



## College of the Siskiyous

# The Campus Connection

July 10, 2018

### Superintendent / President

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Recently I celebrated my first year anniversary as the President of College of the Siskiyous, and Superintendent of the Siskiyou Joint Community College District. It was the near perfect juncture of realizing how quickly time has flown; appreciation for all that we have accomplished together in this first year; amazement of how much more I wish to learn; and, the anticipation for our growing list of dreams and visions for our future that have been forming through our conversations and work since last July. I am very glad to be here, humbled by the opportunity to lead such a wonderful institution in an idyllic location, and excited about the possibilities unfolding before us in the months and years to come.

The first half of the summer is behind us. We have had some wonderful training opportunities, even though some of our goals for the training schedule have not gone as planned. There have been summer camps, classes, and activities as well. The second half looks full of promise as we turn more attention to the successful start of our next Academic Year to begin in August.

The State Budget for 2018/2019 was signed into law and we are still working through the impact on this final budget on next year's College and District budgets. As Chancellor Oakley has communicated to the districts and colleges throughout the state, the "Student Centered Funding Formula" that was passed by the Legislature and Governor is "constructed around the following allocations:

- *Base Allocation* – Funds are allocated based on current enrollment factors (primarily credit FTES) [70% of apportionment funding]
- *Supplemental Allocation* – This allocation is determined by the number of students enrolled who receive a College Promise Grant, a Pell Grant, or are AB540 students. [20% apportionment funding]
- *Student Success Allocation* – Allocates funds based on the degree to which all students 1) earn degrees and certificates, including ADTs, associate degrees, baccalaureate degrees, and credit certificates; 2) complete key progress milestones, including transfer-level mathematics and English within their first academic year and/or nine or more CTE units; and 3) achieve key outcomes, including successfully transferring to four-year university or attainment of regional living wage within one year of leaving community college. Each success metric is enhanced by providing districts additional funding when College Promise Grant, Pell Grant and AB540 students achieve these outcomes. [10% apportionment funding]...

"Additional funding of \$100M is available to hire more full-time faculty (\$50M) and increase compensation for part-time faculty office hours (\$50M). There is also more funding for financial

aid, strategies to counter food and housing insecurity, as well as mental health services and legal services for undocumented students.”

What is clear from the passage of this new funding formula is our “dogmas of the quiet past” will prove inadequate moving forward. While all colleges claim a unique role to play, our sense of place makes College of the Siskiyous and the Siskiyou Joint Community College District more of a round peg for these square holes the State of California and the California Community College Chancellor’s Office are preparing. We can, and must, create opportunities that fit our situation – and can propel our mission and vision for student success beyond the limiting, and at times threatening, aspects of the former FTES-only funding model as well as the new funding formula that fails to acknowledge the breadth and depth of the transformational changes we provide all of our students. The paradigm shifting strategies and planning tasks will be a major focus for the coming academic year.

For those of you on campus working through your own summer projects, I hope you find some time for rest, reflection, and rejuvenation. Please stop by and say “hi” as we share the campus space and take advantage of the quieter moments in our facilities; I also hope to see you as I continue my “walkabouts” on campus as time permits.

My thoughts are with all those affected by the Klamathon Fire, and for those fighting to contain it. Many of those are connected closely to College of the Siskiyous, as alumni and members of the campus family as well as our neighbors.

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**Quote of the Month:**

“Success is the result of perfection, hard work, learning from failure, loyalty, and persistence.”  
*Colin Powell*

## **Public Relations & College Foundation**

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What’s that saying “In like a Lion, out like a Lamb?” Whoever wrote it, definitely does not work in education (or probably during the summer! The month of June was no less busy than any other time of the year.

Summer trainings have kept everyone busy on Fridays. On June 29, I along with Miki Hocker (Student Trustee and my student worker/social media correspondent) presented on Social Media. Our focus was on Face Book, Twitter, Snap Chat, and Instagram. We had a great group of attendees and spent most of the training on the (too) many features of Snap Chat. We will be presenting again on July 27.

Speaking of social media... a lot of time and effort is going into the creation of “ads” for classes. We are creating digital ads and posting as images on our social media platforms. If you see them, please share them. We’ve also been running a digital advertising campaign to promote

open registration for classes as well as a campaign promoted our Non Credit Program. What travels faster than "word of mouth?"... social media posts!!!

