and equipment.
- The padlocks to the Tactical Training Center (TTC), Greenhouse and Fire Tower access road gates have been changed. Keys were issued to authorized personnel prior to lock replacement.
- New electronic FOB locks have been ordered for RHSI classrooms and several entries funded through the RHSI Endowment.
- New electronic Fob locks have also been ordered for the gym building in Weed funded through State Scheduled Maintenance.
- Quotes are being solicited for the repair of the Fire Tower.
- The boardroom carpet is scheduled to be replaced March 14. The room's carpeting is separating from its backing creating a trip hazard.
- The replacement of the damaged Greenhouse garage door and installation of an electric opener is being scheduled.
- Reminder -- please watch for snow and ice, wear proper shoes and drive slowly while on our campuses.

**Technology – Project Update:** Technology Services is currently mapping out the timeline for each Banner module to move to the long-awaited Banner 9 release. Each functional area will be allocated a timeslot of 3 – 5 weeks for training and testing the new Banner 9 release over the next 7 months. At the conclusion of the training session (i.e. HR/Payroll), the functional users (i.e. HR staff) will be on Banner 9.

Following each Banner 9 module release, the corresponding revitalization project will continue. These projects will last several months with consultants working on and off campus with each functional group to help refine processes, incorporate best practices, and optimize use of existing functionality identified in the previous Banner assessments with Ellucian and CampusWorks.

## Student Services

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When the groundhog saw his shadow on February 2, it was 60 degrees and I thought "Punxsutawney Phil is wrong!" At the writing of this Campus Connection, it turns out that he was right! We are still having winter! Oh well, work goes on.

The month of February began with good news! The University of California, San Francisco (UCSF) School of Medicine has chosen COS to be an intervention sight in their "*UCSF Beyond the Pill*

*Program*” health study, led by Dr. Cynthia Harper, Principal Investigator. This means a team from their Program will come to campus and provide:

- 1) CME-accredited training on contraception for staff and clinicians,
- 2) One-on-one student education on birth control, and
- 3) campus-wide student education on birth control.

The UCSF research team will collect data from students through self-administered questionnaires at baseline and then every 3 months. Melissa Green will be the site coordinator, and will be responsible for advising on local health centers for referrals, coordinating on-site training, and offering support and follow-up as needed. As an outcome of our participation, COS will receive \$2,500 in compensation, which will go to the Student Health Center budget. Our first activity will be on-campus training for anyone who may possibly talk to students about contraception and options. Tentative schedule for training is March 22 or 23. Updated information will follow via email.

The Student Services Council recently reviewed and approved revisions on Administrative Procedures and Board Policies that relate to DSPS and Student Conduct. Resource requests were also reviewed in preparation for our April 20<sup>th</sup> Budget Hearing. Some of the requests reviewed included: a printer for ID cards, Maxient software that will allow us to document Behavior Intervention Team, Title IX and Student Conduct reports and follow-up, and two staffing requests (Transcript Evaluator and Athletic Advisor).

The Enrollment Management Committee has been focusing on recruitment and reviewed data, such as high school enrollment trends; top 3 declared academic programs; top 3 awarded academic programs; and, students most likely to be successful at COS.

Since students will soon be choosing a college for fall 2018, this committee will look at our marketing and recruitment efforts for fall. For example -- nationwide, prospective students are most interested in:

- 1) Do we have the major/academic program they are interested in?
- 2) Can they get a job/get into the university they want after leaving this college?
- 3) How much does it cost to attend?
- 4) Can they get financial assistance?
- 5) What is our location and size?
- 6) Did they have a positive campus visit?

Based on data and our strengths, we will address the questions, what should we be featuring in our marketing, and who is/are our target market?

Although we haven't hit mid-term yet, we are well underway responding to new applicants, making arrangements for graduation, and beginning to plan for High School Preview Day. There may be snow on the ground, but it's already time to prepare for the new academic year. Happy March!

