



College of the Siskiyous
The Campus Connection
December 11, 2018

Superintendent / President

*The best and most beautiful things in the world
Cannot be seen or even touched.
They must be felt with the heart.*
Helen Keller

As we enter the final month of the calendar year 2018 it seems only yesterday that we said hello to this year last January. And yet in that surreal “blink of an eye” we have seen much, pursued much, and accomplished much – with so much more in process. I hope each of you can pause at some time during this festive holiday season and reflect upon the past year. May the high points remain as fond memories; may the low moments be learned from and then forgotten. If there was sadness this past year, may it have been brief, and in the past; and any joys still linger in your smile and recalled whenever needed.

Since the last Campus Connection we learned the results of the mid-term elections which included the selection of two new members of the District’s Board of Trustees. Congratulations to Kevin and Debbie!

From the statewide elections comes these observations from the Community College League of California (CCLC): “With strong majorities in the California Legislature, we anticipate Governor-elect Gavin Newsom to pursue several of his signature education initiatives that he refers to as ‘cradle-to-career,’ including:

- Universal pre-school
- Increased funding for all sectors of public education—referring to Proposition 98 as a floor and not a ceiling
- Expansion of the Promise Program and tuition-free community college
- Creation of a statewide higher education coordinating body
- Release of more of Proposition 51’s (2016) \$2 billion in bond funds for community college capital projects
- Expansion of Cal Grant B Access Awards for community college students, and perhaps more meaningful and significant investments in recognition of the burden of non-tuition costs for community college students

In addition to strong Democratic majorities in Sacramento and an estimated \$13.8 billion rainy-day fund, the potential for substantially increased spending on his campaign priorities exist. However, Governor-elect Newsom’s competing priorities, the state’s pension obligations, and the inevitable economic downturn include some of the known mitigating factors and

countervailing forces Governor-elect Newsom and the Democratic majority will have to confront.”

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

- My work with the CEO Affordability, Food and Housing Access group continues. At this stage we are moving from data and information collection to drafting recommendations and sharing promising practices. Along that front, I am drafting a “spotlight” on a program between the Tacoma Housing Authority and Tacoma Community College to help homeless college students receive housing, coupled with braided academic and non-academic support services. The results have been promising with higher retention and completion rates for these students.
- Attending the CCLC Annual Convening provided me an opportunity to examine with my fellow CEOs persisting and emerging issues with the new funding formula, changes in legislative requirements, and targeted workgroups to improve the student educational experience. I also attended sessions on ethics, legal issues facing community colleges, and meeting with specialists helping colleges find affordable housing solutions.
- In preparation for Planning Day December 14, a small group of the College family gathered to help develop guidance for our all-college effort to examine the College’s Vision and Mission as part of the review and revision process for the College’s Institutional Master Plan. I thank Andrea, Michele, Janice, Jon, Donna, Kim, Darlene, and Nathan for their efforts on this work.
- One of the efforts I have undertaken this semester as Interim Vice President of Instruction has been to meet for 30 minutes with each full-time faculty member. With no agenda and no expectations but an opportunity to connect as people, and as fellow members of the College family, I have truly valued this experience and the opportunity to speak one-on-one with each faculty member. I hope to continue this practice in the future with the full-time faculty, and other employees of the College.
- We have been in the season of special events and it has been a pleasure for me to make many of them – from the Fall Musical production of “Little Shop of Horrors” to the annual Craft Fair, the campus has been actively engaging and sharing the campus culture with the local and regional communities.
- Discussions have continued with the 20 Chinese educators visiting, and it looks like we might have a visit from them in either mid-January or sometime in February.

