



College of the Siskiyou  
***The Campus Connection***  
March 5, 2019

## **Superintendent / President**

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The first full month of the spring semester is behind us, and I know so many of us have been hard at work to serve our students and assist them in their achievement of success. Thanks for everyone who has put our students' front and center in their daily work. It is very much appreciated by them, as they are fond of telling me, and it is also very much appreciated by me as we lead in service together!

A few highlights from the past month:

- On February 6, the Institutional Master Plan (IMP) Taskforce met to follow-up on the work contributed by every member of the college community during December's Planning Day. Initial drafts of the IMP's elements were due on February 28. The taskforce was excited about not only the efforts of the work teams in December, but in the direction the College is taking on the development of a comprehensive strategic plan – of which the IMP will be the first and primary guiding document.
- From the evening of February 6 through the evening of February 8 (Lincoln Day holiday for College of the Siskiyou), I traveled down to Antelope Valley and met with my counterpart there, Dr. Ed Knudson. Thanks to Ed's generosity, and as a direct result of my visit, AVC has agreed to allow College of the Siskiyou to offer through our ISA with FIELD additional noncredit ESL courses in his District. The resulting FTES from our negotiated agreement will definitely benefit the College. Again, a huge thanks to President Knudson for his hospitality, and for the professional manner in which he allowed us to conduct our business.
- Perhaps the most disruptive highlight of the month came on February 13 when the College closed due to significant snowfall throughout the region. Yet despite the closure, we had many key staff people who found their way to campus (several of them on foot!) to help keep our lodge students safe and to serve them warm meals. These are the true heroes of the hour – and the day!



Photos and videos posted on Facebook showed us a real slice of the campus climate we are all committed to providing – students building snow sculptures and diving into piles of snow – returning to the joys of childhood and reminding us all that happiness comes from within and is our own responsibility to create. There was joy on their faces, and a respite from their

studies and stresses of being students. Many of us sensed the lightening of our hearts by pausing to ponder on the wonders of the place we call our home.

- I think I speak for the entire President's Cabinet when I say that the sharing of "Valentine Cupcakes" with all our fantastic staff and faculty on February 14 was a blast! "You are the HEART of COS!" A huge thank you to Cindy Martel and her staff for making the cupcakes, to Janice Gonzalez for making the "HEART" cards, and to all the Cabinet members who helped distribute the treats to everyone – all of you are our favorite College family members. ☺
- On February 18 (Washington Day holiday for College of the Siskiyous) I was interviewed by Siskiyou Media Council for a community television program. It was a pleasure speaking about the College and the great things we are doing. It is hoped we will make this a regular feature of their programming.
- I had the pleasure of meeting with Sheriff Lopey and officers from the Siskiyou County Sheriff's Office on February 26 regarding our launch of the 1<sup>st</sup> Full Intensive Police Academy at College of the Siskiyous. It is a blessing to our College, and to the community as a whole, to have Sheriff Lopey's dedication and commitment to the Police Academy. As he shared with me after the meeting, "I essentially reinforced the perspective that you, me, my staff and your leaders and staff were diligently working to ensure we had the training facilities and other requirements completed by Friday (March 1<sup>st</sup>).... in my opinion, based on my observations and our meeting and engagements with COS staff, that everything was under control and the facility would be ready for the opening day of the academy.... I am also convinced that COS staff and my team understands the historical and significant milestone we have achieved by obtaining COS, POST, and regional support for this fabulous academy training resource and opportunity." It is strong partnerships like this that the College nurtures and maintains that best serve our students and community. Having a partner like Sheriff Lopey, along with his dedicated staff, is an important link in the chain for student success within the Police Academy, and within the law enforcement community as our cadet graduates enter – or return to – the workforce.
- On February 28, we met with another vital group of partners to the College – CalFire and representatives of the County's Fire Chiefs. We had a productive meeting to strengthen the relationship for both the Fire Academy and ongoing Fire Technology training required for firefighters in our region.
- The evening of the 28<sup>th</sup> also provided me the opportunity to revel in the creative works of our students during the Writer's Club 'Open Mic Night' at the LRC. Seventeen shared their works to an appreciative crowd. Thank you to those who shared with all of us gathered!