**Keep Spreading the Word...**  
**Registration (Reg365) for 2018/2019 Classes is OPEN!!**

**Visit us at the Fair** - COS will have a booth at the Siskiyou Golden Fair, August 8 - 12. This is a great recruitment /marketing opportunity for the College. Thousands of people attend the Siskiyou Golden Fair each year to see what Siskiyou County has to offer, spend time with their family, and support agriculture and the arts (and have fun!).

In case you missed it, here are some of the recent articles / feature stories that were published by local media:

- Persistence Pays Off – Full Police Academy Approved at COS  
<http://www.mtshastanews.com/news/20180607/persistence-pays-off-full-police-academy-approved-at-cos>
- Local Teacher Profile: Katie Woodward  
<http://www.siskiyoudaily.com/news/20180613/local-teacher-profile-katie-woodward-college-of-siskiyou>
- COS to Celebrate 50 Years of Football  
<http://www.siskiyoudaily.com/sports/20180702/cos-to-celebrate-50-years-of-football>
- Folk Singer David Nigel Lloyd to Perform in Etna  
<http://www.siskiyoudaily.com/entertainment/20180621/folk-singer-david-nigel-lloyd-to-perform-in-etna-on-june-23>

### **July Events**

- July 9: Summer Musical Theatre Intensive Begins (3 week program) – 9AM, COS Theater
- July 10: COS Board of Trustees Special Meeting –Open Public Session at 12PM, COS Board Room
- July 17: COS Foundation Board Meeting, 5:30PM in COS Yreka Campus RHSI Room 123

**Summer Show Choir & Jazz Camp:** The COS Summer Show Choir and Jazz Camp under the direction of Dr. Ron Slabbinck was held June 24-30 with fifty kids, ages 11 – 17, attending the week-long camp to improve on their singing and dancing skills and work with world-renowned musicians and choreographers.

Damon Brown, Camp Choreographer, had this to share, "As we were getting ready to take the stage today at the College of the Siskiyou Show Choir Camp finale, Ron Slabbinck and I talked to the students for a while. We talked about the power of music, and the role music and art plays in the lives of our students. Ron talked about how a song we do at the camp (One Song) literally changed his life. He had been a professional entertainer with Disney for years, and upon hearing some of the words ("If we all sing one song, one song of joy, one song of peace, one song to make all our troubles cease. Imagine what tomorrow could bring, if we all sing, one song") he decided to

*leave professional entertainment and become a career teacher. He talked about the fact that he wakes up every morning and smiles when he thinks to himself, "Today, I get to spend my entire day making music"! He talked about how this camp represents one of his favorite weeks of every single year, and about his heartfelt love of every human there.....and how the people in our camp this week are all examples of why our world can be left in good, compassionate hands. Ron.....in addition to being a great friend and one heck of an incredible teacher of voice, nuance and style.....is a truly special man."*

Camp Director and COS Music Instructor Ron Slabbinck – *"Once again I sit in the afterglow of another COS Show choir and Jazz Camp feeling inspired, humbled, and filled with gratitude. Damon Brown, Dave Reynolds, Nicholas Fabio, Kelly Miller, Claryssa Corona-Russ, Mikala Thompson, Marc Wright, Michael Newby, Dawnie Slabaugh, Holly Shaw Slabbinck, Roger Emerson, John Jacobson, and all of the fabulous campers...thank you for creating a space in which we all became just a little bit kinder, happier, self-confident, loving, and caring humans!! My tank is full for another year. I love you all."*

**Scholarship Dinner** – Save the Date... The 2018 Scholarship Fundraising Dinner will be held Saturday, September 15 at St. Michael's Hall in Weed. More information about this event will be provided as we get closer to the event. Tickets will go on sale beginning August 1 - \$25 per person.

**Save the Date – Fifty Years of Football Celebration (September 21-22):** The COS Foundation and Athletic Department will host the *"Fifty Years of Football Celebration"* at the Weed Campus on Friday and Saturday, September 21<sup>st</sup> and 22<sup>nd</sup>. Friday the event will begin with a welcome in the Theater and memories/highlights by our alumni coaching staff. Saturday events will include a tailgate party, home football game vs. Chabot College, halftime ceremony, and following the game... dinner at the Mt. Shasta Resort. More details to come.