On a personal note, I sincerely hope all of you will consider stopping by St. Michaels Hall at the Weed Catholic Church (location of this fall’s Scholarship Dinner) on Friday, December 14, anytime between 5:00 and 8:00 p.m. as Tonya and I host our second Christmas Party for our College family. I know we will have spent a good portion of the day together for Planning Day, but it was the best date we could find for coming together as a College family during the busy holiday season. It would mean the world to us if you would take time that evening to share with us some holiday cheer. 😊

Quote of the Month:

I don't know who wrote this, but the sentiment resonates well with me and I hope will all of you also. I especially value the concept of everyone being one; we may have different backgrounds and experiences, and we may value things in differing degrees, but we all share in our purpose as an institution of higher education to transform students' lives through learning and success. Thank you all for your contributions to our worthy mission and vision!

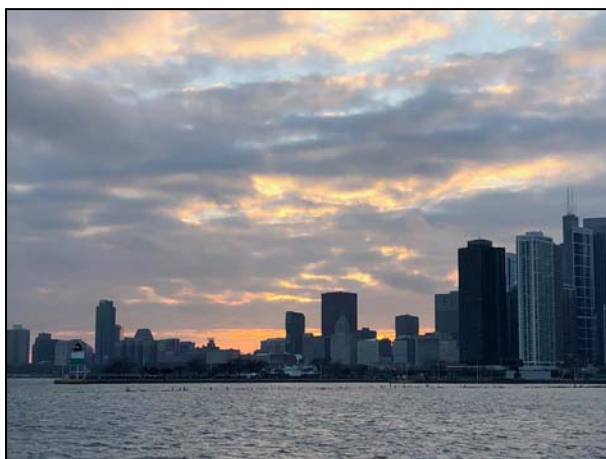
"The season of joy is finally here,
The season of belonging and fun,
The season of warmth and hope,
The season when everyone is one."

-- *Unknown*

Public Relations & College Foundation

Winter Intersession and Spring Semester Registration is Open – Just a quick reminder open registration for the 2019 winter intersession and spring semester is open. Remind students to register early to get the classes they want and need. The schedule is available online.

Complete College America (CCA): Last week (December 4-6) I had the privilege to be one of six who attended the Complete College America (CCA) conference in Chicago, IL. What a GREAT conference!! Not just because the sessions were really informative and educational, but because of the connections we were able to make with colleagues across the United States who believe in education, student success, and the "Game Changers" that are critical to students who are pursuing their educational dreams. During the conference we also had the opportunity to visit with members of the Shasta College team who also attended the conference. The twelve of us who represented Northern California truly found the week to be impactful, educational, and we are looking forward to continued networking and the renewed friendship between our two schools. (Oh, and we were also able to get in a few hours of site-seeing in the Windy City! Brrr!!)



Holiday Craft Fair: The 21st annual Country Holiday Craft Fair was held November 30 and December 1. The Craft Fair was a huge success! In fact, this year's event was one of our best attended ever. Friday night, approximately 400 or more came out to see what the Craft Fair had to offer. Saturday was no different...the steady stream of foot-traffic was non-stop all day long (our last count was about 850 people).

Special thanks to our Maintenance Department, COS Student Ambassadors (Micki Hocker and Riley Witherell), Baseball Team and Coaches, Eagle's Nest Volunteers, Carie Shaffer, Maggie Crowder, and Angel Fisher, for help setting up, breaking down, carrying items in and out for vendors, and volunteering at the door and in the concession stand. Also special thanks to everyone who came out and supported the event.

North State Giving Tuesday Results: November 27th was "Giving Tuesday" and the North State Giving Tuesday online giving event hosted by the Shasta Regional Community Foundation. The COS Foundation was one of 170 non-profit organizations to participate in the event, and our mission was to raise funds to support the Siskiyous Promise Scholarship Program fund.

DRUM ROLL PLEASE... Online donations for the day totaled approximately \$5,000 from 44 donors!!!! I am proud of our community for their support and the love they are showing for our local kids. Every dollar we received on Giving Tuesday is helping a COS student to succeed!!