**Campus Climate Follow-up:** I am humbled by the expressions of support for my words last month by staff, faculty, and even a few students. I appreciated your thanks, but I didn't raise the issues I did for that reason. I wanted to give a voice to those who before then had not felt empowered. "Thank you, Dr. Schoonmaker, for speaking up for those of us on campus who have been afraid to speak for ourselves," was just one of several similar comments I received.

As I have done since I first stepped foot on the Weed and Yreka campuses of College of the Siskiyous, I make daily excursions into the campus community. Since last month's call to be part of the solution rather than part of the problem, I hear laughter again; I see smiles on faces again. I hear administrators, faculty, staff and students interacting more – engaging in passionate debate about what works well here and what could be improved. I have more people stopping by, or greeting me along the paths of our wonderful campuses, and engaging in friendly banter and mutual encouragement. From what I have seen and heard from many of you, the campus community is sighing relief that, at last, leadership from all parts of the College have a chance to come together to solve problems, rather than to be labelled as the problem.

Thanks to all at our amazing College who have always been actively engaged in being the solution. Thanks to all of my wonderful colleagues who have shared with me that they have felt empowered for the first time by the call to join me and the rest of the leadership of the College and District to lift us out from under this climate of fear being harbored by an outspoken few who demonstrate more care about "what's in it for me" than being part of the COS "We". Thanks to all who have expressed to me our shared value of becoming stronger together by building each other up rather than trying to tear each other down. I watch more and more of us each day focusing our attention, and intentions, on the positive path forward. As another employee shared with me recently, "COS has so many challenges and I trust you are encouraged just the same. I believe the efforts of many people are going to pay off in the long run." I agree! Yes, I am encouraged. And, yes, it will be the efforts of the vast majority of us already coming together to make things better that most definitely will pay off in the long run. Our campus climate is already better; and, as a result of speaking truth last month and having so many on campus respond positively, our institution is much better. We aren't out of the woods yet, but we are most definitely back on the trail. Thanks to each and every one of you who make COS "We!"

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**Quote of the Month:**

*"Life is too short to wake up with regrets. So, love the people who treat you right, forgive the ones who don't, and believe that everything happens for a reason. If you get a chance, take it. If it changes your life, let it. Nobody said it'd be easy, they just promised it would be worth it."* – Dr. Seuss

## Public Relations & College Foundation

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As a reminder, as we get closer to the start of a new registration period (Reg365 for summer, fall, winter, and spring 2019/2020), to send information for promotion to the Public Relations Office. We want classes and events to be successful and want to help out as much as we possibly can. This time each year, I meet with the Publisher and Editors from the Siskiyou Daily News and Mt. Shasta Area Newspapers and other advertising agents to discuss our annual marketing plan and media needs. Meetings are also held with agents from Broadcast television to plan media needs for the next year. Just an FYI in case anyone has not heard, the Siskiyou Daily News has moved their operations to Mt. Shasta and will now be publishing the paper once per week starting March 6.

We are almost to the half-way point of the spring semester. Lots more events and activities are happening, spring sports are well underway, and the weather... well it was beginning to feel a bit more like spring but then Mother Nature decided – NOPE!

