

Office of the President

Submitted by Dr. Char Perlas, Superintendent/President

December is Human Rights Month! Human rights month not only acknowledges the basic human rights of every person but it also provides an opportunity to reflect on how we treat others. During this month and throughout the year, we should feel empowered to stand up for the rights of others. The 2022 theme is 'Dignity, Freedom and Justice for All'. Some actionable ways you can observe Human Rights Month include:

- **Talking about applicable but difficult subjects:** Racism, geopolitical conflicts and inequality
- **Broadening your world view:** Looking at human rights from a global perspective
- **Educating yourself:** Current Universal Declaration of Human Rights (UDHR) strategies to help human rights

To learn more, visit <https://www.chcw.org/december-is-universal-human-rights-month/>.



Fall Reflections & Happy Holidays from the Office of the President: The start of the fall semester was emotional. The impact of the Mill Fire on our neighboring communities is in ways so very unimaginable. For the College, the fire caused setbacks related to data, budget and reporting processes. Through our setbacks, the College was still able to accomplish many key priorities:

- Planned, facilitated and supported fire survivor fundraising efforts.
- Commenced the planning process for two major capital projects: Theater Building Renovation and new Student Housing Complex.
- Updated our Institutional Master Plan goals based on information provided in the Convocation Day Town Hall.
- Submitted our Institutional Self Evaluation Report, virtually met with our ACCJC Peer Review Team and provided our Accreditation Team with requested, additional evidence and information.
- Continued implementation of the eLumen SLO Module, personalized Vision Resource Center and Zogotech Data Analytics Platform.
- Filled numerous staff, faculty and administrative positions.
- Approved all requested items submitted through the Continuous Quality Improvement Proposal (CQIP) process and commenced purchasing of approved items.



- Drafted a college and community-wide survey to inform the development of our Educational Master Plan (survey link to be distributed at the beginning of the spring 2023 semester).
- Identified strategies to implement in our updated Strategic Enrollment Management Plan.

This sampling of accomplishments is in addition to our daily workloads, responsibilities and handling emergency/time sensitive issues. I am very fortunate to be working with this amazing team and our supportive community members. I wish all of you a wonderful and joyous Holiday Season!

Public Relations & College Foundation:

Holiday Craft Fair: The 25th annual Country Holiday Craft Fair was held December 2 and 3, and was a huge success! The two-day event saw a steady stream of foot-traffic all day long. Special thanks to our Maintenance & Custodial Team, Angel Keen, Emily Anderson-Moser, Carie Shaffer, Kathy Koon, Debbie Duchi, Maggie Crowder, Dustin Wood, Emily Mitchell, Courtney Fisher, and the Siskiyou Baseball Team for help setting up, breaking down, carrying items in and out, 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 29th 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 more than 191 non-profit organizations to participate in the event, and our mission was to raise funds to support the Siskiyou Promise Scholarship Program fund. Online donations for the day totaled approximately \$2,100 from 19 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 to transform the life of a COS student!

Together We Make A Difference: Giving Tuesday has come and gone, but the work does not stop there. It is that time of year 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 will consider participating. To participate in our Employee Payroll Deduction Program click on the link:

<http://www.siskiyous.edu/foundation/forms/PayrollDeductionForm.pdf>

Stay Connected: Winter is officially here! Be sure to sign up for the College’s communication system, “COS Connect” powered by Everbridge. This is a free system used to notify students and staff of emergency-type situations, campus closures, or general information. To sign up click on the [COS Connect](#) button located on the COS homepage and follow the directions to get sign up. Need help? Call (530) 938-5373 or email pio@siskiyous.edu.



December Activities & Events: Event dates, times, and locations based on information available at the time of publication and are subject to change.

- Registration for 2023 Winter Session and Spring Semester Ongoing
- December 9: Music Department Presents “An Evening of Holiday Music with the COS Concert Choir,” 7pm – Theater (featuring choirs from several local schools)
- December 10: 25th Anniversary Celebration at the Eagles Nest, 12 to 4pm – 123 Main Street, Weed
- December 10: Movie Premiere... Hotel Dunsmuir, 6pm – Theater (Donations support Mill Fire Survivors)
- December 12-15: Finals Week
- December 13: Board of Trustees Monthly Meeting, 4pm – Weed Campus Board Room
- December 14: Siskiyou Employee Holiday Party, 4 to 6pm – Harvest Restaurant (1121 S. Mt Shasta Blvd. Mt. Shasta)
- December 15: Fall Semester Ends
- December 15: Siskiyou Music Department - Chamber Music Class Presents “Chamber Music Across Centuries,” 7pm – POPS in Dunsmuir
- December 16: Mt. Shasta Children’s Theater Presents Elf JR, 7pm – Theater
- December 17: COS Law Enforcement Academy Class 009 Graduation, 10am - Theater
- December 17: Mt. Shasta Children’s Theater Presents Elf JR, 7pm – Theater
- December 18: Mt. Shasta Children’s Theater Presents Elf JR, 3pm – Theater
- **December 23-January 2: Campus Closed for Winter Break**