**Admissions & Records:** The Admissions and Records Office is gearing up for two Banner system upgrades. In addition we are processing a lot of registration and new admissions applications for fall 2018.

- **Graduation:** It's that time of year! Student may now petition to graduate in May 2018. All students planning to graduate in May need to submit a completed *Petition to Graduate* to the Admissions and Records Office (not Counseling; this is a change in process). Forms are available in the Counseling Services Office or online. Please share this information with anyone you think may be graduating! (Emails are being sent to students who may be eligible.) The priority deadline (guarantee their name will be in the program, if they choose) is April 2.

**Student Ambassadors:** Student Ambassadors are working hard to contact both potential students and assisting students who have applied for the fall 2018 semester to let them know they can register at the end of April. In addition, they have also been assisting Student Services with promotion and sending information to currently enrolled students about workshops, services and events to help them succeed this semester.

#### **Counseling and Student Support Programs:**

- **SOAR** - The High School SOAR Team (Josh Collins, Beckie Hobbs, Shannon Eller, Marlena Shaffer, Regina Weston, Tyler Morrison, Alysia Garcia, and Stephanie Wroten) has begun outreach to our local high schools to schedule on-site SOAR sessions beginning in early May. The response has been great, and we already have several schools scheduled.
- **Transfer** - On February 23, a group of students attended the Discover UC Davis event at UC Davis. COS had over 20 students attend, and UC Davis covered the cost of a bus to transport our students to and from the event.

#### **Student Support Programs:**

- **EOPS/CARE** - The EOPS program has 191 participants for the spring semester and the CARE program has only four. The application period was open longer than usual this semester in hopes of increasing these numbers. Several EOPS students are submitting their petitions for graduation. To date we have nine students whose petitions have been processed and reviewed and who will graduate in May, with more petitions to be processed.
- **Foster Youth Success Program (FYSP)** - The first FYSP Monthly Meet-Up was well attended. The students have requested to have a rep from Southern Oregon University at their next Meet-Up. Shannon Eller is working on making that happen. If any faculty or staff member would like to attend a Monthly Meet-Up to connect with the students in the program, please contact Shannon.



- **TRiO: Student Support Services (SSS) and Upward Bound** - Many students from the SSS program attended the Discover UC Davis event (mentioned above). Both TRiO programs have their Annual Performance Reports due soon, and everyone has been hard at work. These reports are very detailed and take a significant amount of time to complete.

**Financial Aid:** As I'm writing this, I can see out my window students walking through the snow between buildings. Siskiyou County is finally getting winter weather!! Inside we are continually working with our students and processing financial aid. Thus far, we have disbursed \$701,459 to 581 students for the spring 2018 semester. The second Pell disbursement is scheduled for April 6. Federal Direct loans have already been disbursed to our returning students and we will disburse Federal Direct loans to our first time borrowers on March 16. New borrowers must wait 30 days before receiving their loans per federal regulations. Cal Grants will be disbursed on March 9.

Good news! Our Fiscal Year 2015 Draft for the three-year cohort default rate is 20.2%. The Chancellor's Office has directed California schools to have a 20% default rate by the 2017 cohort year. Since we have worked with Educational Credit Management Corporation (ECMC), our third party servicer for loan management, we've had a significant decrease in our default rate. Our 2012 three-year cohort default rate was 28.4%; after working with ECMC, the following 2013 three-year cohort default rate was 23.1 and continues to steadily decrease. ECMC contacts our student borrowers who have gone into repayment on their student loans and are not paying back the loans. They work with our students to get them into a repayment plan that works for the student and their current income situation.

We will begin notifying students they can complete their 2018/2019 financial aid files starting the first week of April. So far we have 1,210 students who have completed their 2018/2019 FAFSA's and listed COS as their school of choice.

Congratulations to Karen and Richard Chandler on the birth of their new grandson, Logan Richard, born February 2!! Karen and Richard were able to take time off to meet little Logan and also spend time with his big sister Lenora!