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

- Four COS Eagles Earn GVC Honors to Cap Season of Perseverance  
<https://www.siskiyoudaily.com/sports/20190227/four-cos-eagles-earn-gvc-honors-to-cap-season-of-perseverance>
- COS is Tuition-Free for Siskiyou Grads through 'Promise' Program  
<https://www.siskiyoudaily.com/news/20190226/cos-is-tuition-free-for-siskiyou-grads-through-promise-program>
- Artwork of COS Faculty and Staff on Display  
<https://www.siskiyoudaily.com/news/20190226/artwork-of-cos-faculty-and-staff-on-display>

**Siskiyou Promise** - The application for high school seniors graduating in spring 2019 (new Promise Scholarship candidates) has been updated and may be filled out and submitted online. Regina Weston, Student Equity & Siskiyou Promise Coordinator, is currently our "top promoter" making connections with our service area schools. The COS Upward Bound staff is also very important in helping with our promotion of the Siskiyou Promise scholarship and does a great job connecting with students. Just a reminder – the soft deadline for 2019/2020 Siskiyou Promise applications is March 15.

Each month we are checking in with our Promise students to let them know what is happening at COS and what's coming up down the road. We are also asking them to personally check in at the Welcome Center with Regina. We are seeing a great response through this personal touch and the students seem to like it as well.

**Last Call!! 2019/2020 Foundation Scholarship Applications Due March 15** - Scholarship applications for academic year 2019/2020 are available for Siskiyou County high school seniors (graduating spring 2019) and current COS students who plan to attend COS during the 2019/2020 year. Scholarships range from \$250 to \$3,000. Applications are due March 15 and are available online at [www.siskiyou.edu/foundation/scholarships.htm](http://www.siskiyou.edu/foundation/scholarships.htm).

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

- March 1: All Campus Meeting, 8:30 AM – Theater
- March 1: Women’s Basketball vs. Cabrillo, 5:30 PM – Watch on Facebook Live
- March 4-20: Art Show on Display – LRC Art Gallery
- March 4: Psychology Club Meeting, 3:30 PM – DLC 3
- March 5: Baseball vs. Lassen, 2 PM – Field
- March 5: COS Board of Trustees Meeting, 5 PM – Board Room
- March 8: Baseball vs. Redwoods, 2 PM - Field
- March 9: Baseball vs. Redwoods, 11 AM & 2 PM - Field
- March 12: Baseball vs. Lassen, 2 PM - Field
- March 14: Siskiyou County Choral Festival, 9 AM - Theater
- March 14: “Get Stacked” Pancake Social (sponsored by TRiO), 9AM – TRiO Center
- March 15: Baseball vs. Butte, 2 PM - Field
- March 16: Baseball vs. Butte, 11 AM & 2 PM - Field
- March 18: Website Focus Group, 12 PM – Board Room
- March 19: Foundation Board Meeting, 5:30 PM – Yreka Campus Welcome Center Room 8
- March 20: Psychology Club Meeting, 9 AM – Outside the Library (LRC Foyer)
- March 20: CSU East Bay & COS Choir, 7 PM – Location TBA
- March 22: Softball vs. Redwoods, 2 PM – Field
- March 25-29: Spring Break
- March 30: Softball vs. Shasta, 12 & 2 PM - Field

## **Administrative Services**

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Budget development is in full swing with Program Reviews, CQIPS and Banner training for budget managers taking place. At the board meeting on March the 5 fiscal services will be sharing the Budget Development Timeline and Budget Assumptions for 2019/2020. These documents have gone through the shared governance process before being presented to the Board of Trustees.

Huge shout out to Facilities, IT and Food Service staff! Over the last two months, each area has gone above and beyond the call of duty in supporting our college and students with urgent projects, special events and most important dealing with our weather. This has resulted in many pulling double shifts to ensure everyone is safe, staff walking through snowdrifts to serve hot meals to our students, addressing several situations of broken equipment, flooding, snow, ice and making sure that new programs and initiatives have the proper setup.

If your path crosses these dedicated staff members, please take a moment to thank them for their service, dedication and willingness to always step up and help. It takes a village!

**Business Services - Budget Preparation:** By now, most budget managers have returned their reports which detail their associated permanent employees. This was the first step in the budgeting process whereby the budget managers confirm their staffing information so the District can then calculate wage and benefit costs for the upcoming budget year.