Come Join Our Team: The Foundation is looking for new volunteers to join the Eagle’s Nest team. Volunteers work three to four 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 is interested in volunteering, have him or her call 938-4663 or stop by the Eagle’s Nest to speak with Angel Keen, Shop Supervisor.

Eagles Nest - Save the Date/Reminders:

- NEW holiday gifts available: hats, gloves, scarves, candles, soaps and more! We also have “Barkin Good Dog Treats” and Fire Starters hand-made by the Siskiyou County Office of Education Transition Class. Only \$5 a bag. Ingredients include flour, peanut butter, baking powder, and eggs – and baked and handcrafted right in the Transition classroom. If you are interested in purchasing biscuits or fire starters call (530) 938-5587 or email lteeboom@siskiyoucoe.net.
- **25th Anniversary Celebration – December 10, 12 to 4pm. Please join us in celebrating 25 years of business!**
- Holiday Clearance Sale – December 12 – 22
- Closed for Winter Break – December 23 – January 2



From all of us at the Eagle’s Nest... Happy Holidays!

Athletics: Congratulations to our Fall Sports Student Athletes on earning All-Conference Award.

WOMEN'S SOCCER					
F-Name	L-Name	High School	City	State	Award
Asia	Hendrix	Mt. Shasta	McCloud	CA	1 st TEAM ALL-GVC
Mekenna	Maldonado	Eagle Point	Eagle Point	OR	2 nd TEAM ALL-GVC
MEN'S SOCCER					
F-Name	L-Name	High School	City	State	Award
Alfie	Snow	Middlesbrough	Middlesbrough	ENGLAND	1 st TEAM ALL-GVC
Ben	Chandler	Durham	Durham	ENGLAND	2 nd TEAM ALL-GVC
VOLLEYBALL					
F-Name	L-Name	High School	City	State	Award
Jade	Crawford	Independence	Bakersfield	CA	1 st TEAM ALL-GVC
Ashley	Quizon	D'Evelyn	Denver	CO	Honorable Mention ALL-GVC
Kayana	Woodard	Crater	Central Point	OR	Honorable Mention ALL-GVC
Linda	Avila	El Capitan	Yreka	CA	Honorable Mention ALL-GVC
FOOTBALL					
F-Name	L-Name	High School	City	State	Award
William	MacPherson	Marist	Eugene	OR	1 st TEAM ALL-NORCAL
Gannon	Jeter	Ridgeview	Redmond	OR	1 st TEAM ALL-NORCAL
Karson	Boschma	Tigard	Tigard	OR	1 st TEAM ALL-NORCAL
Tyler	Ennis	Crater	Central Point	OR	1 st TEAM ALL-NORCAL
Ryan	Ten-Hulscher	Wellan Madestein	The Hague	NETHERLANDS	1 st TEAM ALL-NORCAL
Marcus	Dilworth	Woodway	Edmonds	WA	Honorable Mention ALL-NORCAL



NORCAL CONFERENCE



WILL MACPHERSON
FIRST TEAM - OL

RYAN TEN HULSCHER
FIRST TEAM - DE

GANNON JETER
FIRST TEAM - RB

TYLER ENNIS
FIRST TEAM - LB

KARSON BOSCHMA
FIRST TEAM - WR

MARCUS DILWORTH
HONORABLE MENTION - DB

FOOTBALL

Check the [Athletics webpage](#) for game schedules, scores, and photos from the events.

Administrative Services

Bookstore: A warm welcome to Sara Montgomery, our new Bookstore Director! Her first day was December 1 and she is working hard to get up to speed. We look forward to working with her and hearing of great things happening in the bookstore.

Facilities and Maintenance: Please join us in welcoming the newest member to the custodial team, Laura Giordanengo!