**Student Equity:** Student Equity kicked off the spring semester by hosting a Hunger Free Breakfast on February 7 (to bring awareness to student food insecurity) and a student resource fair on February 13.

Twelve local agencies participated in the resource fair, and each agency brought informational materials for students. Each time we hold a resource fair we see more student interaction with these community partners. We look forward to building stronger connections between students and the community by hosting more of these events on campus.

In an effort to assist current and potential students in completing the Free Application for Federal Student Aid (FAFSA), we held two Financial Aid Nights in the Academic Success Center (February 15 and 22). At both events, financial aid staff were available to assist students and

parents; and at the event on February 22, we also added scholarship information. Representatives from the Ford Family Foundation, the McConnell Foundation, and the COS Foundation gave brief presentations on their scholarship programs and application process. We hope to hold more of these financial aid nights throughout the spring semester.

The 2018/2019 Siskiyou Promise Scholarship application is available and can be found on the COS website under the Siskiyou Promise page (<http://www.siskiyous.edu/promise/>). The application deadline is March 15 and all applicants must complete their FAFSA and CCCApply before submitting their completed application.

To help spread the word about the Siskiyou Promise, as well as other special programs and services available at the College, Regina Weston and Stephanie Wroten have begun conducting high school outreach visits with all local Siskiyou and Modoc county high schools. The hope is that through these visits we will begin to build relationships with these students so when they attend COS in the fall they will already have a support system in place here on campus. So far these visits have been very well received, and we look forward to working with these students throughout the spring semester.

We continue to see more students utilizing the Food Pantry, located in the Weed Campus Welcome Center. Please remember, if you know of any student(s) who are in need of food, or are facing food insecurity, refer them to the Welcome Center.

## Instruction

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**Academic Success Center – Critical Skills Workshops:** The Academic Success Center has launched a series of FREE Critical Skills Workshops in an effort to assist students in developing academic success. Currently workshops are held on the Weed Campus, with the intention to begin offering them on the Yreka campus in the near future. Some instructors offer extra credit for workshop attendance. The workshop schedule can be found at <http://www.siskiyous.edu/asc/success>. Students can reserve a seat at upcoming workshops at the Academic Success Center or via the above web link.

**The Hatchery Business Startup Incubator / Co-Working Space:** COS has opened its first business startup incubator and co-working space. The Hatchery at COS is located in the Weed Campus Learning Resources Center



**THE HATCHERY**  
AT COLLEGE OF THE SISKIYOU

(LRC) Room 02-101A. Students currently enrolled in *Introduction to Entrepreneurship* will receive free access to The Hatchery. More information about the Hatchery, upcoming workshops and events, as well as entrepreneurship at COS can be found at <http://www.siskiyous.edu/hatchery>.

**Nursing:** The Nursing Program launched a spring Certified Nursing Assistant (CNA) course this semester. There are two sections: one on Yreka Campus and one with Modoc, in Alturas. As in prior years, both sections will continue to be offered in the summer.

Over the last several years, grant awards from the Rupe Foundation have provided support to the students. As a result of the grant funding, the state certifying tests will be held in Yreka, providing students with the benefit of a local test site. The Pinning Ceremony for the CNA course graduates is scheduled for April 5, at 5 p.m. in the Kenneth W. Ford Theatre.

COS Nursing is completing the required approval process so that Certified Nursing Assistants will be able to take a certifying Home Health Aide (HHA) course which is scheduled to begin April 11. The 1.5 unit course provides nursing assistants with the credential to provide home health services in addition to the services normally provided by a CNA. COS Nursing is fortunate to be able to offer the HHA course, which has not been offered for a number of years. There are special requirements for faculty to qualify to teach the course and the Nursing Program is fortunate to have a number of qualified instructors. CNA certification is a requirement for admission to the HHA course.