Four training sessions were held in mid-February for budget managers and their assistants to get a hands on look at using the Budget Development module in Self Service Banner. This will allow each department to prepare their 2019/2020 budgets in an on-line environment to initiate the process for developing the District's 2019/2020 Preliminary Budget. All the department budgets will be extracted and combined as the basis for next year's budget development.

If there are any questions regarding individual budget worksheets, please contact fiscal services for assistance.

### **Facilities:**

- The Soccer Field Project is out to bid. This project is advertised in local area newspapers and surrounding Builders Exchange offices. Construction is on schedule for May with completion by August 1.
- The in-house replacement of three doors in the gym and installation of electronic FOB operated locks is almost complete.
- The Science building drains are still scheduled for repair when the building is unoccupied.
- The RHSI south entry roof repair is complete.
- Temporary repairs on the theatre roof seem to be holding we are waiting for complete repairs as soon as the weather permits.
- We are still scheduled to perform the 2-Year Boiler Service on the lodges and LRC buildings as soon as parts arrive. No disruption is expected.
- The Police Academy has moved into building #3 (Life Science), their new home on the Weed Campus.
- With winter weather upon us in full force please help maintenance spot dangerous walking conditions around campus and report immediately!

### **Technology Services:**

- The bandwidth between the Weed and Yreka campuses is increasing from 40 Mbps to 100 Mbps.
- Don't forget about online training through the CCC Vision Resource Center! Personal and professional training can be accessed by any employee through the employee tab in mySiskiyous, under Professional Development & Training.
- We've had a rash of scam emails from "cyber barbarians" trying to get information, so here are some best practice tips:
  - ✓ Never click on links in emails. If you do think the email is legitimate, go to the site and log on directly. Whatever notification or service offering was referenced in the email, if valid, will be available via regular log on.

- ✓ Never open attachments you aren't expecting. Typically, retailers will not send emails with attachments. If there is any doubt, contact the retailer directly and ask whether the email with the attachment was sent from them.
- ✓ Do not give out personal information over the phone or in an email unless you are completely sure of the sender's identity. Remember that anyone can claim to be anyone else on the internet, and can even "spoof" their email address to make it seem like they're someone else.
- ✓ If contacted over the phone by someone claiming to be a retailer or collection agency, do not give out your personal information. Ask them to provide you their name and a call-back number. Just because they may have some of your information does not mean they are legitimate!
- ✓ Set secure passwords and don't share them with anyone. Avoid using common words, phrases, or personal information and update regularly.

## Student Services

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On February 2, the groundhog did *not* see his shadow, which was supposed to mean an early spring. At the writing of this report, we had a "snow day" on February 13, and snow is predicted to occur over the next several weeks. Nevertheless, I remain hopeful. Other than a snow day, other things have been happening in Student Services as well.

Coach Charlie Roche once suggested we get table clothes for the tables in the Student Center in order to create a more inviting atmosphere. Well, we took his advice to heart and Student Life (auxiliary funds) purchased burgundy-colored, vinyl table clothes this past month for that reason. We are now noticing more students "hanging out" in that area. Perhaps the tablecloths made a difference. Thanks Student Life!

We are reviewing our promotional materials with an eye toward target markets, such as adult learners, parents of graduating seniors, and out of state applicants. So far, we've created a flyer for out of state students and will soon have a new view book. If there is an interest, we would be willing to create a display of the new materials in the Student Center once things are completed.

And speaking of display cases, we hope you enjoyed the Mardi Gras and the HBCU (Historically Black Colleges) displays this past month. Once again, Mary Mericle shared her talent with us in her creation of the Mardi Gras display. Additionally, Stephanie Wroten created the HBCU display. As a side note, TRiO Programs (Upward Bound and SSS) will be taking students on an HBCU college tour at the end of March. Pictures of the lucky students are in the display. Travel is funded by Upward Bound and Student Equity. We look forward to sharing pictures of their adventures. Thanks and hats-off to Mary and Stephanie!

