A large, stylized graphic of a fish, likely a salmon, is positioned on the left side of the page. The fish is rendered in a dark olive green color with white outlines for its fins and eye. The background of the entire page is a light, textured olive green.

Regular Meeting

February 15, 2023

CHEMEKETA COMMUNITY COLLEGE
4000 Lancaster Drive NE
Salem, Oregon

BOARD OF EDUCATION

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| 2. | Proposed Bachelor of Applied Science (BAS) Student Tuition and Fees for 2023–2024 Aaron Hunter, Associate Vice President/CFO | | 22 |
| I. Standard Reports | | | |
| 1. | Personnel Report David Hallett, Vice President—Governance and Administration | | 23–24 |
| 2. | Budget Status Report Aaron Hunter, Associate Vice President/Chief Financial Officer (CFO) | | 25–28 |
| 3. | Purchasing Report Aaron Hunter, Associate Vice President/CFO | | 29 |
| 4. | Capital Projects Report Aaron Hunter, Associate Vice President/CFO | | 30 |
| 5. | Chemeketa Cooperative Regional Library Service (CCRLS) Report Mike Vargo, Vice President—Academic and Student Affairs | | 31–33 |
| 6. | Recognition Report Jessica Howard, President/CEO | | 34–35 |
| J. Separate Action | | | |
| 1. | Approval of Proposed Student Tuition and Fees for 2023–2024 Aaron Hunter, Associate Vice President/CFO | [22-23-118] | 36–38 |
| 2. | Approval of Retirement Resolution No. 22-23-22, Amber L. McMurray David Hallett, Vice President—Governance and Administration | [22-23-119] | 39–40 |
| 3. | Approval of Resolution No. 22-23-23, Proclamation of Chemeketa Community College Board of Education 2023 Community College Legislative Priorities Jessica Howard, President/Chief Executive Officer | [22-23-122] | 40a–40c |
| K. Action | | | |
| Consent Calendar Process (Items will be approved by the consent calendar process unless withdrawn at the request of a member of the board. Item or items requested to be removed by a member of the board will be removed from the consent calendar by the chairperson for discussion. A separate motion will then be required to take action on the item in question.) | | | |
| 1. | Acceptance of 2021–2022 Audit Report Aaron Hunter, Associate Vice President/CFO | [22-23-120] | 41 |
| 2. | Approval of 2023–2024 Proposed Budget Calendar and Resolution No. 22-23-21, Setting Budget Committee Meeting Dates Mike Vargo, Vice President—Academic and Student Affairs | [22-23-121] | 42–44 |
| L. Appendices | | | |
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| 2. | Campus Map | | 46–47 |
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- M. Future Agenda Items**
- N. Board Operations**
- O. Adjournment**

Chemeketa Community College prohibits unlawful discrimination based on race, color, religion, national origin, sex, marital status, disability, protected veteran status, age, gender, gender identity, sexual orientation, pregnancy, whistleblowing, genetic information, domestic abuse victim, or any other status protected by federal, state, or local law in any area, activity, or operation of the college. The college also prohibits retaliation against an individual for engaging in activity protected under this policy, and interfering with rights or privileges granted under federal, state, or local laws.

Under college policies, equal opportunity for employment, admission, and participation in the college's programs, services, and activities will be extended to all persons, and the college will promote equal opportunity and treatment through application of its policies and other college efforts designated for that purpose.

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To request this publication in an alternative format, please call 503.399.5192.

Workshop-A
February 15, 2023

CAREER COACH OVERVIEW AND ANALYTICS

Prepared by

Chris Potts, Associate Dean—Counseling and Career Services
Ryan West, Executive Dean—Student Services
Michael Vargo, Vice President—Academic and Student Affairs

The workshop will focus on providing an overview of the Career Coach platform as well as provide statistics and analytics for how it is being used to support the career development model.

Land Acknowledgement
February 15, 2023

CHEMEKETA COMMUNITY COLLEGE LAND ACKNOWLEDGEMENT

Prepared by

Ron Pittman, Chair—Board of Education

We are gathered today on the land of the Kalapuya (pronounced “**cal-uh-poo-yuh**”), who today are represented by the Confederated Tribes of the Grand Ronde and the Confederated Tribes of the Siletz Indians, whose relationship with this land continues to this day.

