



CENTRAL OREGON
community college

CENTRAL OREGON
COMMUNITY COLLEGE
Board of Directors' Meeting – AGENDA
Wednesday, July 12, 2023 – 5:45 PM
Boyle Education Center Boardroom / YouTube

TIME**	ITEM	ENC.*	ACTION	PRESENTER
5:45pm	I. Call to Order			Krenowicz
	II. Native Lands Acknowledgement	2a.1*		Krenowicz
	III. Roll Call			Kovitz
	IV. Agenda Changes			Krenowicz
	V. Public Comment			Krenowicz
	VI. Consent Agenda***		X	Krenowicz
	1. Regular Meeting Minutes (6.14.23)	6a.1-18*		Matthews ^A
	VII. Swear in New Board Members	7a*		Krenowicz
	VIII. Elect New Chair and Vice Chair		X	Krenowicz
	IX. Committee Appointments		X	Krenowicz
	X. Information Items			
	1. Monthly Budget Status	10a. 1-4*		Knutson ^A
	2. New Hire Reports	10b.1-4*		Boehme ^A
	3. Employee of the Year and Diversity Award Recipients	10c.1*		Boehme ^A
	4. Update on High School Partnerships			Hamlin/Harris ^P
	XI. New Business			
	1. ABS Contract Proposal	11a.1-2*	X	Boehme ^A
	2. RN to BSN Exploration Proposal	11b.1-2*	X	Hamlin/Downing ^P
	3. August Meeting Decision		X	Chair
	XII. Board of Directors' Operations			Chair
	1. Board Member Activities			
	XIII. President's Report			Moore
	XIV. Dates			Chair
	1. Wednesday, August 9 – Board of Directors' Meeting – BEC Board Room at 5:45 p.m. (TBD)			
	2. Wednesday, September 13 – Board of Directors' Meeting – BEC Board Room at 5:45 p.m.			

* Material to be distributed via e-mail & USPS (as necessary)

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XV. Adjourn to Executive Session		Chair
ORS 192.660(2)(e), for the purpose of discussing real property transactions		
XVI. Adjourn to Open Session		Chair
XVII. Proposal for Sale of Land	18a.1-2* X	LaLonde/Taylor ^A
XVIII. Adjourn		Chair

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Purpose: To acknowledge someone is to say, “I see you. You are significant.” The purpose of a land acknowledgement is to recognize and pay respect to the original inhabitants of a specific region. It is an opportunity to express gratitude and appreciation to those whose territory you exist in.

COCC Land Acknowledgement

(Condensed Version)

COCC would like to acknowledge that the beautiful land our campuses reside on, are the original homelands of the **Wasq’ú** (Wasco), and the **Wana Lama** (Warm Springs) people. They ceded this land to the US government in the Treaty of 1855. The **Numu** (Paiute) people were forcibly moved to the Warm Springs Indian Reservation starting in 1879. It is also important to note that the Klamath Trail ran north through this region to the great Celilo Falls trading grounds and the Klamath Tribes claim it as their own. Descendants of these original people are thriving members of our communities today. We acknowledge and thank the original stewards of this land.



CENTRAL OREGON
COMMUNITY COLLEGE
Board of Directors' Meeting – AGENDA
Wednesday, June 14, 2023 – 5:45 PM
Boyle Education Center Boardroom / YouTube

TIME**	ITEM	ENC.*	ACTION	PRESENTER
5:45pm	I. Call to Order			Abernethy
	II. Native Lands Acknowledgement	2a.1*		Abernethy
	III. Roll Call			Kovitz
	<u>Board and Committee Members and Guests</u>			
	Bruce Abernethy (Chair), Joe Krenowicz (Vice Chair), Laura Craska Cooper, Alan Unger, Oliver Tatom, Erica Skatvold, Jim Clinton, Laurie Chesley (COCC President), Michael LaLonde, Annemarie Hamlin, Alicia Moore, Laura Boehme, Zak Boone, Mark Reinecke, Cathleen Knutson, Kyle Matthews, Dray Aguirre, Jeremy Green, Amy Harper, Mindy Williams, Sara Henson, Jenn Kovitz			
	IV. Agenda Changes			Abernethy
	None.			
	V. Public Comment			Abernethy
	i. Emails from Emily Moxley, Christy Walker and Rebekah Valorn were read aloud by Jenn Kovitz.			
	ii. Becky Plassman, Dray Aguirre, Cat Finney, Hal Wershow and Ivsha Macy gave verbal comments in-person.			
	iii. Each member of the Board gave a verbal response to everyone's comments.			
	iv. Transcripts of everyone's comments can be found in enclosure 6a.8-16			
	VI. Consent Agenda***		X	Abernethy
	1. Regular Meeting Minutes (5.10.23)	6a.1*		Matthews ^A
	a. Motion to approve consent agenda			
	i. 1 st : Laura Craska Cooper			
	ii. 2 nd : Joe Krenowicz			
	iii. Motion approved unanimously			
	2. 2023-24 Fiscal Responsibilities			Knutson ^A

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- a. Inter-fund Borrowing 6b.1* 6a.2
 - i. Annual proposal to the Board to approve inter-fund borrowing between COCC departments while awaiting grant reimbursements.
 - b. Custodian of Funds/Depository Institutions 6c.1*
 - i. Based on Oregon law, recommending certain senior staff members to be designated as fiscal custodians. Any check over \$20,000 must be counter-signed by Laurie Chesley, Michael, LaLonde or Alicia Moore; and any check over \$20,000 initiated by one fiscal custodian must be counter-signed by another.
 - c. Budget Officer/Clerk/Deputy Clerks 6d.1*
 - i. Annual proposal to the Board to approve certain senior staff members to serve the district as Budget Officer, Clerk and Deputy Clerks. It was recommended for Laurie Chesley to serve as Budget Officer and District Clerk; and Michael LaLonde, Alicia Moore and Annemarie Hamlin to serve as Deputy Clerks.
 - ii. Sharla Andersen was also recommended for signature authority for clinical affiliation agreements, employee salary reduction agreements and other routine contracts.
3. 2022-23 Fiscal Responsibilities
- a. Resolution of Supplemental Budget 6e.1-2*
 - i. Proposed changes to the 2022-23 fiscal year supplemental budget.
 - b. Resolution for Appropriation Changes 6f.1*
 - i. Proposed changes to the 2022-23 fiscal year appropriations.

VII. Adjourn to Budget Hearing for 2023-24 Budget

Abernethy

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|----------------------------------------------------|---------|---|--|----------------------|
| 1. Public Comment and Testimony | | | | Abernethy |
| None. | | | | |
| 2. Appropriation Resolution – 2023–24 | 8a.1–3* | X | | Knutson ^A |
| a. Motion to approve resolution | | | | |
| i. 1 st : Alan Unger | | | | |
| ii. 2 nd : Laura Craska Cooper | | | | |
| iii. Motion approved unanimously | | | | |
| 3. Resolution to Impose/Categorize Taxes – 2023–24 | 8b.1* | X | | Knutson ^A |
| a. Motion to approve imposed/categorized taxes | | | | |
| i. 1 st : Laura Craska Cooper | | | | |
| ii. 2 nd : Alan Unger | | | | |
| iii. Motion approved unanimously | | | | |
| 4. Resolution to Adopt 2023–24 Budget | 8c.1* | X | | Knutson ^A |
| a. Motion to adopt the budget | | | | |
| i. 1 st : Oliver Tatom | | | | |
| ii. 2 nd : Laura Craska Cooper | | | | |
| iii. Motion approved unanimously | | | | |

VIII. Adjourn to Open Session

Abernethy

IX. Information Items

- | | | | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|--|--|------------------------------|
| 1. April 2023 Financial Statements | 9a.1–4* | | | Knutson ^A |
| 2. New Hire Reports | 9b.1–2* | | | Boehme ^A |
| 3. Faculty Rehires | 9c.1–4* | | | Hamlin ^A |
| a. A list of faculty members who were rehired for the coming year was shared with the Board. | | | | |
| 4. Renewal of Administrator Contracts | 9d.1–5* | | | Boehme ^A |
| a. A list of administrators' contracts that were renewed for the coming year was shared with the Board. | | | | |
| 5. State Budget Update | | | | Chesley/LaLonde ^P |
| a. Budget has not yet passed in Oregon Legislature, but some movement seems to be happening, accordingly to weekly updates. If they adjourn on June 25 without a budget passed, the Governor will need to call a special session to do so. | | | | |
| b. COCC has financial reserves to use if necessary, unlike many other colleges. | | | | |
| c. If a state budget is not passed by July, COCC will not receive \$2.5 million in | | | | |

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state funds. If a budget is not passed by August, COCC will not receive an additional \$2.6 million in state funds. COCC's financial reserves should be able to help us cover these costs.