**Come Join Our Team!** –Angel Fisher, Eagles Nest Manager is looking for new volunteers to join the Eagle's Nest team. Volunteers work 3 to 4 hour shifts per week, or more. Volunteers work as cashiers, screen items as they come in, price merchandise, repair items, research antiques. etc.; there is never a dull moment at the Nest. If you know of anyone who may be interested in volunteering have them call 938-4663 or stop by the Eagle's Nest.

## **Administrative Services**

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Happy July from Administrative Services! Everyone is busy taking advantage of the summer to catch up on projects, getting ready for the fall semester and attending trainings offered to the campus by Human Resources, Information Technology, and Student Services.

On June 27<sup>th</sup>, Governor Brown signed the 2018/2019 State Budget which reflects an ongoing investment in higher education allowing for increases in base funding to enhance the quality of education and access. This budget will also bring forward a 100% online college and new

funding model for the Community College System. The formula will be implemented over the next three years. Core features of the funding formula include the following:

- **Formula Structure and Transition** - In 2018/2019, 70 percent of funding will be distributed based on enrollment, 20 percent based on enrollment of low-income students, and 10 percent based on student success metrics. In 2019/2020, 65 percent of funding will be distributed based on enrollment, 20 percent based on enrollment of low-income students, and 15 percent based on student success metrics. In 2020/2021, 60 percent of funding will be distributed based on enrollment, 20 percent based on enrollment of low-income students, and 20 percent based on student success metrics.
- **Hold Harmless Provision** - In 2018/2019, 2019/2020, and 2020/2021 no district will receive less funding than they received in 2017/2018, and each will receive an increase to reflect a cost-of-living adjustment. In 2021/2022 and future years, districts will receive no less in apportionment funding than is currently provided. Additionally, the funding formula includes stability provisions that provide districts with additional revenue protection by allowing them to receive the greater of their past-year or current-year total revenue.
- **Advisory Committee** - Corresponding with the implementation of the Student-Focused Funding Formula, an advisory committee will be established to monitor the implementation of the funding formula and report back to the Legislature and Administration on potential improvements.

### **Business Services:**

- **Annual Audit:** With the end of the fiscal year comes the first of two visits from the District's audit firm, Cossolias, Wilson, Dominguez and Leavitt (CDWL). This first visit will be the week of July 23<sup>rd</sup> and will focus on compliance related procedures for our federal and state programs. CDWL will be testing all the federal financial aid programs, the District's CCFS-320 report which provides the State with our FTES figures for this 2017/2018 fiscal year and many of the categorical programs (i.e. EOPS, CARE, DSPS, CalWORKs, etc.) which we operate to provide better educational services to our students in order to help them be successful during their time here at COS. In addition to that, CDWL also reviews the District's procedures for handling cash, purchase orders and direct purchasing to report on the District's internal controls and how well we are following our own established procedures. Their second visit will be in October when they will be reviewing and testing all areas related to the District's financial records in order to prepare the District's final audit report in time for the Board to review/approve the audit report at the December 2018 Board meeting.
- **2018/2019 Tentative Budget:** I would like to first thank everyone who participated in the 2018/2019 budget process this past spring. It was a little bumpy at times with the changes in process, but a very good step in the right direction to be able to streamline the financial process while adhering to the governance process. With the increased functionality in Banner, it is our goal to have the 2018/2019 Tentative Budget posted into Banner Finance by

July 6<sup>th</sup> so that budget managers can adequately prepare and manage their budgets, especially those running summer programs. In years past, posting the budget was a tedious process of entering manual journal entries for every single budget line item across the District. The process now is an interface function whereby when all the budget information has been confirmed; posting the budget is an internal transfer of information that can be posted in less than an hour.