We offer gratitude for the land itself, for those who have stewarded it for generations, and for the opportunity to study, learn, work, and be in community on this land. We acknowledge that our college’s history, like many others, is fundamentally tied to the first colonial developments in the Willamette Valley.

Finally, we respectfully acknowledge and honor past, present, and future Indigenous students of Chemeketa Community College.

Minutes
February 15, 2023

APPROVAL OF BOARD MINUTES

Prepared by

Julie Deuchars, Executive Coordinator
Jessica Howard, President/Chief Executive Officer

Minutes of the board meeting of January 18, 2023, and the budget committee orientation of February 1, 2023, are submitted for review by the board.

It is recommended that the College Board of Education officially approve the minutes of the above-referenced meetings as submitted.

Minutes
February 15, 2023

CHEMEKETA COMMUNITY COLLEGE

**BOARD OF EDUCATION
MEETING MINUTES**

January 18, 2023

I. WORKSHOP

Ron Pittman, Chair, called the workshop to order at 4:37 pm in the Boardroom, Building 2, Room 170, at the Salem Campus.

Members in Attendance: Ed Dodson; Betsy Earls; Jackie Franke; Ken Hector; Neva Hutchinson, Vice Chair; Ron Pittman, Chair; and Diane Watson.

College Administrators in Attendance: Jessica Howard, President/Chief Executive Officer; Mike Vargo, Vice President, Academic and Student Affairs; and David Hallett, Vice President, Governance and Administration.

Post Completion Outcomes

Julie Peters, Dean of Academic and Organizational Effectiveness, and Colton Christian, Director of Institutional Research and Reporting, presented student success data on post-graduation employment outcomes. The data points discussed included: one-year employment rate, one-year earnings, and five-year earnings growth.

Board members asked clarifying questions during the workshop.

The workshop ended at 5:02 pm.

II. ADMINISTRATION UPDATES

Ron Pittman, Chair, called the meeting to order at 5:08 pm.

Members in Attendance: Ed Dodson; Betsy Earls; Jackie Franke; Ken Hector; Neva Hutchinson, Vice Chair; Ron Pittman, Chair; and Diane Watson.

College Administrators in Attendance: Jessica Howard, President/Chief Executive Officer; Mike Vargo, Vice President, Academic and Student Affairs; David Hallett, Vice President, Governance and Administration; and Aaron Hunter, Associate Vice President/Chief Financial Officer, College Support Services/Finance.

Updates were discussed with the board regarding the proposed bond measure, Oregon Community College Association (OCCA) updates, the President's monthly report to board, and board agenda preview.

A recess was taken at 5:41 pm.

III. REGULAR SESSION

A. CALL TO ORDER

Ron Pittman, Chair, reconvened the board meeting at 6:01 pm. The meeting was held in the Board Room, Building 2, Room 170, at the Salem Campus.

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January 18, 2023
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B. PLEDGE OF ALLEGIANCE

C. CHEMEKETA LAND ACKNOWLEDGMENT

Ron Pittman read the land acknowledgment.

D. ROLL CALL

Members in Attendance: Ed Dodson; Betsy Earls; Jackie Franke; Ken Hector; Neva Hutchinson, Vice Chair; Ron Pittman, Chair; and Diane Watson.

College Administrators in Attendance: Jessica Howard, President/Chief Executive Officer; Mike Vargo, Vice President, Academic Affairs; David Hallett, Vice President, Governance and Administration; and Aaron Hunter, Associate Vice President/Chief Financial Officer, College Support Services/Finance.

Board Representatives in Attendance: Peter Wirfs, Associated Students of Chemeketa (ASC); Steve Wolfe, Chemeketa Faculty Association (CFA); and Aaron King, Chemeketa Classified Association (CCA).

E. COMMENTS FROM THE PUBLIC

None.

F. APPROVAL OF MINUTES

Ken Hector moved, and Jackie Franke seconded a motion to approve the College Board of Education minutes from December 14, 2022.

The motion CARRIED.

Ken Hector moved, and Jackie Franke seconded a motion to approve the Board Work Session minutes of January 6, 2023.

The motion CARRIED.

G. REPORTS

Reports from the Associations

Peter Wirfs, Associated Students of Chemeketa (ASC) and Steve Wolfe, Chemeketa Faculty Association (CFA), said their reports stand as written, and Ron Pittman accepted the Chemeketa Exempt Association report as written.

