

Office of the President

Much of the recent focus has been on the state of emergency the College and District has faced since March 5, 2020 – a solid two months. Despite the planning that has begun to reopen our community, state, and nation, the emergency is far from over. It would be more accurate to say we are in the “eye of the storm.”



This “eye of the storm” is impacting our stress levels, and our capacity to function. None of us are “at our best” despite frequent observations that everyone is still “trying their best” to manage both professionally and personally. Being in the “eye of the storm” is not just quieter than the ravages of wind and rain; it is also disquieting. The atmosphere is thick and pungent; there is a heaviness in the air. This fog weighs us down in addition to obscuring the trail ahead. In this “eye of the storm,” our community connectivity feels weaker and strained. Something is missing.

One important missing ingredient to our workday is something called “LIMBIC RESONANCE;” the “flow-like” physical and emotional sensation we feel when engaging – in person – in back-and-forth conversation, debate or competition of wit. When we empathically tune into the non-verbals and energy of the other people sharing the same physical space, and adapt to their emotions and inner states of mind. Limbic resonance is what allows a speaker to feed off the energy in the room in a kind of passionate dance of hearts and minds; similar to the feeling musicians get when they jam together... and everything flows. Limbic resonance provides dopamine. Hugs produce oxytocin. We cannot get that from a screen. Too much mediated interpersonal communication leaves us depressed.

In extraordinary times, true character gets tested. We have tremendous power to help or hinder. We have an opportunity to retain the best of our campus community and our connections - not just with our friends or allies, but with each and every student, faculty member, classified staff, administrator, and stakeholder.

This month we recognize our classified employees. Last week was Nurses Day. Our managers and leaders have risen above the chaos of the storm-like emergency and revised virtually every system within our organization.

A special recognition to the amazing efforts of our faculty – not just in migrating f2f classes to temporary remote education modes of instructional delivery “in the blink of an eye” but for maintaining connections with students during the second half of the spring semester.

Every employee at Siskiyous is a true hero. Even though we are not on campus seeing each other, the College President does “see you” – each of you important, not invisible; each of you keenly valued, not forgotten; and each of you doing incredibly meaningful work for our students and one another. All of

this work is recognized and respected. All of these efforts go far beyond the measure the mere words of “thank you” can possibly convey.

During this pandemic, the College President goes through a daily practice of reviewing each name in the Siskiyous staff directory – pausing for a moment to reflect on every employee, and wondering how each of you are faring. The intention here is to remain connected with our Siskiyous family, even while we are forced to be apart from one another. Through connecting, to empathize with everyone as we grieve losses, celebrate life events that carry on despite the pandemic, feel frustration or anger with our present situation and/or the reality of unknowing the unknowable, and endure the sense of disconnection or feeling lost. All of these emotions make sense right now.

As we move forward into the month of May, much of our attention will be on inching closer to reopening and the long journey of recovery ahead. Other communication to the College community is addressing the reopening protocols being developed. Suffice it to say here that the health and safety of our employees and the students we serve remains paramount in all we do.

“Fear does not stop death. It stops life. And worrying does not take away tomorrow’s troubles. It take away today’s peace.” -- Vi Keeland, American Author

Public Relations & Foundation: Over the course of the past two months, the COVID-19 pandemic has changed the way we connect with each other on a daily basis. People are using video conferencing for game nights, birthdays, and many different kinds of celebrations. While we have become accustomed to using emojis to give high-fives and hugs, we weren’t expecting emojis to replace these types of actual interactions we have with people on a daily basis in the name of health, safety, and well-being.



College of the Siskiyous, just as all colleges and universities, is faced with the reality that holding a large, in-person event such as commencement is not in the best interest of our students, their families, or our community. In no way do we want to minimize our graduates’ accomplishments, so we have committed ourselves to creating a virtual ceremony that will show the pride we have for our graduates. We desire to recognize the tenacity and commitment they have shown to complete their degrees during a crisis that will be catalogued in history.