- d. If the state budget is not passed by September, students receiving support from state funded grants could be affected.
- e. If the state budget is passed, Oregon's community colleges could receive about \$100 million more than initially budgeted for the coming year.

X. New Business

1. Approve Faculty Contract 10a.1-4* X Boehme^A
 - a. Faculty contract pay increases for the next three years were approved:
 - Year 1 – 10.95%
 - Year 2 – 4.69%
 - Year 3 – 2.36%
 - b. Motion to approve contract
 - i. 1st: Laura Craska Cooper
 - ii. 2nd: Joe Krenowicz
 - iii. Motion approved unanimously
2. Approve Administrative Pay Raises 10b.1* X Boehme^A
 - a. Proposed salary increase of 3.5%
 - b. Resolution to approve pay raises
 - i. 1st: Alan Unger
 - ii. 2nd: Laura Craska Cooper
 - iii. Motion approved unanimously
3. Recommended Changes to ASCOCC Constitution 10c.1-10* X Moore/Aguirre^P
 - a. Previous student governments have not always aligned with the best practices of student government. Proposed revisions add checks and balances, simplify complications, and provide better communication between student government and the College.
 - b. Years ago, six students would be elected to ASCOCC positions. As student candidacy and voting de-

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creased over time, some positions were fill by appointment instead. A proposed change is for the ASCOCC President to be elected while other members are appointed.

- c. Other proposed changes include who the ASCOCC reports to and how to give students more opportunities to participate in student government.
 - d. A full draft of the proposed changes to the constitution was provided in the Board meeting's packet.
 - e. Motion to approve changes to the ASCOCC constitution
 - i. 1st: Laura Craska Cooper
 - ii. 2nd: Oliver Tatom
 - iii. Motion passed unanimously
4. Approve Emeritus Status for Lori Benefiel 10d.1* X Moore^P
- a. Lori Benefiel is retiring this summer. She has worked at COCC since 1998, starting as Director of the Bookstore. She oversaw the addition of mail services, vending and laundry services on campus. She has been recognized by her colleagues for her willingness to collaborate and keeping students at the center of her decisions. She also worked with the Oregon Open Educational Resources group to ensure students had opportunities to access free textbooks.
 - b. Motion to grant Emeritus status to Lori Benefiel
 - i. 1st: Joe Krenowicz
 - ii. 2nd: Alan Unger
 - iii. Motion passed unanimously

XI. Old Business

- 1. Madras Expansion Update Boone/Green^P
 - a. The past 18 months have involved planning a new building on the Madras campus. We are hoping to receive construction quotes from Kirby Nagelhout Construction in July. Small changes may be made due to cost,

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- but the proposed building is roughly 24,000 sq. ft. in size.
- b. The upper floor would have classrooms for adults and the ground floor would be the childcare center, with a capacity of 100 children, in partnership with the Children's Learning Center. Each story of the building has its own entrances/exits for the safety of the children.
 - c. Views of the mountains have been taken into account at The Bean Foundation's request.
 - d. Both floors will remain locked with fob access for COCC faculty and staff, as well as childcare center employees.
 - e. Additional parking would be added to both sides of the building, and multiple entrances/exits for vehicles will be added over time.
 - f. The northern hillside has potential for future buildings.
 - g. Assuming all goes according to plan, construction could begin in Spring 2024.

XII. Board of Directors' Operations

Abernethy

1. Board Member Activities
 - a. Erica Skatvold
 - i. May 17: OSU-Cascades Edge luncheon
 - ii. June 1: OSU-Cascades Advisory Board meeting
 - iii. June 9: CCI Tapas Event
 - b. Jim Clinton: Email and phone conversations Regarding Commencement speaker
 - c. Oliver Tatom: Signed-up for COCC college algebra course
 - d. Alan Unger
 - i. May 19: OCCA Board Meeting on Zoom
 - ii. May 23: Bill Smith memorial service
 - iii. June 6: OCCA Executive Director Search Committee meeting
 - iv. June 7: OCCA Executive Board Meeting
 - v. Multiple legislative Zoom meetings
 - vi. Phone call with President Chesley
 - e. Laura Craska Cooper
 - i. Phone call with President Chesley
 - ii. Several conversations with constituents

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regarding Commencement speaker

- f. Joe Krenowicz
 - i. May 25: Real Estate Committee meeting
 - ii. June 9: routine meeting with President Chesley and Bruce Abernethy
 - iii. June 2: new Board members orientation
 - iv. June 14: COCC President's Scholarship luncheon
- g. Bruce Abernethy
 - i. May 19: John Overbay memorial service
 - ii. May 23: Bill Smith memorial service
 - iii. June 2: new Board members orientation
 - iv. June 9: routine meeting with President Chesley and Joe Krenowicz
 - v. Worked on presidential evaluation

XIII. President's Report

Chesley

- 1. President Chesley thanked Zak Boone and the College Advancement team for coordinating the President's Scholarship luncheon. The honorees were Math Professor Becky Plassman and retired English Professor Dorothy Leeman.

XIV. Dates

- 1. Saturday, June 17 – Commencement Ceremony – Mazama Field at 10:00 a.m.
- 2. Wednesday, July 12 – Board of Directors' Meeting – BEC Board Room at 5:45 p.m.

XV. Recognition of Retiring Board Members

Krenowicz/Chesley

- 1. Bruce Abernethy, Oliver Tatom and Jim Clinton were thanked by fellow Board members and others attending the meeting for their years of service on the COCC Board of Directors and were presented commemorative plaques.

XVI. Adjourn to Executive Session

Abernethy

ORS 192.660 section 2, subsection h, to consult with counsel concerning current or likely litigation to be filed ORS 192.660 section 1, subsection i, Performance Evaluation of the CEO

XVII. Adjourn to Open Session

Abernethy

- 1. Motion to accept VA settlement proposal as presented
 - a. 1st: Oliver Tatom

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- b. 2nd: Joe Krenowicz
- c. Motion passed unanimously

XVIII. President's Evaluation

Abernethy

- 1. Motion to approve draft resolution as discussed
 - a. 1st: Laura Craska Cooper
 - b. 2nd: Joe Krenowicz
 - c. Motion passed unanimously
- 2. President Chesley has been found by the Board to meet or exceed expectations as President of COCC and is recommended for the same salary increase of 3.5% as other administrators. (See attachment at the end of the meeting minutes.)

XIX. Adjourn

Abernethy

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Public Comments

I. Emails

1. Emily Moxley, Head of COCC Library Access Services: Commencement should be a time for students to celebrate their accomplishments, but their voices continue to be excluded from decisions regarding what should be their day. We have an outstanding student government and multicultural office, of which an LGBTQ+ student coordinator should be added to the ranks, who were glaringly absent from this recent Commencement decision. Moving forward, when it comes to decisions that widely affect the students, especially Commencement, their voices should be present by having the Student President and the Director of the Multicultural Office and/or any of the student coordinators and LGBTQ club advisors in the meeting of discussion to ensure a mistake like this does not happen again. The DEI initiative and statements of community are a large part of why I chose to work at COCC. I strongly believe in them and believe the college can embody them again. Thank you.