Aaron King, Chemeketa Classified Association (CCA), said the report stands as written, noted the CCA board will be sending out a nomination to fill a vacancy, and thanked classified staff for their hard work and effort in creating a welcoming environment and assisting students with hurdles they encounter along their educational pathway.

Reports from the College Board of Education

Ed Dodson attended the January Board Work Session, two Oregon Community College Association (OCCA) nomination committee meetings, a budget information meeting, SEDCOR

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February 15, 2023

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Legislative Forum lunch, Chemeketa legislative breakfast, the Town Hall with Senator Ron Wyden and Congresswoman Andrea Salinas, the Chemeketa Art Show, and cultural competency training.

Ken Hector attended the Silverton Chamber Business Group, Association of Community College Trustees (ACCT) Public and Policy Advocacy committee, January Board Work Session, a budget information meeting, Silverton Rotary, Silverton City Council, the SEDCOR Legislative Forum lunch, the Chemeketa legislative breakfast, a Capital Projects Action Team meeting, the Town Hall with Senator Ron Wyden and Congresswoman Andrea Salinas, and cultural competency training.

Jackie Franke attended the Community and Partners of East Salem agenda setting meeting, four East Salem Rotary meetings, the East Salem Rotary Gala and Benefit, a budget information meeting, the Chemeketa legislative breakfast, and cultural competency training.

Betsy Earls met with Polk County Commissioner Jeremy Gordon and attended the Chemeketa legislative breakfast, several Mid-Willamette Valley Council of Government (MWVCOG) legislative meetings, and cultural competency training,

Diane Watson attended the January Board Work Session; a meeting of the OCCA Diversity, Equity, and Inclusion Committee; a budget information meeting; the SEDCOR Legislative Forum lunch; the Chemeketa legislative breakfast; the Town Hall with Senator Ron Wyden and Congresswoman Andrea Salinas; and cultural competency training.

Neva Hutchinson attended the January Board Work Session, agenda review, the SEDCOR Legislative Forum lunch, a budget information meeting, and cultural competency training.

Ron Pittman attended the January Board Work Session, agenda review, a budget information meeting, the Chemeketa legislative breakfast, a meeting with Danielle Hoffman and Paul Davis at Yamhill Valley Campus (YVC), and cultural competency training.

H. INFORMATION

2023–2024 Proposed Budget Calendar

Aaron Hunter reviewed the proposed budget calendar and key budget dates and noted that the calendar would be brought back next month for approval.

Proposed Student Tuition for 2023–2024

Aaron Hunter referred to the green sheet of the Proposed Student Tuition for 2023–2024 and gave an overview. Aaron reviewed the tuition and fee setting guidelines and discussed the fee increases.

- Tuition increase of \$2 per credit,
- Out-of-state and international tuition rate increase at \$2.

The proposed increase would place Chemeketa third among comparator colleges based on current year rates.

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There will be a student tuition forum on January 30 to share the tuition proposal and answer any questions. A recommendation will be brought back to the board next month for action.

I. STANDARD REPORTS

Personnel Report

Alice Sprague said the report stands as written and noted that one position is 100 percent general fund.

Budget Status Reports

Aaron Hunter reviewed the Statement of Resources and Expenditures. The college has received the bulk of property taxes, and the tuition and fee amount include some winter term tuition collection. On the Budget Status report, personnel and non-personnel services are trending similar to previous years, and the Quarterly Update of Other Funds report is continuing to track where the college needs to be. The Status of Investments report shows seven new investments in December, and the rate for the Oregon Short-Term Fund continues to go up.

Purchasing Report

A Request for Proposal (RFP) was advertised at the beginning of January for Chemeketa Cooperative Regional Library Service (CCRLS) Dedicated Internet Access and WAN Transport Services. A recommendation for contract award will be brought forward at the March board meeting.

Capital Projects Report

Aaron Hunter noted the Building 36 project was completed in December 2022, Public Safety was relocated to Building 38, and three more HVAC projects were completed.

Institutional Advancement Foundation Quarterly Report

Marie Hulett, Executive Director, Institutional Advancement, said the report stands as written. Marie thanked Maria Schmidlkofer, Foundation board member, for presenting a free estate planning seminar for community members for many years.