The 61st Commencement Ceremony will premiere Friday, May 29 at 6:30 p.m. through the College's Facebook page (<https://www.facebook.com/CollegeoftheSiskiyous/>). This virtual ceremony will be prerecorded, arranged, and edited by Siskiyou Media Council (SMC). All graduates were invited to participate by submitting a short video or photograph of themselves. College faculty and staff were also invited to submit their own pre-ceremony congratulatory videos. In addition, the ceremony will include music by the Vocal Jazz Ensemble and Community Band, and speeches by the College President and other guest speakers who will make this a very special presentation. We hope you will join us ‘online’ May 29 for this very special event.

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

- [COS Employee 3D Prints Mask Clips for Medical Workers](#)
- [COS Volunteers Honored for Work at Eagle's Nest](#)
- [COS Eagles Track and Field Program Copes with Season Ending Due to COVID-19](#)

May / June Activities & Events: Event dates, times, and locations based on information available at the time of publication and are subject to change. Due to the spread of the coronavirus and updated restrictions imposed by the state and federal governments as well as the Centers for Diseases (CDC) and Siskiyou County Public Health, all our extracurricular activities such as sports, music and theater, etc. have been suspended until further notice.

- May 15: Drive Thru Graduation, 12:30 to 3 pm (Weed Campus –next to Bel Air Park)
- May 18-21: Finals Week
- May 21: Spring Semester Ends
- May 25: Memorial Day – Campus Closed
- May 29: 61st Commencement, 6:30 pm (view online - www.facebook.com/CollegeoftheSiskiyou/)
- June 1: Summer Session Begins
- June 1: Summer Hours Begins (COS Campuses Closed on Fridays – June 5 thru August 7)

Administrative Services

During the month of May, IPB was able to complete CQIP rankings presented at the Open Hearings held in April. These recommendations were then forwarded to College Council for review and approval.

The College will present the “Draft” 2020-2021 Tentative Budget during a joint meeting of IPB and College Council for review and approval. One of the IPB goals for 2019-2020 asked that Fiscal Services distribute an electronic copy of the 2020-2021 Tentative budget by May 8, allowing committee members of both groups to share this information with their constituents before the joint meeting is held. Once the budget is shared with IPB and College Council it will then be presented to the Board of Trustees at their next monthly meeting scheduled for June 2.

Since the Governor’s declaration of a State of Emergency due to the COVID-19 global pandemic, the impact on the state budget (and the resulting potential implications for next fiscal year’s community college budgets) has been a fluid discussion with no real sense of where we will land until at least fall 2020. While advocacy for support of the Governor’s Proposed Budget in January 2020 will continue to be the path for the community college system, we are being asked to plan at the district level for a flat budget in fiscal year 2020-2021 (meaning utilizing the base fiscal year 2019-2020 hold harmless budget with no COLA). As we have moved further into this prolonged emergency, and seeing the devastating impact on the local, state, national, and global economies, discussions have begun to include a scenario recognizing additional cuts in apportionment up to 12 to 15%; cuts this significant would require the District to offset the loss of these state revenues through reduction in operating costs. With the delay in state tax returns to July 15, and timing of property tax payments being revised, the state is not in its normal position of being able to project revenues by the May revise.

The community college system is also faced with an immediate decline in enrollment due the COVID-19 pandemic for the last quarter of the fiscal year 2019-2020, and the stay-at-home order by the Governor now, along with the recently released reopening strategy, are creating a lot of unknowns regarding both enrollment levels and apportionment funding for the academic and fiscal year 2020-2021 respectively. It is not known how deep the decline in state revenue could be. It is unknown if the economic collapse will be short-lived or extend beyond the current horizon. It is also unknown what the ultimate impact on the community college budgets - not only for fiscal year 2020-2021 will be, but also in the years to follow. Despite these unknowns, the District continues to closely monitor the rapidly evolving economic crisis,

seeking signs for recovery when the state reopens, actively recruiting for potential enrolments for the next academic year, and remain flexible and nimble as the reality of the impact from this global pandemic continues to be revealed.

Fiscal Services: The Business Office has been working hard on the Tentative Budget. The draft was first presented to the Executive Cabinet, IPB and College Council will review and consider approval on May 13, and lastly the draft will be forwarded to the Board of Trustees for discussion and approval on June 2.

Budget Managers, please continue to review 2019-2020 budgets and make any necessary budget changes as needed to line up with the actual activity for the year. For those with categorical or grant programs, be sure the budgets reflect the final allocation for each program. For those departments who need to make any budget changes, use the new format located on mySiskiyous, under the finance tab, at the bottom of the page under Forms.