Together We Make A Difference: Giving Tuesday has come and gone, but the work doesn't stop there. It's that time of year again when we "kick off" the campus Payroll Contribution Campaign. The amount of monthly contribution is not as important as the fact that you participate. Donations range from as low as \$5 to as much as \$50 or more, and all donations are tax-deductible. I hope you'll consider participating. To participate in our Employee Payroll Deduction Program click on the link: <http://www.siskiyous.edu/foundation/forms/PayrollDeductionForm.pdf>

2018/2019 Foundation Mini Grant Recipients: This fall, 15 applications for Foundation mini grants were received. The Readers met today (December 11) and we will announce the recipients during our Planning Day lunch on Friday, December 14.

Eagle's Nest Shop – This coming Sunday, December 16, the Eagle's Nest is open from 11 a.m. to 4 p.m. to allow all who are doing their holiday shopping the opportunity to stop by the Shop and see what we have to offer. While there, please say Hi to the many volunteers and students who work in the Shop. We could not do what we do without their many hours of volunteer service in support of our students. Note – the Shop will be closed December 21 (at noon) through January 1.

Join the COS Eagle Booster Club Today: Over the past several years, due to budget cuts at the State level, we have had to find new and creative ways to support our athletic programs at COS. We know athletics is an important part of many of our student's lives and it shows in how well our students perform, both in and out of the classroom. Becoming a member of the Eagle Booster Club is an opportunity to show your support of College of the Siskiyous, and at the

same time makes a difference in the lives of our student athletes. All donations to the COS Eagle Booster Club are tax-deductible.

December Events

- Admissions Application for 2019/2020 is Open
- December 10 – 13: Finals Week
- December 11: Monthly Board of Trustees Meeting, 6PM (Board Room)
- December 13: Fall Semester Ends
- December 14: Planning Day, 8AM (Theater & Campus)
- December 14: Men's Basketball vs. Mendocino, 5PM (Gym)
- December 14: COS Christmas Party, 5PM (St. Michael's Hall)
- December 15: Firefighter I Academy Graduation, 1PM (Theater)
- December 16: Men's Basketball vs. Cerro Coso, 12PM (Gym)
- December 16: Symphony Orchestra Concert, 3PM (Theater)
- December 18: Women's Basketball vs. Diablo Valley College, 2PM (Gym)
- December 24 – January 1: COS Campuses Closed
- December 29: Men's Basketball vs. Lane, 2:30PM (Gym)

Administrative Services

As a friendly reminder the All Campus Planning Day will be held on December 14, from 8:00 a.m. to 2:30 p.m. At this time, the campus departments will be closed so faculty and staff can attend this event. In December our Final Audit for 2017/2018 will be completed and presented to the Board of Trustees on December 11. This will also be the month our Food Services will hold the first Blue Ribbon committee meeting which has been given the charge of looking at key areas in the operations including fiscal health, quality control and opportunities within the college and surrounding community. "Happy Holidays" from Administrative Services and be safe!

Bookstore: The Bookstore will be conducting a textbook buyback event December 6-7 & 10-14. The Bookstore is also accepting textbook rental returns from the fall semester. Fall 2018 semester textbook rentals are due back to the Bookstore by Friday, December 14th.

Business Services: In addition to the W-2 preparation, the Business Office will be preparing other tax forms for students (Form 1098-T's) and vendors (Form 1099's). The IRS has changed the reporting for student educational expenses and with the help of a consultant, we are in the process of implementing those change in Banner in order to be ready for the January 31st filing deadlines. There will be additional information posted later in December to explain the changes to our students.

Payroll Office: With the approach of the calendar year end, the payroll office is gearing up for year-end reporting and preparation of W-2's. As we get closer to the break, we will be sending out additional information to help employees get ready for the 2018 tax season including the steps to elect to receive your W-2 electronically if you do not already receive it this way.