Grant Activities October 2022–December 2022

David Hallett noted that the total grants awarded for 2022 was 9.9 million dollars. David thanked the staff and board for their work and support. Jackie Franke thanked the staff as well.

Fall Term Enrollment Report

Colton Christian, Director of Institutional Research and Reporting, noted that full-time students continue to have a big impact and make up 53% of the full-time equivalency (FTE), reimbursable FTE is slightly up, and headcount is slightly down.

Recognition Report

Jessica Howard acknowledged all the employees in the written report.

J. ACTION

Ken Hector moved, and Betsy Earls seconded a motion to approve consent calendar items No. 1–4.

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1. Approval of Academic Calendar for 2025–2026 [22-23-114]
2. Approval of Statement of Budget Principles 2023–2024 [22-23-115]
3. Acceptance of Program Donations October 1, 2022, through December 31, 2022 [22-23-116]
4. Approval of Grants Awarded October 2022–December 2022 [22-23-117]

K. APPENDICES

College mission, vision, and values; campus and district maps.

L. FUTURE AGENDA ITEMS

None were heard.

M. BOARD OPERATIONS

N. ADJOURNMENT

The meeting adjourned at 6:43 pm.

Respectfully submitted,

Julie Deuchars
Executive Coordinator

Jessica Howard
President/Chief Executive Officer

Ron Pittman
Board Chair

February 15, 2023
Date

Minutes
February 15, 2023

MINUTES OF BUDGET COMMITTEE ORIENTATION

CHEMEKETA COMMUNITY COLLEGE
4000 Lancaster Drive NE
Salem, Oregon

February 1, 2023

The Budget Committee Orientation was called to order by Ron Pittman, Board Chair, at 1:03 pm in the Boardroom, Building 2, Room 170, at the Salem Campus. Jessica Howard welcomed everyone, and Budget Committee members and staff introduced themselves.

Budget Committee Members in Attendance: Chris Brantley (Zoom); Ed Dodson; Jackie Franke; Ken Hector; Neva Hutchinson, Board Vice Chair; Jenne Marquez (1:20 pm Zoom); Scott Muller (Zoom); Barbara Nelson; Ron Pittman, Board Chair; Mike Stewart (Zoom); Joe Van Meter; and Diane Watson (Zoom 1:06 pm). Excused Absences: Ray Beaty; Betsy Earls.

College Administrators in Attendance: Jessica Howard, President/Chief Executive Officer; Mike Vargo, Vice President, Academic and Student Affairs; David Hallett, Vice President, Governance and Administration; and Aaron Hunter, Associate Vice President/Chief Financial Officer, College Support Services/Finance.

Budget Committee Orientation

Jessica Howard outlined the meeting format and logistics, stated that the April Budget Committee meetings would be in hybrid format, and noted that employees would likely be attending those meetings during the public comment portion.

Aaron Hunter, Associate Vice President/Chief Financial Officer, College Support Services/Finance, discussed budget calendar key dates and reviewed sections of the Budget Principles and Financial Environment document for the 2023–2024 Fiscal Year. This document is reviewed every fall as the budget cycle begins at the college. Aaron discussed the tuition and fee setting guidelines, the proposed student tuition and universal fee rates for 2023–2024, and the comparative annual cost of attendance among Oregon community colleges. He stated that a student tuition forum was held earlier in the week and that students in attendance asked great questions. In addition, he provided an overview of preliminary budget projections, the financial environment, financial trends, and general budget assumptions, and provided an update of the federal emergency relief funding received by the college in the past three years.

The Budget Committee members asked clarifying questions during the presentation, engaged on the different topics, and thanked Aaron for the informative presentation.

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Adjournment

Meeting adjourned at 2:39 pm.

Respectfully submitted,

Julie Deuchars
Board Secretary

Jessica Howard
President/Chief Executive Officer

Ron Pittman
Board Chair

February 15, 2023
Date

ASSOCIATED STUDENTS OF CHEMEKETA (ASC)

Prepared by

Peter Wirfs, ASC Executive Coordinator

ASC / MULTICULTURAL STUDENT SERVICES (MSS) PAST EVENTS

Winter Taco Kickoff

- The ASC hosted a taco kickoff for students on January 11. It included free tacos and drinks for all students, and the Student Center was converted into a gathering place for the students to eat.