Training for Online Purchase Orders and Budget Transfers was been postponed due to the COVID-19 pandemic and stay-at-home order. To get back on schedule, Jeannine Greenslade will be holding one-on-one Zoom trainings with a few "Power Users" during the month of May. If the initial training goes well, Fiscal Services will expand the trainings. Fiscal Services has also begun the set up and testing for implementing a 3rd Party Billing process.

Some housekeeping...

- Emails were sent o Budget Managers requesting review of open Purchase Orders.
- The purchasing cutoff was April 15. Any Purchase Requests needed now will require a Vice-President's approval to be considered for processing. All requests still require approval from the VP of Administrative Services.
- Please continue to follow the procedures for Payment Vouchers. The routing has not changed with the stay-at-home orders. Email approvals are acceptable, just remember to attach it to the Payment Voucher.
- Another reminder about direct deposit - direct deposit is offered to all employees as well as student employees. The form can be found on mySiskiyous and needs to be submitted to Human Resources.

Facilities:

- The Weed and Yreka campus is currently closed to the public during the COVID -19 Pandemic.
- Plans for a safe campus opening are in development with the help of CDC and Public Health guidelines.
- New flooring was installed in the IT server room giving it a fresh new look.
- Repair work on building 3 roof dry rot is scheduled to start in May. Exterior painting of building 3 will commence soon after the dry rot repairs are completed.
- The Vaporizer replacement project has been completed on both campuses.
- ATC roof repair and recoat work has been completed.
- ATC fascia is being renewed in house in conjunction with the new roof.
- Various departments on campus have been measured for the installation of plexi-glass safety barriers.
- New exterior electronic locks for the Tactical Training Center (TTC) are scheduled for upgrade and replacement in May.

- The Facility Master Plan Forum #3 was held May 6 with a turnout of close to 27 people in attendance utilizing the Zoom videoconferencing platform.

Technology Services:

- We have begun the recruitment process to fill the vacant Information Systems Technician I position in order to strengthen our client services.
- Zoom recently released another update to its software to further enhance security by upgrading the level of encryption used. Unlike the previous update, this one must be implemented by the end of May. Beginning in June, users who have not installed the latest client will not be able to access their Zoom meetings. Technology Services will provide information on how to install the update to all faculty and staff.

Student Services

Congrats to all of us for making it this far! It's been a long and strange spring semester and I'm proud of everyone for enduring all of the change and chaos with finesse and grace. Throughout all of it, people have kept the students in the forefront. Well done!

As you know, we will have our first virtual commencement ceremony. Hat's off and thank you to everyone who put this together. The premier will be held Friday, May 29, 2020 at 6:30 p.m. and may be viewed online through the College's Facebook page (www.facebook.com/CollegeoftheSiskiyous/). Printable, electronic copies of the Commencement Program will be available prior to the premier broadcast.

On Friday, May 15 we will hold a graduation parade at the Weed Campus. Thank you to all who are making this special event possible. Many people are excited that we are able to provide this to our students. Many of the staff plan on wearing regalia and holding signs of congratulations (social distancing and weather permitting.) These two commencement events will go down in COS history.

Student Services Council approved the Enrollment Management Plan and it will move forward to the other Councils. It's interesting to note that many of our goals in the Plan to move more services online became a reality over the past couple of months. Thank you Student Services staff for making this so. It wasn't easy and you did an outstanding job. Additionally, we can't forget the Maintenance and Technology Services people who performed heroically to get everything in place in a very short timeline. Great job to you all!

Now that the semester is coming to an end, Student Services is redirecting energy and focus to recruiting and retaining students for summer and fall. Working with departments and divisions across campus, we hope to create a vigorous outreach communication plan that will encourage students to attend College of the Siskiyous. It's also an opportunity to reflect on what worked and what needs tweaking. This communication plan will include more personal outreach and phone calls by Eagle Ambassadors, more videos, more Zoom meetings, virtual tours, etc.