Facilities & Maintenance:

- The in-house installation of electronic FOB operated locks at the Weed Campus Gym is complete. Three new metal doors and jams are scheduled to be installed in January.
- The replacement of the Gym heating plant is complete.
- The installation of additional electronic FOB locks in the RHSI classrooms and entries, funded by the RHSI endowment is complete.
- Additional Lock Blocks, funded by the Safety Committee Safety Credit program, have arrived and will be installed on the Weed Campus to allow anyone to lock down a building or area without keys or tools.
- A chemical solution to remove the concrete from the clogged Science Building emergency shower drains has been tested. The material is softening the cement; however, we are researching a special tool that can drill around the P-Trap.
- The installation and commissioning of the new kiln burner system in McCloud is complete.
- The wiring of five new CNC machines and a pneumatic air system in the Yreka Industrial Tech building is complete. The Phase II Facility Modification request has been submitted to build an air compressor enclosure and design and wire additional machines.
- A Hazardous Materials Business Plan for the Yreka Campus has been submitted at the request of the Siskiyou County. The plan was requested because of AmeriGas's three large propane tanks located on campus used for heating.
- We are pursuing quotes to repair the RHSI south entry roof.
- The Science Building passenger elevator is scheduled for mandated testing December 18. The unit will be offline most of the day.
- As fall transitions to winter remember to watch for debris and ice on campus walk ways and parking lots. Facilities checks the walkways first thing each morning, but windy and freezing temperature days can create trip and slip hazards quickly. Please report hazards to Facilities (Ext 5233).

Food Services: The Eagle Café and the Dining Hall will be closed from December 17 through January 1 and will re-open on January 2. During the week of December 17, the Maintenance staff will be deep cleaning and waxing the floors and we will be deep cleaning the equipment and facility. The Dining Hall area will also be getting a little retrofit/re-model to help alleviate the "bottle neck" that occurs around the salad bar and condiment tables. Once again, our Facilities and Tech Team are going above and beyond by providing the labor and planning for this project. We hope this will be pleasing and more comfortable for all of our customers.

Technology Update:

- New copiers (MFD) are will be deployed throughout the month of December, replacing older, less efficient copiers.
- Two new student computer labs are being implemented on the Weed campus for the Basic Skills Grant.

- We are working with TPx Communications to increase the bandwidth from 40 Mbps to 100 Mbps between the Weed and Yreka campuses. This upgrade will improve the video conferencing experience in Yreka.
- Banner production releases are scheduled for December 19 and January 19. The updates will be available on TRNG for testing on November 30 for the December 19 PROD release and December 21 for the January 19 PROD release.
- A comprehensive physical inventory of all College-owned technology is starting this month and continuing over the next few months.

Student Services

I hope you enjoyed a stupendous Thanksgiving Holiday and are feeling good about the future. Each year, I feel more appreciative of College of the Siskiyous, my wonderful colleagues and neighbors, and the wonderful opportunity I have to live and work here. We have many exciting events, activities and initiatives on the horizon and look forward to see the fruits of our labors this coming 2019!

This past month we had our annual Holiday Luncheon on November 26th, which was open to faculty, staff, students and the community. As usual, Cindy Martel and the Food Service staff cooked-up a delish buffet of beef, chicken, portabella mushrooms, mashed potatoes, sweet potatoes, green beans and all kinds of desert! It was a great opportunity to see so many students and staff as we enjoyed this wonderful meal together!

And speaking of holidays, we've decorated the Student Center for the holidays – and we're still decorating! Our tree is up and Mary Mericle arranged a beautiful Kwanza and Hanukah display as well. A Winter Solstice display is also planned for our "new" second display case (next to the mailroom). We have lots of room, so if you have a tradition or celebration you'd like displayed in our second case, please contact the Student Services Office.

Holidays are a time of joy and celebration for many. For others, it can be stressful and/or trigger feelings of sadness and loneliness. If you see a student in distress, please refer the name of that student to the Behavior Intervention Team via email at BIT@siskiyous.edu. Students can also call (530) 938-5353 or email counselingservices@siskiyous.edu for a counseling appointment. Our counselors can be that first point of contact and offer options and referrals. Or, students can text "courage" to 741741 for 24/7 help. If *you* or someone you know needs to talk to someone, please call our EAP services at 1 (877) 397-1032 any time day or night.