2. Christy Walker, Director of Diversity and Inclusion at COCC: I take full ownership of my comments. I want to officially state that bringing this speaker to Commencement is a mistake. I do believe we need to be open to hearing other people's perspectives, as it is a huge part of equity work and a value that I adhere to. What makes this different is the occasion in which she would be speaking. This is not a platform to share ideas and discuss issues. This is meant to be a celebration to instill hope and pride to the graduating class. We have worked so hard these past few years to give the LGBTQ2S+ community at COCC a voice and home. Was this all in vain? Allowing this person who actively denies their right to exist through her support of anti-LGBTQ2S+ bills will diminish everything we have done and the great steps we have taken. As I've said before, we do not need a political figure to inspire our community. We need someone who truly understands and values the principles of community and someone we can be proud to have at our college. One thing that keeps resonating with me is what one of the keynote speakers at the National Conference on Race Ethnicity in Higher Education, Michelle Alexander, author of *The New Jim Crow*, asks: "How will we rise to the challenges of our time?" There are some who will not understand the issue at hand, as it is very easy to shrug something off when you are in the group that has been traditionally in power. I cannot be an equity practitioner and not advocate for change, but also empathy. In my experience, people in leadership positions at COCC have been some of the strongest advocates for inclusion. They have collectively and individually shown up for our community. Leadership has openly admitted to making mistakes throughout this process. Those who know me know I believe in the adage that mistakes do not define you; what you do afterward does. While I still do not agree with the decision made, I want to advocate for action moving forward. We should not let years of hard work be erased. What we should do is hold those in power to a higher standing by showing us their commitment by action. Some ideas include: create and fund a paid position and program to support LGBTQ2S+ students and colleagues of COCC under the Office of Diversity and Inclusion; make funding available to bring in more training and programs that educate on LGBTQ2S+ needs and issues, make sure that every building has at least one gender inclusive bathroom; reestablish training centered on immigration and undocumented issues; publicly, visually, audibly and actively re-confirm COCC's commitment to diversity, equity, inclusion

and belonging; create opportunities where staff and students can come together to discuss different perspectives and share ideas. This is not a finite list and some of the ideas are already in practice, but I felt they bare repeating. I invite anyone who is interested to reach out to me to connect and explore what we can do together. Thank you for the opportunity to share my thoughts. I look forward to connecting with you.

3. Rebekah Valorn, Vice President of COCC Classified Employee Relations and Library Collections/Acquisition Specialist: I am an employee and student at COCC. From both perspectives, I now urge you to reconsider your selection of Lori Chavez–DeRemer as our Commencement speaker. Speaking as an employee, I am a trans, non–binary person. Because of this, there are many places where it is not safe for me to be present. When choosing employment, I evaluate every location carefully–deciding if it will be, at a minimum, a safe place–and then whether it will be a welcoming and supportive place. I felt confident that COCC was a great place to work and attend school. I am not alone in this. I know several students and employees that specifically chose COCC because of its demonstrated commitment to equity and inclusion. I think it is because we came here with such trust that we are now so devastated by COCC’s decision to host Lori Chavez–DeRemer as Commencement speaker. After coming to rely on COCC as a safe haven to see our whole selves, this feels like a declaration from the college that we are no longer wanted here, and instead this will now be a safe place for bigotry and persecution of minorities. COCC’s choice to appoint a Commencement speaker who actively opposes the very existence and opportunities for the students we work the hardest to serve sends a clear message: minority and LGBTQIA+ people are no longer supported here. This also sends a more dangerous message: COCC will oppose minorities and LGBTQIA+ people. Is that the message we want to send after so many of us have worked so hard to create a welcoming and inclusive place for our most under–served people? Please be encouraged that it is not too late to do the right thing. You can demonstrate to our students what humility and integrity look like. You can show them that it is OK to make mistakes and demonstrate how to admit when errors were made, make a meaningful apology and then right the wrong. We can turn this into a wonderful teaching and learning moment as only a teaching and educational institution can. I call on you to be the change we need to see in the world. Please revoke the invitation to Lori Chavez–DeRemer and choose a Commencement speaker that will inspire us and bring us together as a community. Please take this opportunity to make us proud to be part of COCC once again.

II. In–person Comments

I. Becky Plassman, COCC Professor of Mathematics: I have taught math at COCC since 1995 and I’m also a queer woman. I came here with my wife. All of you heard from me last week via email about my personal reasons for my disappointment and frustration that Rep. Chavez–DeRemer was invited, despite objections, to be our Commencement speaker this year. Her legislative record is incompatible with COCC’s commitment to equal treatment for all. A key point I want to make is the difference between inviting Rep. Chavez–DeRemer to give a speech at Commencement, a place of honor, a day that is supposed to be about celebrating students and their accomplishments–and I also would like to point out, a day that is an obligated contract day for faculty–versus inviting her to campus for a forum where she could engage dialogue and

conversation with students and staff. I would like to point out that Rep. Chavez–DeRemer was invited by the same LGBTQ club students to this campus during election season last fall, and she declined. That would have been an appropriate place for her to be on this campus, engaging in dialogue. A Commencement speech is not the same thing. It is my hope that COCC will make three main changes to show that we have learned from mistakes made in planning for Commencement this year. One of the most important is regular student, staff and faculty input to the senior leadership team (SLT) and other decisions that affect the entire college. SLT is several layers above the day–to–day work of COCC and often doesn't see what's happening on the ground, so I think more input would be better. I would like further leadership training for senior leadership. Some of the things that have been said in this conversation feel to me to be coming from a place of privilege that needs a little more education. And I would like to echo the call for an LGBTQ coordinator and the LGBTQ club. I think it's shameful that we haven't come up with that money before. That's something we need to do. Thank you.

2. Dray Aguirre, ASCOCC Student Government President: I am here as a representative of our Latinx community. Many of those students have shared their concerns repeatedly to me and a lot of the staff members. Our undocumented students share a lot of fear with this chosen Commencement speaker, primarily because of ICE. We all understood the situation a couple years ago when ICE came to town and instilled a lot of fear in our community. A lot of our undocumented students already do not have a lot of access, whether it be federal...Hopefully most people would understand the barriers faced constantly by our undocumented Latinx community. I don't say "immigrant" because they're not immigrants. We are one American continent, so it's a bad word to me, so I apologize for that. But I say this: I would like a re-evaluation of who we choose as our speaker. I appreciate and respect you all, however, this is a slap into a lot of students' faces. There are a lot of students who want to hurry up and get it over with and there's students who just don't want to come, and I feel that's a disservice to our students. I'm graduating this Saturday and it's really hard because I'm bringing my family up and I've been sharing with them things that are happening and I don't want them to live in fear either. They come to celebrate, not just me, but to be part of the celebration with all of our students. I want to make sure that's echoed and heard. And as an ally for our amazing LGBTQ2S+ community that's...it's one of those, "come on." I'm just bringing it real. Thank you for letting us speak.