In closing, *"Our human compassion binds us the one to the other – not in pity or patronizingly, but as human beings who have learnt how to turn our common suffering into hope for the future."* – Nelson Mandela

May – Multicultural Observances

May is Asian Pacific American Heritage Month, Older Americans Month, Jewish American Heritage Month and Mental Health Awareness Month (or Mental Health Month),

- May 1: Beltane, signifying the beginning of summer.
- May 3: Saints Philip and James, a Roman Rite feast day
- May 5: Cinco de Mayo, a Mexican holiday commemorating the Mexican army's 1862 victory over France at the Battle of Puebla during the Franco-Mexican War (1861-1867).
- May 7: National Day of Prayer, a day of observance in the United States
- May 11-12 (sundown to sundown): Lag BaOmer, a Jewish holiday
- May 17: International Day Against Homophobia, Transphobia and Biphobia
- May 19: Laylat al-Qadr, the holiest night of the year for Muslims, commemorates the night that the Quran was first revealed to the prophet Muhammad.
- May 21: World Day for Cultural Diversity for Dialogue and Development,
- May 21: Ascension of Jesus,
- May 22-23 (sundown to sundown): Declaration of the Báb, the day of declaration of the Báb,
- May 23-24 (sundown to sundown): Eid al-Fitr, the first day of the Islamic month of Shawwal, marking the end of Ramadan
- May 25: Memorial Day
- May 28: Ascension of Bahá'u'lláh, the founder of the Bahá'í faith.
- May 28-30 (sundown to sundown): Shavuot, a Jewish holiday. It marks the all-important wheat harvest in Israel and commemorates the anniversary of the day when God gave the Torah to the nation of Israel assembled at Mount Sinai.
- May 31: Pentecost, the celebration of the giving of the Ten Commandments by God at Mount Sinai.

“2020 Diversity Holidays.” Diversity Best Practices, www.diversitybestpractices.com/2020-diversity-holidays?loc=contentwell&lnk=STRONG&dom=section-2#may

Basecamp: Even though the campus is closed to the public, HQ is still very busy providing essential services to students. This includes fulfilling and delivering orders from our food pantry; providing CalFresh application assistance via zoom; and, coordinating laptop check-out and graduation package pick-ups. It is wonderful to be able to connect with students while using proper social distancing guidelines to ensure the safety of everyone.

The Eagle Ambassadors spent a great deal of time calling students to ensure they have been adjusting to remote instruction. They also checked to make sure students have access to the internet and a laptop, as well as make them aware of the food pantry delivery service. One thing of note that was often repeated during the calls was how happy the students were to hear from the college and that we were checking in to make sure they were doing okay. During these unprecedented times it is vital that we all work to maintain those connections with our students, as well as each other.

Another project in the works is the Online Student Engagement Plan which will help to identify ways to keep students connected to the campus and engaged. The TRiO Program has done an amazing job with planning events and activities for students, and Basecamp is looking to create a partnership, as well as build upon those activities to create a robust online engagement plan for students. It is time to be creative and think outside of the box!

Enrollment Services (Admissions & Records and Financial Aid): Admissions and Records is working with Instruction and Technology Services to create forms with electronic signatures. In addition, the final stages of starting the transition to electronic transcripts has begun. Financial Aid has begun prepping for summer financial aid and is working on the CARES act.

TRiO (Upward Bound and Student Support Services): Siskiyous Upward Bound is excited to announce a full schedule for summer. Several options will be offered in order to best serve all participants during COVID-19. Due to social distancing, the program will offer a hybrid program for most. A full 6 week curriculum is set to be offered online via Canvas and we will also have the opportunity to provide more of a traditional experience for students who are interested. The traditional experience will consist of a limited number of students being served on campus for three of the six weeks at a time. During this time safety is a top priority for staff and students. Parents and students will be notified of campus and program safety protocols. Summer services are tentatively set to begin mid-June.

In an effort to honor our 2020 graduates in a special way, all special population programs on campus have been collaborating on a very special event. On Friday, May 15 from 12:30 to 3 p.m. will be the Special Populations Parade (date changed due to weather forecast). Faculty and staff are welcome to participate. The SSS program also plans to provide support throughout the summer for students.