November was Native American History month, and we had a Native American history and culture display in the Student Center display case, as well as showed two movies. The first movie was Smoke Signals, which was shown in Ponderosa Lodge in the evening. Thank you Lodge staff for assisting me with this event. We then showed the Modoc War in the Student Center on November 27. Thank you IT and Maintenance staff! Unfortunately, the Karuk tribal members were unable to visit the Weed campus for the cultural demonstrations. One member

had injuries and another was ill. They did express their disappointment in being unable to attend and we all agreed to invite them back at a later date. (Possibly spring.)

Heads-up – we are planning the May 2019 commencement ceremony. There are a couple of changes planned but rest assured our intent is to improve. Commencement will be Friday, May 17. Please consider volunteering for the event. We will need help with setting up, ushering, serving refreshments, etc. More details will follow as we get closer to the event.

Final interviews are in the works for three Student Services positions: Financial Aid Specialist, Financial Aid Tech, and Counselor. It looks like we will start 2019 with new faces that will help us increase our services to students.

In closing... *"How did it get so late so soon? Its night before its afternoon. December is here before its June. My goodness how the time has flown. How did it get so late so soon?" ~ Dr. Seuss*

December Multicultural Celebrations

- **December 1:** World AIDS Day. Honoring those who have died of AIDS.
- **December 2-10:** Hanukkah. A Jewish holiday that celebrates the rededication of the Holy Temple and is also known as the Festival of Lights.
- **December 2-24:** Advent. A Christian season of celebration leading up to the birth of Christ.
- **December 3:** International Day of Disabled Persons. Designed to raise awareness in regards to persons with disabilities.
- **December 8:** Bodhi Day. Observed by Buddhists to commemorate Gautama's enlightenment under the Bodhi tree at Bodhgaya, India.
- **December 10:** International Human Rights Day. To commemorate the anniversary of the Universal Declaration of Human Rights.
- **December 12:** Feast of Our Lady of Guadalupe. Holiday in Mexico commemorating the appearance of the Virgin Mary near Mexico City in 1531.
- **December 12:** Eid Milad Un Nabi. An Islamic holiday commemorating the birthday of the prophet Muhammad.
- **December 13:** St. Lucia's Day. Festival in Scandinavia and Italy commemorating the martyrdom of St. Lucia.
- **December 16-24:** Las Posadas. Celebration in Mexico commemorating the trials Mary and Joseph endured during their journey to Bethlehem.
- **December 21:** The Winter Solstice/ Yule. A celebration by Pagans and Wiccans focusing on rebirth, renewal, and new beginnings as the sun makes its way back to the earth.
- **December 25:** Christmas. The day that many Christians associate with the birth of Jesus.
- **December 26:** Boxing Day. Celebrated in the UK, Canada Ireland, Australia, New Zealand, Hong Kong, and South Africa.
- **December 26–January 1:** Kwanzaa. An African-American holiday to celebrate universal African-American heritage.

Admissions & Registration: We would like introduce you to our new Admissions Specialist! Athena Oreck is an experienced Research Analyst and Student Services professional with a demonstrated history of working well in fast-paced, team-oriented, dynamic workplaces. She is a strong administrative professional with a Master's Degree focused in Business Administration and a Bachelor's Degree in Recreation, Hospitality, and Parks Management.



Athena was born and raised in Mount Shasta California. After graduation from Mount Shasta High School in 2010 she moved to Chico California to attend CSU Chico earning her BS in 2014 and her MBA in 2017. During this time she also worked as the Assistant Programs Coordinator for CSU Chico's Recreational Sports Programs and a Data Processing Specialist for a Software company.

After graduating with her MBA Athena relocated to Boise, ID where she was working as a Market Research Analyst for a Commercial Real Estate Firm. Though she enjoyed her time in Boise she realized that her heart was back in her hometown, in the community that she loved. Her past experience working with College students and her personal ties with the Siskiyou County community led her to College of the Siskiyous.

In her free time Athena enjoys drawing, reading, teaching art lessons and spending time with family and friends. She is very excited to be a part of the College of the Siskiyous and looks forward to meeting you all. Please stop by and welcome her to the COS family!