3. Cat Finney, COCC Associate Library Collections/Acquisition Specialist: I'd like to give a special thanks to Dray. It takes courage for a student to speak. I have a special connection to Dray and a lot of other students because they attend the LGBTQ class friends club on campus, and we had the honor of being one of the most active clubs on campus this year and I think last year as well. We are the people that sponsored the candidates' forum on November 1st that invited all the Republican and Democratic candidates that were running campaigns in local, county and state elections. I've been at COCC going on 31 years as a professor and faculty librarian. Facts and research are really important to me. What's even more important is my role as an advisor to that club. I've been around for a long time and I'm kind of jaded, but working with these students has given me new passion for my new involvement and my new level of commitment. These students are fantastic, as are all of the students that hang out with the Latinx club, the Afrocentric club, the board games club, etc. I am so proud that one of the

students of the LGBTQ club is this year's commencement speaker and has received a significant merit scholarship to the University of Oregon. Another student in our club has received the Avon F. Mayfield Award, because she will miss Commencement because she will be starting an internship at Stanford University. These students are incredible, but their mental health has taken a toll these last two weeks, and I would like to mention the Trevor Project 2022 national survey on LGBTQ youth mental health. In the last three years, that survey demonstrates that the rate of suicidal thoughts has triggered upward among LGBTQ youth significantly. I'd like to note that LGBTQ youth are not inherently prone to suicide risk because of their sexual orientation or gender identity, but rather they are placed at higher risk because of how they are mistreated and stigmatized in society. LGBTQ youth who found their school to be an LGBTQ affirming environment reported lower rates of attempted suicide. Inviting Rep. Lori Chavez-DeRemer, who is actively seeking to pass federal legislation that wants to disenfranchise—and indeed eradicate—LGBTQ lives, including our students; that has to have a significant mental health impact on our students, and that creates a negative environment for our students. They cannot thrive when COCC has put their face, their money and their resources behind someone who is trying to destroy their lives. Thank you.

4. Hal Wershow, COCC Assistant Professor of Geology: I strive to be an ally of our LGBTQ community. We've already heard why the Commencement speaker's legislative actions are so appalling to our community, and we've also heard why it's so inappropriate for COCC to invite this person to speak at Commencement, which should be a time to celebrate our students and not to scare them. Rather, I would like to share my journey as a straight, cis-gendered ally during these difficult weeks. When I first heard about the Commencement speaker, I was on the fence. I was upset about her discriminatory legislation, but I also thought it was important for COCC to welcome people from across our political spectrum. But then I began to listen to my gay friend, my lesbian colleague, my trans student. What I heard emphatically and consistently that this was not about the potential future harm of hateful legislation, rather it was about the real harm that had already been caused simply by COCC inviting this person to our Commencement. My students should be studying for their finals right now. Instead, they're studying the horrifying influx of anti-LGBTQ bills that have been passed throughout our nation. My students should be losing sleep to all-nighters as they write their final papers. Instead, they're losing sleep because they don't feel safe at an institution that's welcoming a human being who is trying to legislate them out of existence. Let's consider the consequences: a student of mine bombs an exam because they're too busy fighting oppression to study; another struggling through a hard class with a C drops to a D, failing the class, because they haven't gotten a decent night's sleep for the last two weeks. This harm isn't just happening to our students, but to our colleagues as well. In fact, the extra dose of stress, suffering and time-consuming activism that our LGBTQ+ community is dealing with is direct harm. Think about it: if you're a straight, cis-gendered ally, as I am, you get to choose to engage against this hatred. I get to be an activist by day and then go home and get a good night's sleep. I have the privilege to stop thinking about this. This is the message I want you all to take home tonight: people who are threatened by hateful actions don't have a choice about whether or not to engage. Engagement costs time, energy and emotional wellbeing. This is the symbol of direct harm that COCC's decision to invite Rep. Chavez-DeRemer has caused. Thank you for listening.

5. Iysha Macy, COCC student: I am a two-spirited Native American, and I am also Hispanic. I'm descended from the Wasco, Warm Springs and Aztec tribes. I'm from Warm Springs and the first generation of my family to attend college. This is my first Board meeting talking about what I would like to say, what needs to be said. This is my second year; I will be graduating next year. I am studying for my associate's degree and hope to transfer and work on my sociology degree. So far, lawmakers in 46 days have introduced more than 650 anti-LGBTQ bills according to the report by the Movement Advancement Project (MAP), and in just a few months of 2023, there have been more anti-LGBTQ bills than in all of 2012 and 2015 combined. The report notes the increased use of inflammatory rhetoric around some of these bills, depicting LGBTQ people as predators and groomers. These are all troubling narratives, right? I am not graduating this year, but this choice can be dehumanizing towards our LGBTQ and Latinx communities. The voice that we have been fighting for for a really long time, even before I knew I was two-spirited, seems to be irrelevant to not only the school Board, but our society as well. I have hoped and want to see our students and future generations succeed here and it seems that the Board does not [care]. I want to see our institution do better, no matter the job, gender, race, etc. And it doesn't matter if you came from outer space and decided to come to COCC. I would want to see you show some equality and compassion towards that person. Different isn't bad. Different is unique, and it's art and it's creativity and it's human. We are all different and we are all the same, and I don't think that any of us should be treated any different just because I like women, I like men, I don't care. It's my life, my human and my opportunity to grow and learn. Thank you.

III. Board Members Respond to Public Comment

1. Erica Skatvold: This has been distressing in many ways. Thinking about this process, I agree with many of the suggestions that were made tonight for future processes. I know this decision, at the time, seemed like a good decision to the people who made it, and the decision has been made to move forward and host the congresswoman. But moving forward, I would like to see a more robust process. And I think the feedback I've gotten from those on that committee agree and are making those changes. It's a waste of time to have people legislate in a way that oppresses people or restricts them. We have so many big problems in the world. Everyone who they want to be belongs. It's been hard to process; there's been a lot going on professionally and personally for me over the last few weeks, but I hear all of you and support you and hope that the process can be different moving forward. Also, on the day the speaker is standing there, she is looking out at you and has to see you too, so however you want to show your support or your protest against it, I think that can be very powerful. Thank you.

2. Alan Unger: I've been on the Board for six years and see COCC as a place that supports all voices. We have Christy Walker who is our Director of Diversity and Inclusion. I'm on the Diversity, Inclusion and Equity (I said that wrong) Committee for all community colleges and we have a Christy [equivalent]. Most colleges don't really have anyone who looks at how we support diversity and the differences in people in our college, so we're doing better than a lot. I'm on that committee too and I'm supporting Christy as we figure out how we move forward to grow colleges to be more accepting of people and to have boards that are more inclusive of people. We're a place of learning, and I think that we have learned from this. Events move

people, and you're moved, and I support your protest, and I support your rising to the challenge. Sometimes things happen that we hate and I think we're stronger from that.

3. Laura Craska Cooper: I would like to echo the comments that both Erica and Alan both made, and I'd like to say that I very strongly object to the Representative's positions and views on many issues, but perhaps most importantly, her views on our LGBTQ2S+ family and friends. It's been an interesting couple of weeks, and I cannot imagine what it's been like for some of our students. I do believe we need a new process to select and vet Commencement speakers because this time of year should be about celebrating the hard work, sacrifices and success of our students. That's what we're all about; we celebrate you. I wish that we weren't in this situation, but I do support your protest, and given the opportunity I will express my disagreement with the congresswoman.

4. Joe Krenowicz: I appreciate everyone being here. I take it's been a little uncomfortable. This is a celebration of our graduates, as well as our staff's success in helping them get to where we are about three days from now. And short of having a perfect speaker, I don't know how you get there. I do respect your concerns, your beliefs, your situations; we've always tried to accommodate that. We also make sure things are working at COCC. I trust that our congresswoman will have a speech that is congratulatory to our students and staff, as well as, "Here's what you can do. Here's where you have opportunities." And not only congratulating the students, but also those that supported them. And to go forward, we can't throw leadership under the bus every time. If there's a specific concern or issue, I really trust that she will come with a very good speech. We've had congresspeople in the past; local, state, as well as federal. And the only person I could think of that could possibly come in as a Commencement speaker, probably two years ago, was Bob Shaw. You either agree with his weather forecasts or you don't. That's the only time I think we've ever had the perfect speaker. We'll probably have some issues in the future, but as the process changes—as everyone has spoken about—of how we come up with that Commencement speaker, we'll be OK. And I believe you will be too, representing your communities. We've had about a dozen presentations tonight, along with another ten or 12 outside on the street. I respect every one of your guys.