Academic Affairs

Office of Academic Affairs: Ready, set...go! After seven weeks of preparations which included: the development of detailed 'before, during and after' safety protocols, completion of safety questionnaires, signing of agreements, and abiding by the State of California and Siskiyou County Public Health guidelines, the FIRE and EMS programs have resumed. Both programs are strictly following social distancing recommendations and, when 6 ft. of separation is not possible, Personal Protective Equipment (PPE) is worn. Precautions also include limiting students' access on campus as well as designating lunch areas, parking and restrooms. Additionally, students assist in disinfecting their areas daily.

Plans for the POST Academy to resume are in progress. POST, like EMS and FIRE, have developed safety protocols and student agreements but were also required to work with the Director of Student Life to develop lodging move-in protocols.

These CTE Programs, including Nursing, have been deemed essential by the Governor of California. The College prioritizes student and staff safety over completion and, as such, prior to allowing programs to resume, each essential program was required to submit their safety protocols and agreements. This process has been a huge undertaking by not only the essential program staff and CTE Dean, but also maintenance, food, and lodging services. The opportunity for students, enrolled in these essential programs, to complete is a direct result of collaborative efforts among Academic Affairs, Administrative Services, and Student Services. Kudos to all!

Preparing for Summer Session and Fall Semester: The summer and fall schedules have been posted and the following message has been conveyed to students: *'Registration is open for Summer Session and Fall Semester! Please note, Summer Session and Fall Semester face-to-face courses are subject to cancellation or conversion to remote instruction. If a face-to-face class is converted to remote instruction, you will be expected to attend the course, remotely, on the days and times specified'*.

Preparations for summer and fall include implementation of a May 21 deadline to submit Distance Education (DE) Addenda for courses, submission of the Blanket Emergency Summer and Fall Addendum Application, promotion to convert courses to online and encouragement of faculty to obtain online certifications. As of May 5, 2020:

Instructor Type	Canvas Certified	Online Teaching Certified as per AP 4105
Full Time faculty	33/35= 94%	18/32*= 59%
Part Time faculty	46/48 = 96%	18/48= 41%

*This number excludes non-teaching faculty from the total.

Of the 69 courses to be offered during the 2020 Summer Session, only 11 will need to be covered by the summer 2020 Blanket DE Addendum. Two of the 11 courses are CTE and remaining nine are Non Credit.

Of the 253 courses offered during the 2020 Fall Semester, only 88 (35%) will need to be covered by the fall 2020 Blanket DE Addendum and only 75 (30%) are not currently DE Approved.

The graphic is a chalkboard-style poster for the College of the Siskiyous. It features the college's logo in the top left corner. The main title is "College of the Siskiyous Fall 2020 8-week Online Schedule". Below the title is a disclaimer: "*All courses are COSGE, CSU and UC Applicable. Please check with a counselor or advisor if you have questions related to course offerings and your academic goals: counselingservices@siskiyous.edu". The schedule is divided into two columns: "First 8-Weeks" (Aug 24 2020 - OCT 16 2020) and "Second 8-Weeks" (OCT 19 2020 - DEC 17 2020). Each column lists courses with their CRN and course name.

First 8-Weeks Aug 24 2020 - OCT 16 2020		Second 8-Weeks OCT 19 2020 - DEC 17 2020	
CRN	COURSE	CRN	COURSE
7287	ADHS 2018 CASE MANAGEMENT	7285	ADHS 1517 LAW AND ETHICS HELP PRO
7219	ADJ 1001 INTRO TO ADMIN OF JUSTICE	7209	CSCI 1007 PROGRAMMING
7063	ENGL 1001 COLLEGE COMPOSITION	7077	ENGL 1502 ADV. CRITICAL THINKING
7091	HIST 1017 US HISTORY 1877	7120	HEA 1010 HEALTH IN ACTION
7097	HUM 1001 INTRO TO HUMANITIES	7094	HIST 1018 US HISTORY SINCE 1877
7137	MUS 1234 DIVERSITY IN AMER. MUSIC	7149	KINE 1030 PRINCIPLES OF PHYSICAL FIT
7299	NURS 1045 MEDICAL TERMINOLOGY	7156	MUS 1633 SURVEY OF JAZZ AND POP
7170	PSYC 1001 INTRO TO PSYCHOLOGY	7300	NURS 1045 MEDICAL TERMINOLOGY
7180	SOC 1001 INTO TO SOCIOLOGY	7184	SOC 1002 SOCIAL PROBLEMS

No other reports were submitted.