Val Roberts, Regina Weston and Melissa Green attended the *Achieving the Dream* conference the week of February 19. It was encouraging to see so many people from around the country gather to discuss best practices and success in supporting low-income and students of color achieve their academic goals. The key message received was that we create meaningful changes in our community when we work toward connectedness and care. Student after student stated that the biggest difference for them occurred when someone noticed them and cared.

During the last week of February, we held a Native American Student Advisory luncheon, and included representatives from the Karuk tribe, Florraine Super and Sara Bell. Florraine and Sara first met with Student Services to help us with Native American month celebrations. Unfortunately, the dancers and storytellers had to cancel, but will be rescheduled in April. In the meantime, they want to help us support our Native American students by making themselves available to them to help connect the students to local services.

As usual, a closing quote – *“March is a month of expectation.”* – Emily Dickinson

### **March is Women’s History Month, National Developmental Disabilities Awareness Month and National Multiple Sclerosis Education and Awareness Month**

- March 1-2; 19-20: Nineteen-Day Fast, a time in the Bahá’í Faith to reinvigorate the soul and bring one closer to God
- March 1: St. David’s Day, the feast day of St. David.
- March 3: Meatfare Sunday (The Sunday of the Last Judgment),
- March 3: Transfiguration Sunday, celebrated by various Christian communities in honor of the transfiguration of Jesus.
- March 4: Maha Shivaratri, a Hindu holiday that honors Shiva, one of the Hindu deities.
- March 5: Mardi Gras
- March 5: Shrove Tuesday, the day before Ash Wednesday.
- March 6: Ash Wednesday, the beginning of Lent in the Christian faith.
- March 8: International Women’s Day.
- March 10: Orthodox Sunday, celebrated on the first Sunday of Great Lent.
- March 11: Clean Monday, beginning of Lent in Orthodox Christian faith.
- March 13-April 15: Deaf History Month.
- March 17: St. Patrick’s Day.
- March 20: Ostara. A celebration of the spring equinox commemorated by Pagans and Wiccans.
- March 20-21: Naw-Rúz, the Bahá’í New Year.
- March 20-1: Holi, a Hindu and Sikh spring religious festival observed in India.
- March 20-21: Purim, Jewish festival to commemorate the defeat of Haman’s plot to massacre the Jews as recorded in the book of Esther.
- March 21: Nowruz/Norooz, Persian New Year, a day of joy, celebration and renewal.
- March 22-24: Hola Mohalla, a Sikh festival that takes place on the second day of the lunar month of Chet, a day after the Hindu spring festival Holi.



- March 25: Annunciation of the Virgin Mary, a Christian celebration of the announcement by the angel Gabriel to the Virgin Mary.
- March 27: Khordad Sal (Birth of prophet Zoroaster),
- March 31: International Transgender Day of Visibility

**Counseling and Student Support Programs:** The SOAR team is preparing for local high school SOAR outreach, and will begin the initial visits later this month.

Marcy Demetro, our new full time counselor who replaced Denis Hagarty, started with us on February 25. She is already a wonderful addition to our team, and we are thrilled she's here. Please stop by and welcome her to College of the Siskiyous!

Beckie Hobbs is recruiting COS students to assist as leaders for 8<sup>th</sup> Grade Day, which will be held on April 3<sup>rd</sup>. If you know of a student who would do a great job leading that day, please encourage them to speak with Beckie.

Val Roberts attended the *Achieving the Dream* conference in Long Beach with Melissa Green and Regina Weston. There were many excellent plenary sessions and motivating student speeches. California is well ahead of many states in providing non-academic support to students as a means to enhance their opportunities for success and to improve their retention.

**EOPS/CARE:** EOPS is now closed for spring, with 171 participants. First progress check-ins just wrapped up, during which we gave out \$100 food vouchers for our on-campus food services. Students were thrilled!