A College Fair for our Nursing students was scheduled to be held on the Yreka campus on March 1 but had to be postponed due to the weather. The department is looking for another date to reschedule this important event. A number of colleges offering RN to BSN and other advanced degrees attend this event to present and share their information. Other nurses in the community are also invited to attend. Additionally, prospective employers in both Northern California and Southern Oregon are reaching out to COS nursing students with hopes of recruiting them into their new graduate nurses programs. COS nursing often receives comments of appreciation from employers and community on the quality of COS Nursing graduates in both the RN and LVN programs.

In February 2018, the Vocational Nursing Program received continuing approval from the Board of Vocational Nursing and Psychiatric Technicians (BVNPT). The next self-study and continuing approval process will take place in four years. The LVN to RN Program received continuing approval in September 2017, and the next self-study for continuing approval will be due in 2022. The CNA program applies for continuing approval every two years, and COS Nursing also received that approval in February 2017.

Watch for the "Save the Date" announcements which will be going out for the graduation and pinning ceremonies. The Pinning Ceremony for the LVN to RN Step-up class will be held May 18 prior to the All Campus Graduation. The Pinning Ceremony for the Vocational Nursing class will be held on May 24.

**Dean of Instruction:** Another jam-packed month in the Instruction Office; Program Review, the 2018/2019 class schedule, and budget proposals – *oh my!* This would have been a busy enough month with just those three large tasks, but Guided Pathways has certainly added another layer.

- **Guided Pathways** – As I am sure most of you know by now, the Guided Pathways Implementation Plan and Budget Allocation proposal is being finalized for the Chancellor's Office. In order to inform this very important document, we heard first from the campus-wide community during planning day. Using that information, Dr. Sunny Greene and I

formulated some broad questions. These questions were posed to a group of about 20 key stakeholders from around the College. These individuals were tasked with helping us recognize best practices, ongoing initiatives, as well as proposed needs and changes to our existing structure based on the principles of the GP movement. Finally, the time came to write the proposal. We locked ourselves away for several days and emerged with a document that we took to the Academic Senate and Integrated Planning Budget Committee. On March 6, the proposal will go before the Board of Trustees for their consideration.

In a nutshell, the Guided Pathways implementation plan/timeline outlines the efforts at COS over the next five years. Most of the efforts over next 18-months will center on forming the GP steering committee, collecting and analyzing data, and further detailing the plans for the remainder of the five-year timeline. Very soon, the Academic Senate President, and the three Vice Presidents will make recommendations for membership to the steering committee. If you are truly passionate to serve and you can offer critical input, you are encouraged to reach out to one of those four individuals listed above. As always I would like to add my personal gratitude to Dr. Greene – I very much enjoy working with you, thank you!

- **e-Lumen** – If you had tried to stop by the Instruction Office earlier this month, you would have been confronted with a sign indicating the '*Office is Closed*'. Recognizing the importance of the curriculum migration, the decision was made to concentrate on e-Lumen without distraction. In the end, Elaine, Jodi, and Vickie migrated 611 courses over the period of six days. This was a tremendous effort on their part, and I ask the faculty to offer additional thanks to these ladies for their efforts.
- **Mexico Trip** – This month David Blink, Dr. Arielle Halpern, James Gilmore, and I will travel down to Morelia, Mexico to build relationships and explore interdisciplinary collaborative possibilities with the UNESCO Biosphere Soundscapes project, National Autonomous University of Mexico (UNAM), and the Cerro Pelón Monarch Butterfly Reserve. Our charge is to explore academic exchanges between COS and UNAM and take part in the TEDx Morelia preview event. Once we return to COS, we will investigate building an interdisciplinary study abroad experience themed around the Monarch Butterfly. Additionally, the hope is to eventually bring TEDx to COS. I will provide a recap of our trip in April's *Campus Connection*.

## Human Resources

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The Human Resources Department will be sending out a Campus Climate Survey in the coming weeks. Please look for this survey in your email. You will have 10 days to complete. It is important we receive as many completed surveys as possible as this will serve as a baseline to gauge our employee satisfaction in the coming years.



*No other reports were submitted.*