Counseling and Advising: SOAR in-person sessions continue to be offered and we are seeing more students in our office for assistance with selection of classes for spring. A few students have also expressed interest in winter session classes.

We have been invited to Weed High School to talk to their seniors. Sunny Greene will be meeting with the students on December 11th to talk about our math and English placement process, Siskiyou Promise, services and programs, the importance of completing 30 units in a year, tutoring, providing a financial aid overview, transfer requirements and career planning, and answering questions.

Disabled Student Programs and Services (DSPS): The DSPS staff is working to make their department more visible, encouraging students to apply for services, and getting students who need the help signed up before the start of spring semester. Efforts are already underway for DSPS Program Plan due June 2019. Surveys to DSPS students will go out late January or early February regarding the service they received through the program. Surveys to faculty and staff will also be distributed in the spring.

EOPS/CARE: EOPS is accepting applications for the spring semester. If students are eligible for the California College Promise Grant, they are likely eligible for EOPS. We would love help getting the word out promoting EOPS and the support it provides to students - \$400 book

voucher, gas vouchers or bus passes throughout the semester, use of a graphing calculator, and the opportunity to get another \$400+ in cash at the end of the semester just for meeting with a counselor twice and checking in with EOPS staff a few times!

CARE students received a "mid-semester" (although a little past the true mid-semester point) grant recently, and were very happy. One student said the money came at a good time because PELL starts to run out around this time of year. The grants were \$500 each.

The EOPS/CARE Advisory Committee met in late November. Representatives from UC Davis Upward Bound, Karuk Tribal TANF, Siskiyou Child Care Council, Siskiyou County Health and Human Services, County Office of Education, and several folks from COS were in attendance. Updates from each of the programs were provided and discussion about coordination of services was had.

Foster Youth Success Program: The final Monthly Meet Up of the semester was held late November. Students really value and appreciate that time together. This program is small, but really positively impactful for the students who participate.

TRiO – Student Support Services (SSS) and Upward Bound (UB): UB held a Saturday School on December 8th. Also on December 8th, the UB students participated in Celebrity Bagging at Ray's Food Place in Weed in an effort to continue raising funds for admission to Disneyland during the College Tour of 2019. Another fundraising activity for that trip is a holiday wreath sale. Beautiful and locally made, wreaths can be purchased from the TRiO Office for \$29.

The SSS program is still accepting applications for the spring semester. There have been, and continue to be, a number of off campus events for the SSS students. SSS, in partnership with Student Equity, took a group of six students to UC Berkeley Transfer Empowerment Day on November 10. Students said it was informative and provided great resources for the transfer process. There were keynote speakers, a UC application overview, FAFSA presentation, and a UCB student panel. There were also breakout sessions and students got to choose what they wanted to attend. Another off campus event was the student hike to Faery Falls that happened on November 30th. Coming up will be SOU Preview Day on January 11th.

On campus activities for SSS students included the "Get Stacked" pancake social, a Cookie Extravaganza social and going to see the fall musical "Little Shop of Horrors." The first annual "1st Gen Day" celebration was held in the Student Center, and SSS had a table and played a video loop of senators celebrating first generation college students and their successes.

Tyler Morrison and Michelle Knudsen collectively spent 65 hours assisting SSS students with applications to transfer campuses. Applications for CSUs and UCs were due on November 30th.

Financial Aid: Financial Aid has awarded 638 students a total of \$1,293,732 in Pell grants. By the end of the fall 2017 semester, 652 students were awarded \$1,488,347 in Pell grants. There will be one more financial aid disbursement December 7.

The Financial Aid staff are continuing to contact students by phone and email to offer assistance with completing verification of their information that was provided on their FAFSA. They are working closely with Inceptia staff to resolve any issues that are still remaining for these students and their families. Approximately 190 students have been contacted and 33 students have successfully completed the verification process.