- **Banking Change:** Scott Valley Bank is the banking institution that processes the District's direct deposit file for payroll each month. As many of you are aware, Scott Valley Bank was bought out by Mechanics Bank as of July 1, 2018. Prior to the July 4<sup>th</sup> celebrations, the District had some fireworks of its own, when our employees who take advantage of the direct deposit functionality received two extra deposits on July 2<sup>nd</sup>. Unfortunately, this windfall was only temporary as Mechanics Bank was able to reverse these entries and make the necessary corrections to the each of the individual accounts. Our first live payroll is on July 10<sup>th</sup> and we have been working closely with Mechanics Bank to ensure it will process cleanly.
- **Bookstore:** June was a busy month in the Bookstore. The summer 2018 semester started on June 4<sup>th</sup>. The Bookstore has rented 112 textbooks to students for the summer 2018 semester so far. The Bookstore has also completed a new set of College of the Siskiyous clothing designs for the 2018/2019 academic year! Thank you to everyone who provided feedback on our Bookstore Clothing Surveys this past spring. Keep an eye out for these stylish new designs arriving in the Bookstore in August! The Bookstore also completed our end of the year physical inventory count on June 28-29. Thank you to Emkay Sikora for all of your hard work.

### **Facilities - Project Update:**

- The revised soccer field design concept and football field repair proposal has been approved and the Engineers are moving forward. Construction is scheduled for spring 2019 with project completion scheduled for August 1, 2019.
- The recoat of the I-Tech roof in Weed, funded by State Scheduled Maintenance, is complete.
- The replacement of the gym locker/shower room skylights and roof, funded by State Scheduled Maintenance is complete. The main gym roof has also been repaired.
- The new directory signs have been installed on the campus roadways in Yreka and Weed.
- Roadway and parking lot crack sealing is complete in Weed and the line painting is nearly finished. Please watch for workers in the roadways.
- The installation of a new electronic FOB lock system for the gym in Weed has begun.
- The replacement of the gym heating plant, funded by Prop 39 and Scheduled Maintenance, has begun.
- Lodge resident room remodels continue.
- Yreka crack sealing and line painting is scheduled for this month.
- The ASC carpet Phase II project begins July 23, 2018.

- The material to repair the Fire Tower has been ordered. We are awaiting delivery to schedule the repair.
- The installation of additional electronic FOB locks, funded by the endowment in RHSI classrooms and entries is scheduled for July.
- The Science Building emergency shower drain repair is scheduled for Winter break 2018.
- Fire Sprinkler and Fire Alarm system testing is scheduled for late July. The Weed Campus will be tested July 26 and 27, Yreka Campus is scheduled for July 26.
- An evaluation of the scope of repair for the leaking fire sprinklers in the Science Building was completed April 21, 2018. The Administration is reviewing the data and options.

**Technology – Project Update:** Cyber security is a high priority for the College; consequently, we'll be implementing some security improvements over the next few months. As discussed in our security awareness training, we will be moving to a 12 character password in July. In addition to the increased length, your new password will require one uppercase letter, one lowercase letter, a number and a symbol. Another important step in improving security will be segmenting the campus network, meaning faculty and staff will need to connect to the employee-only wireless network to access their network files on any mobile device. Between now and September 22<sup>nd</sup>, the College will be testing the Banner 9 release. We understand that this time commitment adds to your already full plate, but nevertheless, it's very important to ensure the release is thoroughly tested before we upgrade the production environment. We've also had several great revitalization sessions with our Banner consultants and have found many ways to streamline our processes and eliminate unnecessary work.

## Student Services

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**Admissions & Registration:** Although the windows have been a lot quieter projects and audit season has begun for our office. Last month we participated in Banner Steering training. This training was successful in helping our departments fix some of our "Banner issues." One of the highlight fixes for our office was having the system finally check for prerequisite errors prior to a student being place on the waitlist for a class! Woohoo!

The registrar has begun prepping for the 320 report. Additionally we have been preparing for the annual audit pulling registration forms.

Student Services Specialist Jennifer Rubio will be leaving the Admissions and Records Office as she begins a new journey. She has accepted a job offer teaching English in the region of Galicia, Spain. Her last day will be July 30<sup>th</sup>.

From Jennifer Rubio: *"I wanted to take the time to thank you all of making my time at COS such a great experience. I have loved learning and challenging myself in this job position. I am going to miss you all so much! I am super excited for the opportunity to teach English and get my feet wet to see if teaching is the direction I want to take my career. I will most definitely keep in touch with my COS family!"*

- Student Ambassadors - The application period of the 2018/2019 Student Ambassador Program has closed. We will be conducting interviews in mid to late July. We are hoping to hire new ambassadors which will represent our college and assist with our outreach efforts.