Legislative Internship

- Joel Gisbert, Peter Wirfs, and Mike Evans have hired three interns. All interns have legislative offices that they have been placed into. They are currently active in the capitol in their legislative offices of Sen. Deb Patterson, Rep. Kevin Mannix, and Rep. Tom Andersen.

MLK Celebration

- On January 26, MSS hosted a Martin Luther King Jr. Celebration with guest speaker Professor Taylor Marrow. Professor Marrow spoke about his experiences in the justice system and the racial inequities that he has observed. MSS showed the movie *Selma* during this event as well.

Student Loteria Night

- On January 19, ASC organized a Loteria night. There were refreshments and snacks for all students. The winners of Loteria received prizes provided by ASC.

Karaoke Night

- The ASC hosted an open stage karaoke night on January 24 and provided refreshments. It gave students the opportunity to sing their favorite songs.

Brunch with the President

- On January 31, the ASC hosted a brunch event with President Jessica Howard. Students attending the event enjoyed light refreshments and shared their student experiences at Chemeketa.

Council of Clubs

- ASC hosted the Council of Clubs event on February 3. Club members gained additional funding for their clubs and training for club presidents to help their clubs keep running smoothly.

Black Power Movement

- On February 8, the MSS hosted Professor Taylor Marrow and a guest to speak about the origins of and meaning behind the Black Power Movement.

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Voices From Around the World

- On February 9, the ASC organized an event that encouraged students to gather and converse with students from other cultures. There were activities surrounding students' languages and how students can learn from one another. ASC provided food for all attendees.

Multicultural Movie Afternoon

- Multicultural Student Services will periodically present a multicultural movie for students to come and watch. Students watched *Black Klansman* on February 9.

Valentine's Day Club Fair

- On the February 14, the ASC hosted a club fair in commemoration of Valentine's Day. There was food and refreshments for students. The event focused on all student clubs and gave them plenty of time to highlight themselves to students. In addition, there was a raffle with prizes.

ASC / MSS PRESENT EVENTS

Multicultural Movie Afternoon

- Multicultural Student Services is periodically providing a multicultural movie for students to come and watch. The upcoming movie scheduled on February 23 is *Hidden Figures*.

Men's Wellness Group

- Joel Gisbert is facilitating a men's wellness group every week. Meetings provide students an opportunity to discuss issues with academics or their personal life through peer support. In addition, field trips and fun activities for the members are being planned.

CHEMEKETA COMMUNITY COLLEGE FACULTY ASSOCIATION (CFA)

Prepared by

Steve Wolfe, President—Chemeketa Faculty Association

UNREASONABLE AND UNNECESSARY FACULTY RETRENCHMENTS

In late January, a total of eleven full-time faculty were notified that they were being retrenched. Five were notified that their contracts were being reduced from 11- or 12-month contracts to 10-month contracts. Six others are being completely laid off. The reason cited by the College for these is “due to the current budgetary impacts.” The CFA Executive Board believes the College has not provided sufficient justification for the need for faculty layoffs for the following reasons.

1. The College is in a strong financial position and is not behaving as if there is a budget crisis. For example, none of the \$4 to 5 million in annual lease revenue is ever booked into the general fund and we have very healthy ending fund balances.
2. According to the 2020–2021 Annual Comprehensive Financial Report, as of the end of June 2021, the College had reserves of \$45.7 million (which is 31.4% of total operating expenses). Although Oregon community colleges are exempt from this requirement, schools in the Oregon University System (OUS) are required to keep their reserves between 5 and 15 percent of total operating expenses. This defines what is to be in financial difficulty—reserves below five percent of total operating expenditures.
3. Based on the Budget Status Report for the January 2023 Chemeketa Board of Education meeting, it appears that as of December 31, 2022, the College's reserves were approximately the same as on June 30, 2021. Thus, the College's financial condition has not deteriorated, and it is certainly not in financial difficulty. The question is, what is expected to happen to reduce Chemeketa's reserves to below 5 percent of total expenditures (a little below \$7.5 million)? Said another way, what are the forces that will cause Chemeketa's reserves to fall by almost \$40 million?
4. Next year's budget assumes flat enrollment but fall term reimbursable FTE was up 2.8% from Fall 2021 and winter is up 8.7% over last winter.
5. The administration has said that federal Covid relief money is what kept the college afloat during the past few years. While some of that money was used for general fund operating expenses, much of that was also used to provide free digital course materials for students and to buy D-Ten machines, laptops for full-time faculty, and other one-time capital purchases, none of which affected the general fund.
6. As was addressed in the petition submitted to the Board of Education at the November 2022 Board meeting, the College has by far the highest ratio of exempt employees (administrators) to non-exempt employees of any of Chemeketa's comparator colleges. The CFA noted then that if there are any layoffs, they should first be in the most over-represented employee group, which is also the group with the highest average salaries.