5. Oliver Tatom: I agree with what most of my fellow Board members have said, and I imagine those of you who are asking for COCC to rescind this invitation to the congresswoman to speak must be very frustrated to hear that we agree with you and yet we are not going to rescind the invitation. I cannot speak for my fellow Board members, for the President or the SLT. But speaking for myself, I do not support rescinding the invitation. I do not support our congresswoman and I was disappointed in our decision to invite her as our speaker, but I think rescinding the invitation would be worse than allowing it to go forward. My concern is the backlash that would ignite. The congresswoman represents a certain faction of our Republican party that has some potential to use violent rhetoric, as you can see from the Deschutes Republicans' Chair, having submitted a guest column that was published this morning. I think he is a [fool], but I think he speaks for a certain subset of people who are genuinely capable of violence, and I would not want to see that sort of backlash come to our campus. I am also somewhat hopeful that one positive thing that may come out of this mistake is that it will drive more engagement in our political process. I had a vested interest in the Fall 2022 election. I ran along—

side Rep. Chavez–DeRemer’s opponent, Jamie McLeod–Skinner. As disappointed as I was that I was not successful in my election, I was heartbroken by Jamie’s loss. When we reviewed what happened in the election, we saw that 9,000 Democrats that voted in 2020 did not vote in 2022. I don’t know if that would have made any difference in Jamie’s race, but it very well may have. I hope everyone who is outraged by this decision works very hard to see that Chavez–DeRemer is a one–term congresswoman, and I hope that I see this level of engagement in our political process moving forward. Thank you for being here.

6. Jim Clinton: First of all, I want to thank everyone who spoke at our meeting tonight. You’ve made some very good points. And all the people who sent us emails; very thoughtful and heart–felt emails about the choice of Commencement speaker. I personally feel a certain awkwardness on this issue because Board members are not involved in choosing Commencement speakers. We delegate that type of decision to the President and her team, and yet we all personally have some thoughts on the matter. Without going into too much detail on my own thoughts, they include coming from the principle that all people, especially all students at a college, need to be treated with respect and inclusion of the choices they’re making in their own lives. It is still a college, it is still an institution of higher education; they have long been known as a place where all ideas can be shared and discussed, because it’s only through that process that we advance our society. I think so far, what I’m seeing, that the LGBTQ community that is part of COCC was dealt a hard blow when it was announced who was going to be the Commencement speaker. However, since that time, by the behavior and approach taken by that community at COCC, you are slowly but surely turning this into a win for your community. It probably doesn’t feel that way, I know. In the old days, when a lot of the college students were protesting the Vietnam War, it certainly didn’t feel like any wins were being made. But now we’re in a different era where issues are different, but still somewhat related, and I think this whole thing will be viewed in the rearview mirror as a win for your community. I would encourage you to keep at it, do whatever you need to do at the Commencement ceremony, and do it in a respectful yet forceful manner so everyone gets the message. As part of the community that is under, what is essentially, your leadership, COCC will continue to grow and get better for all of its students. Thank you.

Bruce Abernethy: Over the past two weeks, COCC’s Board of Directors has heard from many students, employees and community members about COCC’s choice of this year’s Commencement speaker. On behalf of the Board, I want to thank everyone who took the time to share their perspective, especially those who spoke or had their comments shared this evening. On behalf of the Board, I want to reiterate several points that President Chesley has made in recent days. All members of the LGBTQ2S+ communities are welcome at COCC. This institution supports equal rights and opportunities for all members of our community. To date, we have established a formal, strong non–discrimination policy, we have a full–time Director of Diversity and Inclusion, we promote safe zone training, we’ve held or sponsored numerous events, we have gender inclusive bathrooms in many buildings on three campuses. The Board and I take this commitment very seriously, and I look forward to hearing how we will process some of these suggestions that have been made this evening. Dr. Chesley has acknowledged that, given the increased polarization in our society—from immigration, to abortion, to gun rights—she probably should have not invited a politically affiliated speaker to COCC’s Commencement

ceremony, and she has apologized for doing so. For the record, her first choice was Gov. Tina Kotek, which probably would have brought about protests from the opposite end of the political spectrum. In our current environment, any such speaker would likely have proven to be a distraction from a day intended to celebrate our students' incredible achievements, so the Board supports her decision to not invite politically affiliated speakers in the future. Furthermore, Dr. Chesley has admitted that not including students, faculty or staff in the Commencement speaker selection process was a mistake, and she has committed to taking a much more inclusive approach to speaker selection in the future. The Board fully supports this decision as well. Some have objected that Dr. Chesley has not gone further, wanting her to state publicly that choosing Rep. Chavez-DeRemer was a poor choice, specifically because of her political position. They have asked her and COCC to rescind her invitation to speak at Commencement. For a variety of reasons outlined below, the Board and I support Dr. Chesley's decision not to rescind this invitation. The most important reason, from our perspective, is that the congresswoman is not coming to COCC to make a political speech. She is not asking COCC to change its positions on non-discrimination or inclusivity. She is not going to talk about things that have so many people appropriately up in arms. She has been asked to speak because she has a compelling story and perspective to share; one that, no matter what her political perspective, is worth hearing. She went from being the mayor of Happy Valley, OR from 2010 to 2018; the very first female and the first Latina to serve in that role; to being elected by 51% of voters to represent us in the U.S. Congress in 2022. In that role, she is the first Latina to represent our district in Congress, one of the first Latinas to represent our state, and the first Republican Latina to ever do so. In Congress, she serves on a number of committees that are important to our district, including Agriculture; Education; and Workforce, Transportation and Infrastructure. She is seen as someone who works across the aisle, participating in several bipartisan caucuses, including the Building Trades Caucus, the Problem Solvers' Caucus, and the Sneaker Caucus. She's also a co-sponsor of two bills, one with Hakeem Jeffries and one with Alexandria Ocasio-Cortez, devoted to cannabis reform. Many have shared their strong disagreements with some of the positions the congresswoman has taken, and I want to assure you that every single member of the Board disagrees with the congresswoman's position related to transgender rights. Given that fact, I want to assure you that inviting someone to speak at Commencement is not an endorsement of all of their views. Political disagreement and perceived disagreements of someone's values do not disqualify someone from being Commencement speaker. If we do not listen to others with whom we disagree, especially on topics where we do agree, like the achievements of our college graduates, I'm not at all hopeful that stalemates like the one we are seeing in government are going away anytime soon. Cancel culture, or consequence culture, whichever you prefer, can be very powerful in important ways, especially in the private sector. They can serve as a vehicle for historically silenced populations to finally be heard. However, in public higher education, it can also have the effect of stifling debate, and even getting to know one another in ways that might help us find common ground and end some of the polarization and stalemates that characterize our world today. Dr. Chesley and the full Board believe that people can hold to seemingly contradictory values at the same time, supporting the rights of the LGBTQ2S+ community and others who have been historically marginalized, and supporting free speech. COCC has always been an institution where people care passionately and publicly about our students and our mission, and that has certainly rung true over the last several weeks. My fellow Board members

and I are looking forward to celebrating our students together with the college community at Commencement this Saturday. Thank you.