Upcoming Projects -

- The LRC restroom remodel flooring is complete and we are waiting on new counter tops, sinks, faucets and toilets. All fixtures will be touchless. Thank you for your patience during the construction.
- The HVAC addition to the Kitchen has been delayed due to health issues with the vendor. The vendor will complete the project when the crew is healthy.
- The Science Building sprinkler repairs are moving forward with Nichols, Melburg, and Rosetto, the original architects that designed the building.
- Construction of one walk-in freezer was approved and work will begin in spring 2023.

Projects in Design -

- The Theater Arts project is in the preliminary design phase. Understanding we will trigger the seismic rehabilitation 50% rule creating additional steps in the design process. An Evaluation and Design Criteria Report (EDCR) will be submitted to DSA for approval. Once the EDCR is completed the District will hire a

commercial testing company to perform the assessment for the report to be completed and incorporated into the working drawing phase of the project.

- The Student Housing Project is in the budget creation phase with the Construction Manager, Project Manager, and Architect. Once we have a cost per square foot for the correct amount of proposed beds, we will begin the design meetings with the larger group. Similar to the Theater Arts project the budget in today's construction climate is a concern.

In-House Projects:

- Office of Civil Rights corrections are ongoing and being addressed through contracted construction and in house maintenance staff.

Other News:

- The formal bid process for one or two new busses has begun and the award date is scheduled for January 16, 2023.
- A part-time custodian for the Yreka campus has been approved and will be implemented as soon as possible.
- Committee approved the purchase of one food concession trailer for further design.

Technology Services: Technology Services is pleased to announce Joe Weatherton has been hired as our new Systems Administrator effective January 1, 2023. Joe's previous position, Systems Support Specialist, is being retired in place of this 'more' advanced position that better meets the College's technology needs. Congratulations, Joe!

- DegreeWorks has been successfully upgraded to version 5.0.6. Thanks to all those who have worked with us to make this a success.
- The department is currently imaging 75 laptops that will be used for a permanent Student Laptop Checkout Program that will begin prior to the spring 2023 term.

At the start of the calendar year, Technology Services will begin implementing a new workstation standard on all employee computers. This standard will ensure that all systems are running current software, properly secured, and easily recoverable. Staff will be reaching out to all departments to schedule times to implement this standard at a time that minimizes disruption to their operations.

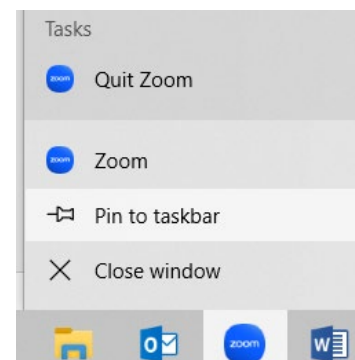
Bethany's Tech Tips - GROUP TABS!



PINNING YOUR FAVORITE PROGRAMS! Do you have to open the 'Start' menu each time you need to get into Zoom or Outlook?

Pin it to your taskbar!

When you have the program open, right-click the icon and click *Pin to taskbar*, and the program will stay there even after you close the program.



Student Services

Submitted by Patrick Walton, Vice President of Student Services

It is difficult to believe, but the semester is almost over. This semester has felt, and has been busier than probably any other semester, in recent memory. With some vacancies, current hiring of new positions, and the constant demands of our jobs, it has been difficult for me, and many others, to find the energy and the time to get everything done. We are working hard and doing all we can. Really, it is all we can do, and for that I am grateful.

It has been an eventful semester with campus outreach events, implementation of new technologies, folding in other campus departments into Student Services, hiring, registration for spring 2023, and the list goes on and on. The tasks for the upcoming spring semester do not look any easier or less time consuming. We will continue to do what we do, which is serve students. Education really is the most rewarding job. Difficult, stressful, exhausting, but rewarding on so many levels.

As the Holiday Season approaches, I want to wish everyone Happy Holidays! It is a magical time of the year for many. I hope that each of you find joy, peace, and laughter with your friends and families. Merry Christmas, Happy Holidays, and Happy New Year!

