



Academic Senate

College of the Siskiyous

800 College Avenue, Weed, CA 96094

<http://www.siskiyous.edu/academicsenate/>

Academic Senate Executive Council Minutes

Friday, April 5, 2024

11:00 am – 12:00 pm in DLC Rm #3

Attendance:

Andrea Craddock, Patrice Thatcher-Stephens, Jayne Turk, Tyler Knudsen, Ann Womack, Ron Slabbinck, Mark Fields, Patrick Walton, Christina Van Alfen, Kristi Wilson

Convened at: 11:00 am

1. OPEN SESSION

Our local PTK chapter was awarded \$4k for memberships and regalia from the COS Foundation. Funding will be ongoing.

2. OPPORTUNITY FOR PUBLIC COMMENT

3. APPROVAL OF MINUTES

The minutes from the March 15, 2024, meeting were unanimously approved.

4. DISCUSSION AND ACTION ITEMS

- a) Strategic Enrollment Management (SEM) Plan – Patrick Walton, Mark Fields, Christina Van Alfen

The SEM plan is the result of many discussions with the SEM Committee. Those discussions fundamentally changed the document including the addition of quantitative data.

The plan is directly tied to the SCFF. The committee tried to craft ambitious but attainable goals. The primary goal is to get to 1,750 FTEs, which would lift COS out of hold harmless according to a modeling tool made available from the Chancellor's office. This year we have exceeded the enrollment target to meet this goal.

The "Methodology" section lacks specifics. The aim of the section is to account for "who is doing what" while not being so prescriptive as to not allow for those with expertise in

each area to perform their jobs. There was a suggestion to re-name the section to “Accountability,” or “Areas of Responsibility.” There was also a suggestion to make actions plans required for all areas.

There was a suggestion to explicitly address faculty hiring needs to support proposed program additions (e.g. ENVS). Overall, there is a larger challenge in linking activities outlined in the SEM with our budgeting processes. The VPAS and VPSS are aware and plan to address this.

The plan is much improved from the previous draft reviewed by Senate Exec. It’s a solid plan that can be updated as needed. The specifics in the plan are helpful because it makes clear our intentions and enables us to track progress.

There was a suggestion to highlight sentences on the third page about equity to make clear that we recognize equity gaps for all disproportionately impacted groups are not addressed in this plan.

b) Updated EEO Plan – Kristi Wilson

The updated EEO plan is the result of the efforts of Dr. Perlas, JT, and the SJEDI Committee.

The plan has received highly favorable comments from the Chancellor’s office. Revisions were made based on their recommendations. A couple of items had minimal or extensive feedback.

A lot of the terms in the definitions section do not appear elsewhere in the document. This could be interpreted as virtue signaling. The terms were included because we want to be using them campus-wide. There was a suggestion to add text to provide context and clarify why the terms are being included.

Page 59 states that the FA refused to work toward a hard to fill salary schedule. This is factually untrue. There were two proposals put forward, but both were rejected by the Dean of the Health Sciences. There was a suggestion to remove the sentence beginning with “Unfortunately” as this is divisive language that isn’t necessary.

There was suggestion to add Ethnic Studies to the hard to hire list since faculty in this area are in high demand state-wide.

There was also a suggestion to consider modifying our policy about hiring candidates who haven’t yet completed their degree so that those candidates could be passed through minimum qualifications. These candidates can use the equivalency process. Candidates who are just completing their degrees are getting the most up to date information and would be joining COS with a growth mindset, both of which are assets.

c) Land Acknowledgement Statement

Dr. Perlas and SJEDI crafted and revised the statement based on feedback from local tribes and the college. Appreciation was expressed for Leigh Moore's work in building relationships with tribes that are open to working with us. The College intends to continue to invite and reach out local tribal communities.

d) SLO Assessment Plan – Ann Womack

No feedback was offered.

5. OFFICER REPORTS

a) President

i) The deadline for nominations is to be 5:00 pm, the third Tuesday in April (Tuesday, April 16th)

ii) Elections shall take place on the first Tuesday and Wednesday in May (i.e., May 7th and 8th)

b) Vice-President

c) Secretary

d) At-Large

Academic Senate Officers:

President: Andrea Craddock

Secretary: Ann Womack

At Large: Tyler Knudsen

Vice-President: Patrice Thatcher

At-Large: Jayne Turk

Past President: Ron Slabbinck

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(<https://www.siskiyous.edu/humanresources/nondiscrimination.htm> and
<https://www.siskiyous.edu/mainfiles/titleIX.htm>)