CENTRAL OREGON COMMUNITY
COLLEGE BOARD OF DIRECTORS

FROM: Bruce Abernethy, Board Chair
DATE: June 14, 2023
SUBJECT: Resolution on President Evaluation for 2022-2023

BACKGROUND:

The annual evaluation of COCC President Dr. Laurie Chesley was led by the Board of Directors' President Evaluation Committee consisting of Directors, Bruce Abernethy, Alan Unger and Laura Craska Cooper. As required by Board Policy, the entire Board of Directors of COCC has now completed the annual evaluation of Dr. Laurie Chesley's Performance for the 2022-2023 year:

RESOLUTION # 2023-_____

BE IT HEREBY RESOLVED, that after completing a thorough evaluation process, including feedback from several key college and community stakeholders, the Board of Directors of Central Oregon Community College has determined that Dr. Laurie Chesley's performance meets or exceeds expectations in all areas related to carrying out the College's Mission, achieving the College's Strategic Plan, complying with the Board's expectations relating to budgeting, asset protection and staff treatment, and facilitating communications with the Board. Furthermore, the Board of Directors would like to recognize Dr. Chesley's efforts in the following areas: advances in workforce development to keep both the current and future needs of the College at the forefront; successful contract negotiations with College personnel amidst enrollment decline and inflationary pressures; the Madras Campus expansion; coordination with OSU-Cascades to address the community's child care crisis; and increased partnerships to enhance the pipeline for careers in health.

It is the Board of Director's pleasure to extend to Dr. Laurie Chesley high commendation for her performance as President of Central Oregon Community College and to approve an increase in Dr. Chesley's annual salary by 3.5% as per the President's contract.



Oregon Community College Association
260 13th Street NE, Salem, OR 97301
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<http://www.occa17.com>

Oath of Office

The following is a draft oath of office for newly elected community college board members. ORS 341.326(4) requires board members to take an oath of office as a qualification to serve as a board member. The Oregon Constitution also requires elected officials to take an oath of office. There is no requirement that the oath be notarized unless that is the local practice or policy of your board. It is a good idea to note in the meeting minutes or other board records the date the oath was administered and by whom.

I, _____, do solemnly swear (or *affirm*) that I will support the Constitution of the United States, the constitution and the laws of the state of Oregon, and the policies of Central Oregon Community College. During my term, I will faithfully and impartially discharge the responsibilities of the office to the best of my ability.

Central Oregon Community College
Monthly Budget Status
Highlights of May 2023 Financial Statements

Cash and Investments

The College's operating cash balances currently total \$36.7 million. The average yield for the Local Government Investment Pool increased from 3.75 percent in April 2023 to 3.88 percent in May 2023

General Fund Revenues

There have been no significant changes in revenue since the prior month. The budgeted transfers-in have been posted for the year, with the exception of HEERF funding.

General Fund Expenses

The expenses through May 2023 include the required budgeted inter-fund transfers-out for the fiscal year.

Budget Compliance

All appropriation categories are within budget.

Central Oregon Community College
Monthly Budget Status
May 2023

<u>General Fund</u>	<u>Adopted Budget</u>	<u>Year to Date Activity</u>	<u>Variance Favorable (Unfavorable)</u>	<u>Percent of Budget Current Year</u>	<u>Percent of Budget Prior Year</u>
Revenues					
District Property Taxes:					
Current Taxes	\$ 20,718,000	\$ 20,434,029	\$ (283,971)	98.6%	98.8%
Prior Taxes	464,000	379,005	(84,995)	81.7%	87.7%
Tuition and fees	15,570,000	15,579,100	9,100	100.1%	91.2%
State Aid	9,388,000	7,341,954	(2,046,046)	78.2%	112.7%
Program and Fee Income	41,200	40,784	(416)	99.0%	71.5%
Interest & Misc. Income	206,000	67,770	(138,230)	32.9%	32.7%
Transfers-In	4,860,000	2,410,000	(2,450,000)	49.6%	100.0%
Total Revenues	\$ 51,247,200	\$ 46,252,642	\$ (4,994,558)		
Expenses by Function					
Instruction	\$ 23,184,227	\$ 19,000,019	\$ 4,184,208	82.0%	83.0%
Academic Support	4,725,247	3,873,443	851,804	82.0%	78.4%
Student Services	6,091,460	4,487,489	1,603,971	73.7%	80.2%
College Support	5,754,800	4,271,406	1,483,394	74.2%	72.7%
Plant Operations and Maintenance	4,849,080	3,861,272	987,808	79.6%	77.8%
Information Technology	5,255,781	4,082,415	1,173,366	77.7%	74.4%
Financial Aid	112,897	89,681	23,216	79.4%	70.4%
Contingency	800,000	800,000	-	100.0%	0.0%
Transfers-Out	2,331,800	2,291,800	40,000	98.3%	100.0%
Total Expenses	\$ 53,105,292	\$ 42,757,525	\$ 10,347,767		
Revenues Over/(Under) Expenses	\$ (1,858,092)	\$ 3,495,117	\$ 5,353,209		

Central Oregon Community College
Monthly Budget Status
May 2023

	<u>Adopted Budget</u>	<u>Year to Date Activity</u>	<u>Variance Favorable (Unfavorable)</u>	<u>Percent of Budget Current Year</u>	<u>Percent of Budget Prior Year</u>
<u>Non General Funds</u>					
Debt Service Fund					
Revenues	\$ 5,351,906	\$ 4,871,334	\$ (480,572)	91.0%	97.6%
Expenses	5,598,685	5,596,816	1,869	100.0%	99.1%
Revenues Over/(Under) Expenses	\$ (246,779)	\$ (725,482)	\$ (478,703)		
Grants and Contracts Fund					
Revenues	\$ 7,295,000	\$ 2,702,003	\$ (4,592,997)	37.0%	56.1%
Expenses	7,739,100	4,258,933	3,480,167	55.0%	50.5%
Revenues Over/(Under) Expenses	\$ (444,100)	\$ (1,556,930)	\$ (1,112,830)		
Capital Projects Fund					
Revenues	\$ 3,748,505	\$ 2,770,460	\$ (978,045)	73.9%	20.5%
Expenses	8,090,948	2,185,009	5,905,939	27.0%	24.3%
Revenues Over/(Under) Expenses	\$ (4,342,443)	\$ 585,451	\$ 4,927,894		
Enterprise Fund					
Revenues	\$ 4,810,756	\$ 4,389,745	\$ (421,011)	91.2%	86.5%
Expenses	5,340,671	4,261,125	1,079,546	79.8%	74.4%
Revenues Over/(Under) Expenses	\$ (529,915)	\$ 128,620	\$ 658,535		
Auxiliary Fund					
Revenues	\$ 7,406,628	\$ 7,127,726	\$ (278,902)	96.2%	87.8%
Expenses	11,460,318	7,472,666	3,987,652	65.2%	66.2%
Revenues Over/(Under) Expenses	\$ (4,053,690)	\$ (344,940)	\$ 3,708,750		
Reserve Fund					
Revenues	\$ 11,674	\$ -	\$ (11,674)	0.0%	0.0%
Expenses	455,000	419,229	35,771	92.1%	95.9%
Revenues Over/(Under) Expenses	\$ (443,326)	\$ (419,229)	\$ 24,097		
Financial Aid Fund					
Revenues	\$ 15,059,071	\$ 9,055,564	\$ (6,003,507)	60.1%	74.8%
Expenses	15,323,065	10,825,328	4,497,737	70.6%	75.1%
Revenues Over/(Under) Expenses	\$ (263,994)	\$ (1,769,764)	\$ (1,505,770)		
Internal Service Fund					
Revenues	\$ 127,500	\$ 89,552	\$ (37,948)	70.2%	52.0%
Expenses	119,893	85,061	34,832	70.9%	61.9%
Revenues Over/(Under) Expenses	\$ 7,607	\$ 4,491	\$ (3,116)		
Trust and Agency Fund					
Revenues	\$ 9,332	\$ 9,705	\$ 373	104.0%	19.9%
Expenses	18,500	7,631	10,869	41.2%	45.7%
Revenues Over/(Under) Expenses	\$ (9,168)	\$ 2,074	\$ 11,242		

Central Oregon Community College

Cash and Investments Report

As of May 31, 2023

College Portfolio	<u>Operating Funds</u>	<u>Trust/Other Funds</u>
Cash in State Investment Pool		
4089 - General operating fund	\$ 34,421,886	
3624 - Robert Clark Trust		\$ 380,666
May Average Yield 3.88%		
Cash in USNB	\$ 2,240,480	
Cash on Hand	\$ 4,600	
Total Cash	<u>\$ 36,666,965</u>	<u>\$ 380,666</u>



Central Oregon Community College Board of Directors: Information Item

Subject	Hiring of Dan Alberghetti as Senior Systems Administrator
Student Success	SS-2: Enhance and promote the resources and tools available to help students efficiently complete their academic goal.
Institutional Efficiency	IE-1: Improve practices and systems related to providing a supportive and productive workplace.
Prepared By	Laura Boehme, Chief Information/Human Resources Officer

A. Background

The **Senior Systems Administrator** position is a replacement position.