**CalWORKs:** We currently have 21 students in our CalWORKs program for spring.

**TRiO – Student Support Services and Upward Bound:** Ten students participated in a Leadership Conference at Humboldt State University. These students were primarily freshman. These leadership conferences are an excellent opportunity for students to develop their confidence and to new areas of our state.

At the end of the month, Upward Bound students (along with students participating through Student Equity) will be leaving for the Historically Black Colleges and Universities (HBCU) College Tour. They will be visiting seven schools over the span of several days.

**Financial Aid:** We have been disbursing make up Pell Grants almost weekly since the start of the spring 2019 semester. One more make up Pell disbursement will occur March 15 and then, April 5 will be the main second disbursement for our students. As of February 25, we have paid Pell grants to 714 students totaling \$2,041,895.00.

March 1 will be our first Federal Direct Loan disbursement to our returning borrowers and on March 15 to brand-new borrowers (never borrowed a Federal Direct loan). We have not

received our FY2016 CRD drafts yet with our default rate as the information won't be released until early March. This information will be provided in the April Campus Connection.

Cal Grants will be disbursed on March 8. This will include Cal Grants B and C's in addition to the Student Success Completion Grant.

We have begun downloading student 2019/2020 FAFSA records into Banner and plan to send emails to students in early March so that they can begin completing their financial aid files. This is a month earlier than 2018/2019! Our SIG consultant was here February 4 – 7 and provided training to Axel Hernandez in regards to finalizing our set up for 2019/2020.

During the week of March 5 – 7, Jan Harris, Haley Pope, and Melissa Green will travel to San Diego to attend the CCCSFAAA (California Community College Student Financial Aid Administrators Association). The conference will provide updates and information regarding upcoming regulations changes, Promise Programs, Financial Aid's Role in Guided Pathways and the new college funding formula in addition to many other topics.

**Student Equity:** The month of February has flown by and much of our time has been spent assisting students with a variety of needs and giving classroom presentations in partnership with the ASC and tutoring services. These presentations have been a great way to let faculty and students learn about Basecamp and the services that we provide.

The week of February 18 Regina Weston attended the 15<sup>th</sup> Annual *Achieving the Dream* conference in Long Beach along with Dr. Schoonmaker, Melissa Green, and Valerie Roberts. Between the emotional "I am" speeches from students, to the wonderful sessions on Equity and Guided Pathways, it really was a great opportunity to learn more about what other colleges are doing around not just the United States, but the world. It also gave us a feeling that we are doing really great things here at College of the Siskiyous and we are very lucky to live in a state that sees the value in and supports programs that help students both inside and out of the classroom.

Just to remind you as winter continues to rage on we are still accepting donations of warm winter clothing for our students. If you have items to donate, please drop them by Basecamp.

**Housing & Associated Student Board (ASB):** Five students moved in to attend the first offering of the complete Police Academy. As the program grows, staff in the lodges look forward to serving student housing needs. Resident Advisors continue to host exciting programs. Recently, lodge residents learned about planting succulents, participated in a ping pong tournament, and discovered how personal relationships change over time.

The Associated Student Board is looking for new senators. This semester, Senators' spring classes and work schedules have created some challenges to meeting quorum. Nevertheless, the students continue to plan spring events such as Pride Day and Earth Day activities.

## Instruction

**Dean of Instruction:** I want to thank our faculty for their wonderfully insightful contributions during our conversations Saturday at the Guided Pathways workshop. Our facilitators, Tim Morehouse and Aimee Myers, were impressed by our level of commitment to this new framework for student success. As we mentioned on Saturday, these pillar one efforts lay the foundation to build and support pillars two, three, and four. The contributions Saturday and the ongoing efforts of the faculty will inform many of our processes in recruitment, course offerings, schedules, articulation, student support services, and pathways into career and transfer opportunities. Thank you again for your help this weekend, as well as your ongoing support of Guided Pathways.