Jan Harris has been working with Kory Haden, a UC Davis GEAR UP advisor, to set up Financial Aid outreach events both in North and South County. January dates and times are still to be determined. On Thursday, December 6th, Kory will host a Coffee Corner in the Student Center and provide financial aid information along with coffee and hot chocolate! She will continue to meet with students in the Student Center at the Weed Campus throughout the spring semester. Outreach events are in the beginning phase; more details will be provided next month. Stay tuned!

The Chancellor's Office approved the Financial Aid Office request for additional funding for the Student Success Completion Grant (SSCG). There has been an increase of students enrolling in 15 or more units and the funding went very quickly. Students who received the SSCG in the fall will now receive the second portion during the spring.

Happy Holidays from the Financial Aid Office!

Lodges: A dozen students stayed on campus over the Thanksgiving holiday break. The students stayed for a variety of reasons, from academic projects to being far from home. Ty Speck, Lodge coordinator prepared a special holiday dinner for those who stayed on campus. Residents were invited to prepare, decorate, and clean up the dinner. All important parts of the Thanksgiving dinner experience.

Lodge Professional staff also have two new communications tools ready to launch with the spring term. The first one is a desktop texting application hosted by a company called Zipwhip. The web based software allows our office staff to text students and their families from the Lodge office business phone number. The system works just like texting from a cell phone, allowing images and web address to be sent directly to student's cell phone.

This Zipwhip texting system will be enhanced by a second software system called Roompack. Roompack will first be used by the Lodge paraprofessional staff (RA's) to identify locations and rooms in the Lodges where they are concerned for the students. On the computer screen the colors red, yellow, and green will provide a visual clue that a professional staff member needs to follow up with one or all of the roommates. Issues causing staff to change the room status colors may vary from residents having too many lockouts up to residents having outstanding account payments. All features in Roompack are included in the purchase price. Which means Lodge residents will soon be signing roommate agreements, room condition reports, and guest registration forms online.

Academic Senate

I am so grateful to College of the Siskiyous for awarding me a sabbatical leave last year and I wanted to take some time to reflect on why sabbaticals are a good idea. As employees in the public education field, we make a lot of trade-offs: we trade the higher salary, paid vacation days, and career ladders for better health insurance, unpaid vacation days, the joy of teaching, and the possibilities of sabbaticals. Yes, the possibility of a sabbatical, even at partial pay, is definitely an appealing part of being an educator. However, there is SO much more to it than that!

I earned 36 units while on my sabbatical and came back with new ideas to teach my students, new activities to try, and new connections at our number one transfer institution. I can also attest to the fact that the commute is do-able and encourage our local students to give the commute a try. While on sabbatical, I wrote over a dozen non-credit courses and a community proposal. I met with dozens of community leaders, promoting COS, and strengthening that bond. I was active in my community and in my field in ways that I simply do not have time for when I am in the midst of classes. I definitely believe that COS has already received a return on what they invested in me!

I also took up a hobby and had the time to see my doctor, both of which should reduce my health care costs in the long run and keep me healthier in my classroom now that I am back. And, while those personal benefits may be easy to see, our College has repeatedly noted the institutional benefits. Not only have we implemented processes and procedures researched and developed by faculty on sabbatical, we have called out the benefits to supporting diversity and Guided Pathways via sabbaticals in numerous reports.

Other faculty have shared that their sabbaticals improved curriculum, provided intellectual stimulation and prestige for COS, improved student outcomes, and SO much more! In their words:

My sabbatical for the academic year of 2015/2016 was an incredible experience. I completed my @ONE online teaching certificate (I completed 5 of their courses and the practicum). This led to an offer to work for @ONE as a peer guide for their practicum candidates which I did until their program changed in spring of 2018 (I learned so much from mentoring other online instructors).

During my sabbatical, I also conducted research that led to a paper titled "Options for online biology courses at American colleges and universities" that was published in the journal Life Science Education in spring of 2016. I have since served as a peer reviewer for that journal. Finally, I developed the COS hybrid Field Botany course during this sabbatical. The class is very popular and was the subject of a paper titled "Why teach natural history online and through hybrid courses?" which was published last fall. I was very productive during my sabbatical and the projects I started during that time have continued to be a source of intellectual stimulation and growth.