B. Timing

The **Senior Systems Administrator** position is a 1.0 FTE, 12-month employment contract each fiscal year. For the 2022-23 fiscal year, the initial employment contract period will be from June 19, 2023 to June 30, 2023. As with all other full-time Administrator employees, a new contract will be prepared for the next academic year that begins on July 1.

C. Budget Impact

This position is in the 2022-23 and 2023-24 budgets and conforms to the current approved Administrator salary schedule.

Dan Alberghetti earned a Bachelor's degree in Fine Arts from the University of California, and a Master's degree in Fine Arts from California State University. Dan holds many certifications in the Computer and Information Systems area. Most recently, Dan worked as a Professor of Computer and Information Systems at Central Oregon Community College. Prior to this, Dan was a Professor of Computer and Information Systems at Northern Wyoming Community College.



Central Oregon Community College Board of Directors: Information Item

Subject	Hiring of Carlene Perry as Pathways Program Coordinator
Student Success	SS-1: Enhance development of course and program offerings and delivery methods to help students efficiently complete their academic goal. SS-2: Enhance and promote the resources and tools available to help students efficiently complete their academic goal.
Prepared By	Laura Boehme, Chief Information/Human Resources Officer

A. Background

The **Pathways Program Coordinator** position is a new, grant-funded position.

B. Timing

The **Pathways Program Coordinator** position is a 1.0 FTE, 12-month employment contract each fiscal year. For the 2023-24 fiscal year, the initial employment contract period will be from July 1, 2023 to June 30, 2024. As with all other full-time Administrator employees, and if grant funds extend past June 30, 2024, a new contract will be prepared for the next academic year that begins on July 1.

C. Budget Impact

This position is in the 2023-24 budget and conforms to the current approved Administrator salary schedule.

Carlene Perry earned a Bachelor's degree in Behavioral Sciences and Leadership from the United States Air Force Academy, and a Master's degree in Industrial and Systems Engineering from Pennsylvania State University. Most recently, Carlene worked as the Credit for Prior Learning Coordinator at Central Oregon Community College, a grant funded position which ended June 30, 2023. Prior to this, Carlene held many positions while in the United States Air Force including Assistant Professor, Academic Advisor, and Research Assistant.



Central Oregon Community College Board of Directors: Information Item

Subject	Hiring of Keith Sherrill as Small Business Management Coordinator
Community Enrichment	CE-2: Build and strengthen partnerships and advance positive regional economic development with business and industry by assisting with educational and training needs of the workforce.
Prepared By	Laura Boehme, Chief Information/Human Resources Officer

A. Background

The **Small Business Management Coordinator** position is a replacement position.

B. Timing

The **Small Business Management Coordinator** position is a 1.0 FTE, 12-month employment contract each fiscal year. For the 2022-23 fiscal year, the initial employment contract period will be from June 5, 2023 to June 30, 2023. As with all other full-time Administrator employees, a new contract will be prepared for the next academic year that begins on July 1.

C. Budget Impact

This position is in the 2022-23 and 2023-24 budgets and conforms to the current approved Administrator salary schedule.

Keith Sherrill earned a Bachelor's degree in Aeronautics from Embry Riddle Aeronautical University, a Master's degree in Business Administration from College of William & Mary, and a certificate in Innovation from Stanford Graduate School of Business. Most recently, Keith owned Haint Blue Brewing Company, LLC. Prior to this, Keith worked as a Special Operations Aviator/Company Operations Officer with the US Army.



Central Oregon Community College
Board of Directors
New Hires Report
Date of Hire: June 1-30, 2023

Board Meeting Date:

Exhibit: 10b.4

Name	Hire Date	Job Description	Department
Classified Full-Time			
Barker, Nathan Wayne	6/12/2023	Campus Safety Specialist	Campus Public Safety
Comer, Andrea J	6/5/2023	Accounting Assistant	Fiscal Services
McQuillen, Christy Jean	6/12/2023	Administrative Assistant	Regional Svcs. & R.C. Operations
Perry Schroeder, Cherish Diane	6/20/2023	Enrollment/Welcome Associate	Admissions
Temporary Hourly			
Cheetham, Christine	6/26/2023	Bookstore Cashier II	Bookstore
Everley, Shannon	6/1/2023	IT Tech II	Tutoring and Testing
Everley, Shannon	6/1/2023	IT Tech II	Tutoring and Testing
Greer, Connel David	6/5/2023	Flight Instructor Training	Aviation Program
Greer, Connel David	6/5/2023	Basic Flight Instructor	Aviation Program
Lysen, Anton Timothy	6/5/2023	Basic Flight Instructor	Aviation Program
Lysen, Anton Timothy	6/5/2023	Flight Instructor Training	Aviation Program
Ross, Dennis	6/12/2023	Paramedicine Instructional	Emergency Medical Services



Central Oregon Community College Board of Directors: Information Item

Subject	Employee of the Year and Diversity Award Recipients
Student Experience	SE-3: Promote diversity, inclusiveness and community on all campuses and online.
Institutional Efficiency	IE-1: Improve practices and structure related to providing a healthy and productive workplace.
Prepared By	Laura Boehme, Chief Information/Human Resources Officer

A. Background

Each year exemplary employees are recognized for their outstanding performance, recognized for their involvement in student success, and who promote and represent COCC in a positive enthusiastic manner by awarding them with the Employee of the Year Award.

Each year an employee is recognized for making valuable contributions to our campus community in a way that supports and fosters a respectful and inclusive multicultural environment by awarding them with the Diversity Award.

Employee of the Year Awards

Full-time Faculty

Kathy Smith

Professor Mathematics
With COCC since 2001

Adjunct/Part-time Faculty

Mike Rich

Part-time Faculty GIS
With COCC since 2004

Classified

Ryan Bundy

ITS Services Support Tech
With COCC since 2022

Administrator

Suzie Kristensen

Director Prineville Campus
With COCC since 2011

Confidential

Christy Chaung

Administrative Assistant VPSA
With COCC since 2019

Diversity Award

Marketing/Public Relations

Jenn Kovitz, Director, with COCC since 2020
Aimee Metcalf, Assistant Director, with COCC since 1999
Mark Johnson, Staff Writer/Editor, with COCC since 2017
Joanna Larsen, Graphic Designer, with COCC since 2022
Renita Carrico-Cuevas, Marketing Manager, with COCC since 2022
John Moore, Web Designer, with COCC since 2022



**Central Oregon Community College
Board of Directors: Resolution**

Subject	Bachelor of Science: Nursing (BSN) degree – SB 523
Strategic Plan Initiatives	Community Enrichment: CE-2: Build and strengthen partnerships and advance positive regional economic development with business and industry by assisting with educational and training needs of the workforce.
Prepared By	Julie Downing, Instructional Dean

A. Background

Locally:

A Registered Nurse (RN) can either have an associate degree in Nursing (ADN) or a bachelor of science: nursing degree (BSN). Our Central Oregon healthcare partners, especially our local health care system – St Charles Health System (SCHS) — desperately need RNs, especially BSNs. Without sufficient locally qualified candidates, these partners are spending a tremendous amount of money employing traveling nurses to meet their current needs.