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February 15, 2023

7. Strong pro-public education advocates were elected to positions of leadership in both the state House and Senate as well as the governor's office. Both Oregon Education Association (OEA) and Oregon Community College Association (OCCA) leaders seem optimistic that the state Community College Support Fund (CCSF) will be significantly higher than the last biennium, and likely enough to maintain the Current Service Level (CSL).
8. As of January 18, across all employee groups, just over 91 positions at the college have been left unfilled, including over 66 general fund positions.
9. Faculty employees are the ones who actually produce revenue for the college. The only way the college generates revenue, either directly or indirectly, is by offering classes, workshops, and other training opportunities, all of which require faculty to either teach them or provide direct support to classroom faculty.
10. **Ultimately, faculty have been retrenched not because layoffs were necessary, but because the College administration chose to do this. These retrenchments are unreasonable, unnecessary, unjustified, and do not help the College fulfill its mission, nor do they reflect Chemeketa's values.**

**CHEMEKETA COMMUNITY COLLEGE
CLASSIFIED EMPLOYEES ASSOCIATION (CCA)**

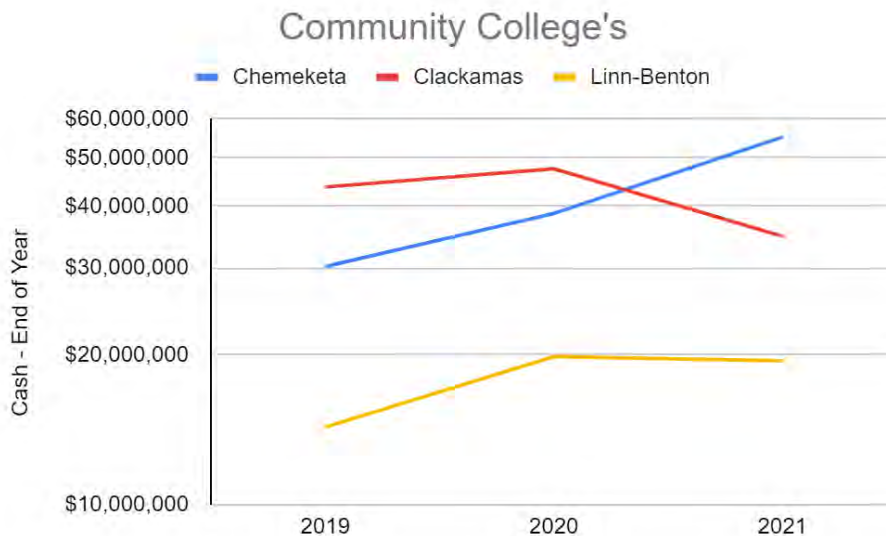
Prepared by

Tim King, Director of Public Relations—Chemeketa Community College Classified Employees Association
Pilar Torres-Barrera, External Vice-President—Chemeketa Community College Classified Employees Association
Aaron King, President—Chemeketa Community College Classified Employees Association

PRESIDENT’S MESSAGE

The College has shared with us their narrative of what 2022–2023’s budget looks like. I’d like to offer an alternative to their doom and gloom narrative. Is the manner in which we are carrying out our work—our desired culture and beliefs—being reflected in why we exist? If the college is truly wanting to transform lives and strengthen communities through the quality education, services and workforce training we provide, it’s not by decreasing the classified and faculty staff, while increasing the number of exempt staff.