**Library:** The first weeks of the spring semester have been busy in the Library. In late January, University of Houston MFA graduate student Charlotte Wyatt conducted research for four days on Lemurians and other local stories and legends of experiences *inside* of Mt. Shasta. Her research will provide background and inspiration for the novel she is writing as her thesis.

We are also using the Local History Collection to help the Sisson Museum in Mt. Shasta develop their 2019 summer exhibit recognizing the 50<sup>th</sup> anniversary of Interstate 5 and Lake Siskiyou (Box Canyon Dam). Our students have been taking advantage of our textbooks and other materials too: so far there has been 275 check-outs for the semester! (211 reserve checkouts and 64 from the “regular” collection)

Last fall, the COS Library decided to join 110 other colleges in the community college system in migrating to a common software system. The initial work required to start the migration has now begun and will be a major staff focus this spring.

The Library is again partnering with Siskiyous Reads, a county-wide reading program affiliated with the public library system. Siskiyous Reads is currently accepting nominations for the 2019 book selection so if you have any ideas, please stop by the Library or email them to the [Yrekalibrary@gmail.com](mailto:Yrekalibrary@gmail.com) by March 31.

Lastly, for those of you who still prefer to file your taxes on paper, the Library now has a basic supply of state and federal forms/booklets available (CA 540 and US 1040).

**Dean of Career & Technical Education and Yreka Campus:** It is hard to believe the month of February has already gone by. Through all the interesting weather challenges we have had we are proceeding into a very successful spring semester. The Yreka Campus has been very busy especially during our evening hours! We have many course fantastic offerings this spring. From Alcohol and Drug, Art, Business, Communications, English, Health, Math, Economics, EMT, Early Childhood Education, Humanities, Nursing, Sociology, History, Political Science, Psychology and Noncredit just to name a few! We are also offering our very first music class, Community Choir, at the Yreka Campus!

We've been working hard to get ready for our March 4 start date for the POST Academy. A big thank you to the Maintenance and Operations staff, the Technology Services Department, and Administration to help prepare for this spring academy.

Now that the semester is well underway, we are scheduling summer courses now and are working on fall 2019 and spring 2020. This too, is the time of year that we are rapidly preparing budgets and CQIP's in all of our departments for the next academic year. We are so looking forward to a new year filled with new opportunities!

**Nursing:** On March 11, the Nursing Program will be welcoming the 2019/2020 ADN (LVN to RN Step-up) cohort to their first course: NURS 1021 - LVN to RN Role Transition. The spring start is new this year. Historically we have started each cohort in the summer. We look forward to the array of student support services and activities that will be available to this in-coming class during the spring semester, and we hope that their opportunities for success will be enhanced by this change.

The 2018/2019 LVN to RN Step-up class will finish at the end of the spring semester, and planning is taking place for their pinning and graduation on May 17. We hope you will be able to attend the pinning and commencement to celebrate this truly resilient class. The class is making it through with excellent attendance and performance in spite of direct impacts on them by four of the 2018 fires and unusually heavy storms as they travel throughout the North state for their clinical instruction.

The next Certified Nursing Assistant course, NURS 9062, will start June 10. The course offers opportunity for a starting career in healthcare and also serves as a first step in advancement in the nursing profession. Upon completion of the course in August, graduates can test for state certification on the Yreka campus on August 12-13. Student costs are almost wholly supported through grant funding, making this an excellent opportunity toward good employment and making a very satisfying difference in our world. Any questions can be directed to Nursing by calling (530) 841-5929.

**Noncredit, Community & Contract Education:** The career development and college prep (CDCP) certificates in noncredit for enhanced apportionment were approved by the Curriculum Committee. Yay!