Currently, at Central Oregon Community College (COCC), we educate associate degree-prepared RNs (ADN). These students deserve the opportunity to obtain their BSN degree locally to advance their careers by gaining opportunities to earn higher salaries and management positions at our local employers of Bachelor’s-prepared RNs. There is currently no other option locally to pursue a BSN degree so most students wanting to obtain their BSN either leave the area or pursue online degrees from Grand Canyon University, Western Governor’s University, or Linfield University.

St. Charles has made it clear that Central Oregon needs an institution to provide the RN to BSN pathway, so we are pleased that SB 523 passed the Oregon legislation and was signed by Governor Tina Kotek. When our local ADN RN graduates leave their rural home towns in Crook, Jefferson, or Deschutes to earn their BSN at a school elsewhere, these students often do not return to our rural areas where we so desperately need them. We need to train these students here so we can employ them here.

Our community knows and trusts COCC and we have a proven track record; over the past five years, our COCC nursing graduates have a 93.9% first time pass rate on the NCLEX exam while the national average is 84% over that same time period. RNs cannot practice as a Registered Nurse in any state without first having passed the National Registered Nurse licensing exam (NCLEX).

To be eligible for admission into the new COCC BSN program, a student would already have obtained their ADN and have passed their (NCLEX). The COCC BSN program would take two additional years (approximately 90 credits) to complete (attending full-time) which added onto their ADN credits would give them a BSN degree.

Our COCC ADN-Nursing program is already nationally accredited by the Accreditation Commission for Education in Nursing (ACEN) and approved by the Oregon State Board of Nursing (OSBN) and would be well positioned to also offer the BSN program. And since the BSN program does not require acute care clinical placements; we would not be burdening our local hospitals with having to find additional clinical spots for these students. Student clinical rotations would continue to occur in the two years leading up to the BSN program.

In summary, one of COCC's primary roles is to meet the needs of the workforce in the counties that we serve, in this case, the health care industry and the introduction of this program would do just that.

State-wide:

In 2019, Senate Bill 3 passed, giving community colleges the ability to offer applied baccalaureate degrees (AB). These workforce-oriented degrees are continuations of existing associate degrees (usually in career and technical fields), aimed at providing higher-level skills to the existing associate degree program; however, an AB degree in Nursing will not suffice as the Nursing industry does not recognize that degree title. Thus, the reason for the introduction of SB 523, allowing community colleges to offer a BSN program.

Now that Senate Bill (SB 523) allows community colleges in Oregon to offer a Bachelor of Science: Nursing (BSN) degree, the next step is to have the individual community college boards also approve the offering of the BSN, thus the purpose of this resolution.

If approved, COCC will be part of a multi-school consortium of Oregon community colleges that will develop and submit joint BSN curriculum to the HECC for approval.

B. Options/Analysis

- 1) Approve COCC offering a Bachelor of Science: Nursing (BSN) degree program.
- 2) Do not approve COCC offering a Bachelor of Science: Nursing (BSN) degree program.

C. Timing

Timing is critical. Approval at this time will allow us to be a formal member of the Oregon BSN community college consortium and move forward with HECC joint consortium and curriculum approval as well as NWCCU approval. A delay in approval could result in a later start date than our anticipated Fall 2025 goal. It is critical we get this program started as soon as possible to meet the needs of the local health care industry.

Also, the program will need to be approved through the COCC new program proposal process, be reviewed by COCC Academic Affairs committee, and have its curriculum approved by the COCC Curriculum committee, and all will need to be approved by the HECC too. Lastly, our institutional accrediting body, the Northwest Commission on Colleges and Universities (NWCCU), will also need to approve. We will have less than two years to obtain all the necessary approvals.

D. Budget Impact

At this time, BSN programs at community colleges in Oregon would not be reimbursed for FTE, so to offset this, we will be proposing a higher tuition rate (but lower than four-year BSN programs) for the BSN program at COCC. Additionally, we will need to hire full-time and part-time faculty to teach this program with approximately 24-48 new students entering the program annually.

E. Proposed Resolution

WHEREAS, Central Oregon Community College fosters student completion of academic goals, prepares students for employment, assists regional employers and promotes equitable achievement for the diverse students and communities we serve; and

WHEREAS, a Bachelor of Science: Nursing (BSN) degree addresses affordability, increases access to educational opportunities, and meets workforce demands across the district; and

THEREFORE, BE IT RESOLVED, that the Central Oregon Community College Board of Directors does hereby approve the development of and offering of a Bachelor of Science: Nursing (BSN) degree at Central Oregon Community College.



**Central Oregon Community College
Board of Directors: Resolution**

Subject:	Awbrey Butte Lots – Surplus Declaration and Sale
Strategic Plan Connection:	Institutional Efficiency
Prepared By:	Michael LaLonde, Paul Taylor

A. Background

The College owns five (5) contiguous parcels of unimproved real property located on Awbrey Butte, off Glassow Drive, in Bend, Oregon, totaling approximately 6.05 acres (collectively, the “Property”). The Property is identified as Deschutes County Tax Lots 171230CB00103, 171230CB00104, 171230CB00500, 171230CB00501, and 171230CB00502. Tax Lots 500, 501, and 502 were originally acquired by the College in 1962 as a single property, which was later partitioned into three (3) parcels. The College acquired Tax Lots 103 and 104 in 2013.

In 2022, the Real Estate Committee of the Board of Directors recommended that the College sell the Property. The Property is not currently used for educational or other purposes, and the College has no current plans to make such use of the Property in the foreseeable future. The College, following a competitive process, entered into an Exclusive Authorization to Sell with Fratzke Commercial Real Estate Advisors Inc. (“Fratzke”). Fratzke publicly marketed the Property for sale, which ultimately resulted in two purchase offers. The Real Estate Committee reviewed the offers, and has recommended to the Board that the College accept the most recent offer, received June 22, 2023, subject to certain additional or modified terms recommended by the Committee, Fratzke, and the College’s legal counsel. The Vacant Land Real Estate Sale Agreement, containing the terms of the buyer’s offer, and the proposed Seller’s Counteroffer, containing the College’s additional or modified terms, were reviewed by the Board during executive session on July 12, 2023.

Pursuant to ORS 271.310, whenever any political subdivision of the State of Oregon possesses or controls real property not needed for public use, or whenever the public interest may be furthered, the political subdivision may sell all or any part of the political subdivision’s interest in the property to a governmental body or private individual or corporation. The consideration for the transfer may be cash or real property, or both.

B. Options/Analysis

- Approve the proposed resolution below.
- Decline approval of the proposed resolution below.

C. Timing

By its terms, the offer expires at 5:00 p.m., July 14, 2023.

D. Budget Impact

The College owns the Property free and clear of monetary encumbrances, and will receive all sale proceeds in excess of a 5% commission to Fratzke and other ordinary seller-paid costs.

E. Proposed Resolution

Be it resolved that the Central Oregon Community College Board of Directors: (i) finds that the Property is not needed for public use and that the public interest may be furthered by sale of the Property; (ii) approves the sale of the Property to [REDACTED] (“Buyer”) for a sale price of \$ [REDACTED], and otherwise on the terms and conditions of the Vacant Land Real Estate Sale Agreement delivered by Buyer, subject to the modifications contained in the Seller’s Counteroffer; and (iii) authorizes the President to execute and deliver the Vacant Land Real Estate Sale Agreement and Seller’s Counteroffer, together with such other instruments and documents as are necessary to effect the transactions contemplated by the Vacant Land Real Estate Sale Agreement and Seller’s Counteroffer, all in such form and substance as the President, or the President’s designee, and the College’s legal counsel deem necessary or appropriate, which may include, without limitation, that the Property will be transferred AS IS, WITH ALL FAULTS AND DEFECTS, and subject to all encumbrances of record.