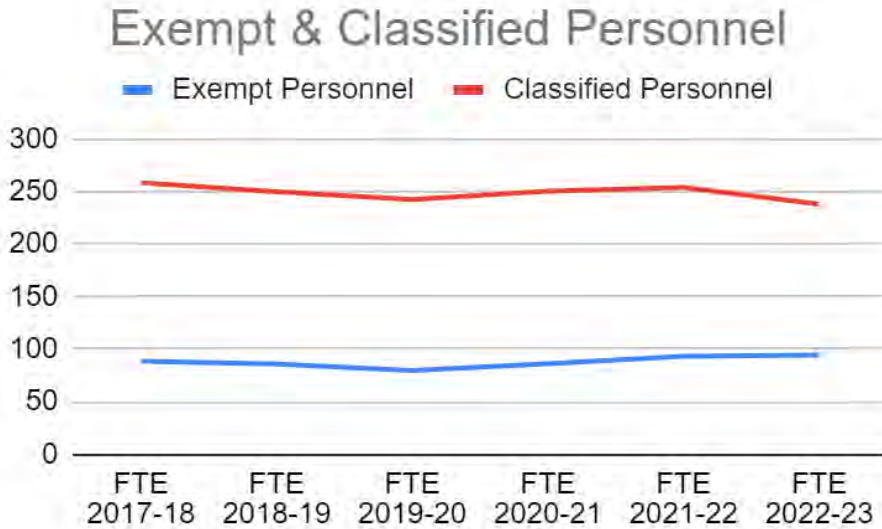
When taking a look at the College’s end of year cash as reported in the Annual Financial Reports for the last three years (2019, 2020 and 2021), you can see that the College has been able to, during a pandemic, increase it by \$24,938,148. While college’s like Clackamas and Linn-Benton have not experienced similar growth—in the Clackamas case, they reported almost a nine million dollar *decrease* during that same time period.



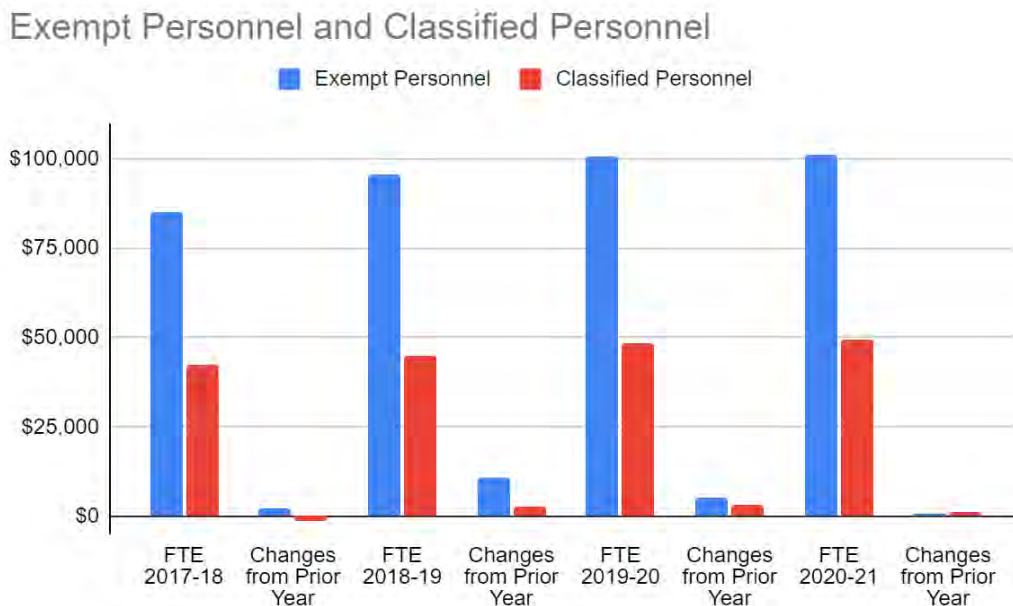
In November the President of the Chemeketa Faculty Association, Steve Wolfe, shared some key takeaways from a report published by the Higher Education Coordinating Commission (HECC). There is no doubt that a structural imbalance exists between the number of Exempt

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February 15, 2023

employees at the college as demonstrated by the graph below. Over the past six (6) years the Exempt numbers have increased by 6.12 full time equivalent (FTE), while the Classified have decreased by -20.43 FTE. (Adopted Budgets 2017–2018 through 2022–2023)