**Counseling and Student Support Programs:** SOAR sessions for July and August have been scheduled at both the Weed and Yreka campuses. Online SOAR continues to be a popular option. Foot traffic has slowed in our office - "normal" for summer - but we have experienced an increase in the amount of phone, email, and Zoom advising/counseling we are doing. Students appreciate the convenience of this service.

Kim Peacemaker will be at Behavioral Health on July 9 to talk to their attendees in the Turn Around and Next Step Program.

- DSPS - We recently welcomed Emily Anderson-Moser to the DSPS office. Emily was hired in the DSPS Administrative Assistant II position (replacing Denise Broomfield).
- EOPS/CARE - The end of the semester brings grants to EOPS and CARE students who have met their counselor contact and check in requirements. We issued a total of \$57,000 to EOPS students and a total of \$21,000 to CARE students.

Speaking of CARE students...to be eligible for CARE, a student must be a single parent and on county CalWORKs. It's a small population, but they are an impressive bunch! Of the five students successfully completing their courses (six started the semester), four of them earned a 4.0 GPA and one of them earned a 3.57 GPA! All of the students took 12 or more units.

- Foster Youth Success Program - The Foster Youth Success Program is working with Modoc County Office of Education foster youth liaisons in order to bring 4<sup>th</sup>-7<sup>th</sup> grade foster youth students to campus (about 20 total). The liaisons expressed how oftentimes these students don't get to partake in off campus activities. October seems to be the best option, with a specific date to come. We are hoping participating students will be able to sit in classrooms and really experience what it's like to be in college. We want these students to feel like they have VIP access! If instructors are willing to have visitors sit in their class, please let Shannon Eller know. We thank you in advance!
- TRiO, SSS (Student Support Services) and Upward Bound – the Upward Bound Summer Program is in full swing with 50 students on campus, and 40 of those students are enrolled in a COS class. The College Tour portion of the program just wrapped up. The students and staff visited CSU Monterey Bay, the Monterey Bay Aquarium, UC Merced, and CSU Stanislaus. The Work Expo program has expanded beyond Weed to Mt Shasta, so students are doing work study activities twice a week at local business.

- Veterans - A site has been identified for the Veterans Resource Center – the Science Building, Room 8. Computers, a printer, study tables, and white boards will help create a study center that also houses resource information for students receiving veterans' services. The VRC will be open for fall semester.

**Financial Aid:** The Financial Aid Office is still processing awards for the summer 2018 semester and the upcoming 2018-2019 school year. We have awarded 91 students summer Pell so far; last summer 2017, we awarded 70 students a Pell grant. For the 2018/2019 school year, 202 students have been awarded a Pell grant and if eligible, a California College Promise Grants. We have awarded 1,101 students a fee waiver at this time. We are currently accepting Federal Work Study applications. Students who are interested in a Student Worker position need to log onto HireTouch located on the Human Resources webpage. Our work study coordinator, Teri Boyd is notified and will email the student the appropriate paper work. Students who qualify for federal work study can begin working July 2<sup>nd</sup> as long as they have completed their 2018-2019 financial aid file, have been awarded and are enrolled for fall 2018. If you have questions, contact Teri at extension 5505.

**Student Equity:** Although the majority of students are off, we are very busy preparing for the fall and making sure that all of our Siskiyou Promise students are ready for classes to begin. New this year, we are offering Siskiyou Promise Scholar Summer Workshops for our new Siskiyou Promise Students. We held our first one in June and had some very positive feedback from students. One student even shared that he had taken classes at COS before but learned so much about his mySiskiyous Portal and Canvas that he did not know before. Some of the topics that we cover during the workshops are navigating mySiskiyous, Financial Literacy, an introduction to Canvas, and study tips and tricks. We are offering four more workshops throughout the summer and look forward to helping these students prepare for their first day of classes.

**Student Housing:** The Lodges are nearing 100% capacity for the beginning of fall 2018. As of June 25<sup>th</sup> Lodge applicants are only being offered a triple room option to maximize the number of students who can be served.