We are working to put together a Makerspace "Fab Lab" at the Yreka Campus and have plans to create classes that are supportive of innovation, creation and provide a co-creating space for students. The new lab will feature a 3-D commercial-grade printer that can be used to make pipes for plumbing in our tiny house construction classes. We will also be able to have the capacity to make decals, banners, t-shirts, and also engrave with the special tools available.

This summer we will be offering a nice blend of noncredit classes. Art, (hopefully) photography, graphic design and marketing, writing classes, music and yoga, brain fitness with horse interaction are just a few of the upcoming classes on the schedule. We will also have more classes on the Weed campus this summer, as well as the Weed Community Center, Brookdale, Kasthisraam Karuk Facility

Director of Noncredit, Kim Freeze, wrote a series of courses for the Day Reporting Center and Jail, and two of those classes will now be taught at the Day Reporting Center and Jail – the first class is currently being offered at the Jail this spring. Kim is also working with the Siskiyou County Sheriff's Department on continued offerings and implementing a program she is creating through her dissertation.

In addition, Noncredit will be partnering with Domestic Violence with a few classes and a career/skill building pathway; the classes for our culinary program are being developed and we have an excellent Chef and instructor, Lou Sauseda we are working with. We are also building up a wonderful group of adjunct noncredit instructors, who without them, the program would not be possible.

As you know we had an overwhelming interest when we offered the tiny house project and classes last fall. The challenge has been finding instructors. Human Resources has assisted in the effort and we now have 2-3 good candidates. We are partnered with Great Northern Corporation (GNC) to support in building a house in Weed. Mark Klever and Kim Freeze are working with GNC to begin offering the construction classes, April - August, with hands-on learning and actual construction experience.

Mark Beaulieu and Kim are also collaborating to offer noncredit welding classes, in Yreka and eventually Happy Camp. This summer a community education "welding warrior" class will be offered that will teach those who want to learn how to weld, and to create cool "artistic" projects, and/or making welding repairs.

Outreach to the community and individuals in the Butte Valley area is well underway and we are planning on offering our first noncredit class in Dorris this summer to get classes to the people, in all areas of Siskiyou County.

## Academic Senate

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My take on the campus climate is somewhat different. As I am writing this, I hear one colleague talking to his class, I hear the students laughing and understanding. I just walked by another classroom where another colleague is lecturing and her students are interested, excited, and engaged. My phone call from an ASM member a few minutes earlier was collegial, happy, and respectful. Last night, I chatted with a classified staff member and we problem-solved and thanked each other. I have had identical moments thousands of times. I see the overall climate as respectful and committed.

I hear the charge of “talking behind each other’s backs.” I see collaboration, problem solving, and venting. Shared anxiety is lessened anxiety. I have seen little bigotry, prejudice, or hatred amongst students or staff. With students, I see it as an opportunity to teach empathy and understanding. We all have our biases and I believe an educational institution should continually work to change prejudices to appreciation.

I feel the charge of disrespect keenly as I have felt the biting edge of that blade, yet I am wise enough to know that some do not respect me because of their biases and others mean no disrespect; it is my obligation to change my perspective. There are still others who disagree with my actions and, frankly, they are entitled to their opinions. Disagreement is not disrespect. We can’t all have the same perspectives. I do think, though, it is important we are all civil and even kind.

I have felt bullied and seen it happen to others. Colleagues from all employee groups have shared their beliefs that, if they express concerns or disagree, they fear their jobs are in jeopardy. If there is a climate problem at COS, it is this climate of fear. I have had too many whispered conversations because a colleague needs help addressing a problem but is afraid that seeking help will result in harassment, shaming, and/or dismissal. One of my colleagues noted that they are afraid to do anything but obey. Obedience should not be mistaken for respect or a healthy environment. People achieve their best when operating in a positive and supportive climate, when they feel valued and respected, and when they feel secure. As an educational institution, we can do better.

Respectfully submitted,  
Jayne Turk, Academic Senate President

*No other reports were submitted.*