Basecamp: Basecamp and TRIO hosted the last Adventure Outing for the fall semester, with a trip to Viking Skate in Redding. Nine students participate in this roller-skating adventure. All had a great time and we received many requests to do it again next semester! Here are [pictures](https://siskiyous0.sharepoint.com/:p/s/COSTRiOCenter/ERUa1Q1f_ZlCoPVu2m6z1D4BFtqOLsOgdk5rdo3ZaVgHyA?e=KVOnWb) of the event.
(https://siskiyous0.sharepoint.com/:p/s/COSTRiOCenter/ERUa1Q1f_ZlCoPVu2m6z1D4BFtqOLsOgdk5rdo3ZaVgHyA?e=KVOnWb)

Basecamp would like to give a BIG shout out to the Hi Lo Cafe for assisting us with giving our Lodge students Thanksgiving dinner. The Hi Lo Cafe made it so easy for us to give them a warm meal. Earlier in the month, we served homemade soups and grilled cheese as part of our Thankful Thursday event on November 3. We had many students attend and it was nice to see so many students just hanging out and eating with friends!

December is a busy month for Basecamp. On December 8, we hosted our 'Whobilation' holiday party in Basecamp! Here is to hoping that sneaky Grinch is not lurking around! We will also be hosting a few de-stress events during finals week, and some special furry friends may be on campus!

Financial Aid: After payment due notices were sent out, thirty or more students with outstanding Lodge balances were guided through next steps in becoming aid eligible. Other students with outstanding balances are encouraged to seek assistance at the Financial Aid Office window. Final scheduled disbursement will take place December 9. Students who have a completed file will be paid that date.

Students who complete their file later may still be paid for fall 2022 classes, but funds will be issued after their enrollment begins again with the spring 2023 semester.

The deadline has passed for students to request a federal Direct Loan who intend to cease attending after fall. Students continuing in spring 2023 can still be paid for the entire school year.

Outreach and Retention: Check out our [slide show of events and activities](#) that took place during the fall semester. Events and activities include photos from Trunk or Treats held in Ft. Jones and Weed, where over 300 COS swag bags were distributed; Staff attended College Fairs in October and made over 1,000 contacts; Preview Day 2022 was a lot of fun. Approximately 150 local high school seniors attend the event held at the Weed Campus (special thanks to all who participated in this event). Additionally, we are working on a new View Book for the College and have been in touch with a virtual college tour company.



Dual Enrollment: Introductory letters have been mailed to all Siskiyou and Modoc high schools and continuation schools. The same letter was sent to all CTE high school instructors in Siskiyou and Modoc High Schools. Outreach with one on one meetings are being scheduled with our local high schools to discuss ideas on how to increase concurrent and dual enrollment in their schools.

TRiO: Greetings from TRiO! It has brought our team so much happiness to serve students in-person and to begin visiting four-year campuses again. Within collaborative efforts between Outreach & Retention, Basecamp and TRiO we have provided several on and off campus activities for students. One of TRiO's strengths is college and career preparation and we were able to serve over 100 high school and college students by participating in Preview Days for Cal Poly Humboldt, CSU Chico and Southern Oregon. Our on-campus events have consisted of cookie decorating, movie showings and pancake Thursdays. Be on the lookout for spring events and please continue to send students interested in transferring our way. Follow the [link](#) below for fun photos of our travels.

<https://siskiyous0.sharepoint.com/:p:/s/COSTRiOCenter/EV2MKFr6751Oty9HKY1IngoBWU05-pyA6fWBmWmt72be0w?e=UPWbDQ>

Academic Affairs

Liberal Arts – submitted by Val Roberts, Amanda Thomas, Ido Isler, Emkay Sikora, Carly Zeller, and Jude Baldwin

Fine Arts: Mr. Robles (a former COS student) brought his 7th grade science class from Weed Elementary to the college for a visit. They had recently completed a unit on light, and came to the art department to make cyanotypes. Cyanotype is an iron-based photographic process with a chemical formula that is sensitive to UV light and the upper end of the visual spectrum. Amanda Thomas, our Instructional Support Specialist for Fine Arts, gave the class a brief overview and history of the process, which has been used in both artistic and scientific applications since its discovery in the mid 1800's, and continued to be relevant in contemporary art to this day. For their negatives, the students made drawings on transparencies. In two sessions, the group exposed the students' cyanotype paper and they saw their images gradually appear on the paper as they were being processed in the darkroom. The students were an enthusiastic group, and we hope to continue to bridge with Weed and other elementary schools.

Science: Mr. Robles' 7th grade science class also worked with Ido Isler, our Instructional Support Specialist for Science to learn about chemistry. Two groups of students, 15 per group, made "bouncy balls" using glue, borax, and cornstarch. They also watched demonstrations – one group saw screaming gummy bears, and one group saw zinc pyrotechnics!