The eight Resident Assistants hired for fall 2018 are enjoying their last few weeks of summer. These dedicated student leaders are expected to return and be settled in for fall training which starts on July 30<sup>th</sup>. Together the Lodge Government Representatives (LGR's) and the Residence Life staff create a safe, healthy, and inclusive learning environment by creating development opportunities for on campus residents.

The Behavior Intervention Team (BIT) members are meeting as needed during the summer months and responds to reports of students who are experiencing crisis and/or are displaying harmful or disruptive behavior. Refer a student by emailing [BIT@siskiyous.edu](mailto:BIT@siskiyous.edu).

## Instruction

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Hello and welcome to July. With most of our faculty gone for the summer, the Instruction Office has been relatively quiet over the last few weeks. However, this has given us the opportunity to complete some big projects and handle housekeeping items in preparation for the new school year. Later this month, Elaine Eldridge, Jodi Dawson, Zack Zweigle, Jayne Turk, Sunny Greene, and Katie Gale will travel south to Riverside for the annual Curriculum Institute. There are a number of interesting presentations and sessions, which will make for a very informative week.



Source: bostonglobe.com

**Did You Know:** Presidents John Adams and Thomas Jefferson died on the same day? Okay, perhaps not terribly impressive, but wait there is more. Adams of Massachusetts and Jefferson of Virginia were members of the “Committee of Five”, which also included Benjamin Franklin of Pennsylvania, Robert Livingston of New York, and Roger Sherman of Connecticut; together this group spent nearly a month drafting the Declaration of Independence. Jefferson’s exquisite penmanship and Adams’ verbose oratory earned these men the nicknames “The Quill” and “The Tongue” of the Declaration.

Adams and Jefferson were monumental figures living during an extraordinary epoch in American history. More impressive, these two lived exactly fifty years after the Declaration. They had a chance to see their country survive two wars with Great Britain, a doubling of America’s total land size with the Louisiana Purchase, and Adams had the privilege of seeing his son John Quincy sworn in as the Sixth President of the United States. So going back to this impressive fact about their deaths, Adams and Jefferson both died on July 4, 1826 – exactly 50 years after the Declaration’s adoption by the Second Continental Congress in 1776. Adams and Jefferson represented the last three living signers – leaving only Charles Carroll of Maryland, who died six years later.

While these men had been long acquaintances, they were not always the best of friends. Both were proud, intelligent, and determined, which at times got the better of them and often-led to fierce competition, as well as periods of protracted silence as both stewed over their rivalries. However, both continued a dialogue through written correspondence until the end of their lives. Not surprising, their competitiveness also lasted until the end, with Adams’ last words on his deathbed being, “Jefferson still lives”. There you have a bit of July 4<sup>th</sup> trivia to share with friends and family.

**Summer Show Choir:** Last week (June 24-30), College of the Siskiyous hosted its annual Jazz and Show Choir Camp for the 19<sup>th</sup> non-consecutive year. The College welcomed Choreographer

Damon Brown to assist Music Professor Dr. Ron Slabbinck. The Camp is an intensive week, where 43 campers (ranging from 10 to 17 years old) learned all of their songs and dances in six days. To the delight of many parents, family, and friends, the week ended with a performance onstage in COS' Ford Theatre. They performed five pieces: *Waving Through a Window*, *Better When I Am Dancing*, *I Have Never Been in Love Before*, *Footloose*, and *One Song*. In addition to Damon Brown and Dr. Slabbinck, the College would like to thank Accompanist Dave Reynolds, Roger Emerson, John Jacobsen, Nick Fabrio, and Dawnie Slabaugh for their efforts.

**Guided Pathways:** The Guided Pathways Steering Committee, which is a large representative body of faculty, staff, and administrators from various departments around the College, held its initial meeting in May 2018. However, due to summer travel schedules, it was determined additional meetings throughout the summer were not feasible. In lieu of larger groups meeting this summer, sub-groups have met to continue working on specific areas lined out in the implementation plan, such as information technology and professional development. Zack and Sunny have also worked with the Research Office to collect data and information about programs and awards offered at COS. When faculty return in the fall, the College will take steps to determine our program pathways and begin the work of streamlining our curriculum to align with the Guided Pathways initiative. There is quite a bit of pathways work to be done over the next academic year and we look forward to the return of our faculty colleagues.