Alison K. Varty



I've been fortunate enough to have three sabbatical leaves during my time at COS.

1999/2000: I hosted 68 geology instructors and students from across the region for the NAGT-Far Western Section fall field conference. The meeting highlighted the College and its programs to a diverse group of visitors, some of whom subsequently returned for later workshops. That year I also developed and offered our first geologic short-course trip to Lassen National Park and wrote the manuscript that became the field guide for our Geology of Mount Shasta short course.

2006/2007: I participated in my first site visit for ACCJC (to Kapi'olani College in Hawaii) and then drew upon some of what I had learned to help draft parts of later COS self-studies. I also published an original research paper in the Geological Society of America Bulletin that highlighted some of the scholarship occurring at the College.

2014/2015: In addition to conducting geologic field and laboratory research, which has enriched classroom discussions and led to a presentation on original research last year for the Science Outreach Club, I also trained and certified as an EMT in order to provide emergency care should an accident occur on one of our field trips.

William Hirt

In the spring of 2008, I was awarded my first sabbatical. I used it to get technical training in computer coding for animation, participating in Computer Arts conferences and workshops, especially in Web Animation. I also took two graduate independent study courses at Sacramento State - one on building a large camera that would demonstrate Da Vinci's idea of 'western' perspective, the other course on 19th century photographic printmaking techniques. I exhibited new work in Sacramento, San Francisco and Guadalajara, Mexico during the sabbatical. In the fall of 2008, I organized an exhibition of work in the COS Art Gallery generated during this sabbatical.

In the spring of 2016, I was awarded my second sabbatical, during which I completed certificate studies in Adobe Photoshop and Illustrator, becoming an Adobe Certified Associate in both; I completed three @ONE courses including "Designing Effective Online Assessments," "Creating Accessible Online Classes" and "Building Online Communities with Social Media." I also was selected to participate in a photographic workshop with Guggenheim Fellow Robert Dawson at the Mojave Desert Research Institute in Southern California, and I strengthened professional ties with four-year transfer colleges, including Chico State, Humboldt State and San Jose State Colleges and the San Francisco Art Institute.

James Gilmore, Faculty Instructor

I completed a semester long sabbatical during spring 2013, my third year in my doctoral program. My doctoral program used Knowledge Area Modules (KAM). KAM coursework are individually-paced course of study. There are foundation courses, three core 14-unit KAMs, with two additional advance level KAMs and research courses, plus my dissertation. Prior to January 2013, I completed all my KAMs and courses (except my final KAM). I worked on my last KAM and the first three chapters of my dissertation during my sabbatical.

The beauty of this type of program is that you can do research and study a particular interest of yours while focused on the aspects of Community College Leadership. My primary focus of study was Universal Design for Learning (UDL) in my KAMs and dissertation. Universal Design (UD) is the idea that products and environment should be built or developed so all users can use them independently (for example, sidewalk curbs benefit not only people in wheelchairs, but also people using scooters, strollers, bicycles, etc.). In Universal Design for Learning (UDL), three main principles are related to how diverse learners can be taught and access learning, be engaged with the content, and express what they know. UDL is currently used in the K-12 systems nationwide, but not widely spread nor widely used in higher education. My dissertation focus was on Basic skills math instructors using a UDL technology tool in teaching math at their respective community colleges. This tool focused on two of the three UDL principles.

The pursuit and completion of a PhD in my field of study (Education) with the specialization in Community College Leadership improved my skills as a mid-level administrator of a program, as well as my skills as a counselor and instructor. I incorporated what I've learned in the Guidance classes I teach, my counseling sessions, as well as my administration of the Disabled Students Programs and Services. I also used my knowledge to present UDL principles and accessibility to faculty and staff during various workshops/flex activities.

Sunny Greene, PhD

These are the results from some of the past sabbaticals. More wonderful and powerful ideas are out there waiting for future sabbaticals to bring them to life here at COS!

No other reports were submitted.