Academic Success Center (ASC): In addition to providing continued support to our students, the ASC is also adding a little holiday fun to their lives by encouraging students to participate in the daily elf-on-the-shelf search. Whoever finds the elf gets a prize. There is also a "guess the amount of candy is in the candy jar" game. This fun is happening Monday-Thursday until the end of finals week, and is open to all members of the COS community.

Library: The ASB hosted a successful Open Mic Night on November 30 with karaoke, games, movies, and food in the Library Lounge (upstairs). The Library was able to test their new projector and moveable tables, and students were able to test the new beanbag chairs. If you are looking for an evening event space (or not-to-rowdy daytime event), ask about using the Lounge. It is a nice and comfortable space!

The Library has been putting up themed fiction displays this fall, starting with horror and scary books for October and books by Native American authors for November. December's display features fiction that takes place at the winter holidays including Solstice, Hanukkah, Diwali, and Christmas. Stop by and check out a fun holiday read!

Library and ASC: The LRC is THE place to study for finals!

- The **week before finals** (Dec 5-9), the **ASC** will be open 9:00am – 8:00pm Monday – Thursday, and 9:00am – 12:00pm on Friday. Tutors will be available to assist students until 8:00pm Monday – Thursday. Snacks will also be available!
- **Sunday**, Dec 11, the **Library** will be open 12:00pm – 7:00pm with an ASC tutor available!
- **Finals week** (Dec 12-15), the **Library** will be open 8:00am – 8:00pm Monday – Wednesday, and 8:00am – 5:00pm on Thursday. The **ASC** will be open 9:00am – 6:00pm Monday and Wednesday, and 9:00am – 5:00pm Tuesday and Thursday.
- Thanks to Basecamp, during all weekdays (Dec 5-15) starting at 3:30pm and during Sunday hours, coffee, tea, and snacks will be available in the LRC Lobby until the ASC or Library closes.

Academic Senate

Submitted by Dr. Andrea Craddock, Senate President

Hi Everyone,

I would like to highlight another faculty member who puts in extra effort to support her students. Jayne Turk has a practice of hosting a “make-up” day on a Saturday or Sunday every semester. I came upon her make-up day when I swung by my office on a Sunday in early November. I witnessed students busily getting their assignments done or practicing their speeches with Jayne and her student aides taking time to help everyone. Although students were being productive, the atmosphere was relaxed and inviting. Jayne had made a big batch of chicken noodle soup so the availability of warm food and assistance made the setting fun and comfortable even though academic work was taking place. Thanks, Jayne, for taking time to help (and feed) our students so they succeed!

I also want to mention the efforts of administrators and faculty working collaboratively to get things done. First, Dr. Nathan Rexford created a student survey to assess students’ academic needs with input from Academic Senate. We appreciate Dr. Rexford working closely with our faculty when constructing the student survey. We hope the student survey will produce data that will inform us about scheduling and other academic areas.

Second, I would like to send a “shout out” of thanks to the Faculty Prioritization Taskforce who put forth recommendations for hiring faculty members, which were approved by IPB before the Thanksgiving Break. Administrators and faculty worked collaboratively to recognize where faculty hires were most needed and prioritized accordingly. I especially want to recognize Mark Klever who came up with the Faculty Prioritization Taskforce last year, which has made this faculty hiring prioritization process more cooperative and efficient. Although I am pleased that we are going through with five faculty hires immediately, I hope we consider additional faculty hires that offer opportunities for enrollment growth (e.g., Faculty Athletic Trainer, Art Instructor).

One area that faculty and administrators have failed to work collaboratively on is Program Review. The Academic Senate has requested I write a letter to the President and Administrators to share our concerns about the lack of adherence to the Program Review process and timeline. There are a series of steps that were supposed to occur last spring, summer, and early fall that were not followed. Program Reviews are necessary because it allows for courses / programs to be improved, as well as it should drive our budget priorities. Finally, Program Review is required to meet accreditation standards outlined by ACCJC. In order for the Program Review process to be a success, it necessitates a commitment from administrators, faculty, and the Office of Research and Assessment. Given the importance of the Program Review process, we need to make a concerted effort that important deadlines are not missed, and communication occurs regularly. We are hoping for confirmation by Administrators that the process agreed upon in the Program Review manual will be followed going forward.

Thanks for listening,
Andrea Craddock
Academic Senate President