**Library:** With the help of the Web Team, the Library has created a new web page (<http://www.siskiyous.edu/library/esl.htm>) with information about [English as a Second Language \(ESL\) resources](#) on campus and in Siskiyou County. If you know of any other resources we should list, please contact Jude in the Library. Also, the JSTOR Arts & Sciences I database is now available to students, faculty, and staff through the library's [Articles & Databases](#) found at (<http://www.siskiyous.edu/library/databases.htm>). JSTOR contains many core journals in social sciences and humanities; including access to articles going back to the very first journal issues (articles in the most current issues will not be available).

## Human Resources

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Recruitment	
Position	Status
Administrative Assistant II, DSPS	Complete: Emily Anderson Moser
Nursing Instructor	Complete: Karen Harper
Financial Aid Processing Technician	Failed Search
Custodian	Reference Checks in Progress
Assistant Athletic Trainer	Screening
Food Services Assistant (2 Positions)	First Review Extended July 5, 2018
Associate Director, Fiscal Services	First Review 7/2/2018
Director, Non-Credit, Community & Contract Education	First Review 7/5/2018
Academic Advisor, TRiO & SSS	First Review 7/10/2018

**From the Desk of Theresa Richmond:** Happy Summer! Can you believe that it is almost over? Time flies when you're having fun and even when you're not! Human Resources have been busy with summer projects:

- Completed presentations for the Friday training sessions HR is providing.
- Salary tables have been "rolled" for the new fiscal year.
- Part-time faculty contracts (100+) were processed for payroll within three days, Thanks Kelly!
- Brynn lost a non-essential, vestigial organ.
- Implemented Hire Touch electronic PAF, Thanks Brynn!
- Going paperless as much as possible for Performance Evaluations.
- Research and documentation for several personnel issues, Thank you Nancy!
- Completed preparation for the new performance evaluation process, Thank you Tina!
- Revised, revised, revised, and revised summer training schedule to accommodate varying needs, Thank you Beverly!
- ... And many other things that we can't talk about! ☺

Our hearts go out to those affected by the California fires to those living in the fire zones, first responders and friends/family members of the families so devastated by the losses.

*"In joy and sadness flowers are our constant friends."*  
Okafura Kakuzo

## Academic Senate

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June 1<sup>st</sup> marked the start of a new Senate Executive Board: Jayne Turk – President; Neil Carpentier-Alting - Vice President; Andrea Craddock – Secretary; Katie Gale - At Large; Ed Kephart - At Large; and Ron Slabbinck - At Large.

Faculty everywhere groans when they hear students declare, *"I want to be a teacher so I can have summers off!"* While certainly some of my colleagues have rest and rejuvenation planned, we are also busy at work: teaching summer classes, writing and updating curriculum, attending conferences, and participating in community events.

Katie Gale, Dr. Sunny Greene, and I plan to attend the Curriculum Institute in July. Katie Gale, Carly Zeller, and Michelle Korkowski all RAN in the Mt. Shasta Fourth of July Race and David Blink performed. (I am sure more of you were participating-it was a BIG crowd!) What an amazing, talented, and motivated group we have!

I have heard the term "hierarchy of academic need" and I think it is an important concept. To thrive, our College needs students and those students need faculty to teach them—that is the foundation of the pyramid. The students need counselors and advisers, financial aid, chairs and clean classrooms, and administrators to make sure we meet legal requirements for their units to count. Clearly, we need people to manage all of the tasks of any organization and the

specialized ones of a college. However, I want us to have a conversation about those ratios. One of my SOU professors said, "I could teach in a cardboard box": I need a little more than that, but I fear we are out of alignment. As we come back to each new school year, we welcome the (feels like) dozens of new faces...and only a few are faculty. Since I started working full-time at COS, we have lost about a dozen full-time faculty positions. Research abounds that student success rates and graduation rates are higher when more classes are taught by full-time faculty. When we are deciding to fill or refill positions, let's first decide what ratios will create the most student success. Our ASM group now outnumbers the full-time faculty. Let me be clear: I believe that we all are working hard to meet student needs and that each of us could articulate why we need more hands. I simply want to be sure the new hands we acquire will help us to build the pyramid most effectively.

*No other reports were submitted.*