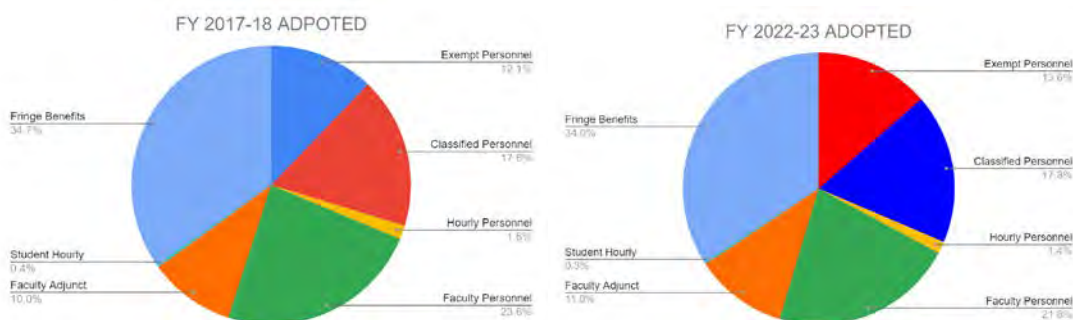
When comparing the average salary for the Exempt and Classified personnel by FTE for the years 2017–2018 to 2020–2021, Exempt employees increased their average earnings from \$84,857 to \$101,348, a net increase of \$16,491, and Classified employees increased their average earnings from \$42,401 to \$49,498, a net increase of \$7,097.



This structural imbalance comes with a hefty price. 35.5 percent of the College’s overall budget covers General Funds. The College has estimated General Fund Revenues would be \$106,560,000 and Expenditures would be \$105,060,000 for the FY 2022–23, leaving an

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February 15, 2023

unappropriated ending fund balance of \$1,500,000. Personnel Services is by far the largest percentage of General Fund Expenditures at 76.5 percent. When you break down specific Personnel services, a clearer picture of college resource allocation comes to light. In a side-by-side comparison of FY 2017–18 to FY 2022–23, the Exempt Personnel's slice of the pie increased from 12.1 percent in 2017–2018 to 13.6 percent in 2022–2023 (a 1.5 percent increase), while Classified saw a paltry increase of 0.2 percent. Hourly Faculty, student hourly and fringe benefits decreased.



Election concerns have been largely alleviated, following the election of strong pro-public education advocates in both the state House and Senate as well as the governor's office. As always, we won't know the final budget until later this spring, but both Oregon Education Association (OEA) and OCCA (Oregon Community College Association) leaders seem optimistic that the state Community College Support Fund (CCSF) will be significantly higher than the last biennium, and enough to maintain the Current Service Level (CSL).

Again, I ask what we are seeing really in support of our mission, vision, values and core themes?

Do you want to conduct your own research? The great news is that you can. The College has an annual audit performed and those reports are on the public website. The college's Annual Financial Reports, Budget Presentations, Proposed and Adopted Budgets can be found on the public website: [chemeketa.edu](https://www.chemeketa.edu). Information found in this report was pulled directly from the Adopted Budgets and Annual Financial Reports.

<https://www.chemeketa.edu/about/administration/financial-management/budget-financial-documents/>

WELCOME NEW CLASSIFIED EMPLOYEES AND NEW POSITIONS

- On January 6, 2023, Stephanie Spyrka was hired for the position of Student Services Specialist in the High School Partnerships department.
- On January 9, 2023, McKenzie Gentry was hired for the position of Department/Project Coordinator/ Analyst in the Academic Innovation department.
- On January 13, 2023, Hanna "Tate" Jackson was hired for the position of Instructional Specialist in the Library and Learning Resources department.

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- On January 17, 2023, Dellaniry Rodriguez was hired for the position of Instructional Specialist-10 months in the Early Childhood Education (ECE) department.

CHANGES

- On January 16, 2023, Amanda Patrick changed to the position of Technology Analyst II in the Student Affairs department.

CHEMEKETA COMMUNITY COLLEGE EXEMPT ASSOCIATION

Prepared by

Adrian Lutz, Vice President—Chemeketa Community College Exempt Association
Gaelen McAllister, President—Chemeketa Community College Exempt Association

The Exempt Association will be focusing on increasing professional development to members and the college as a whole over the next few months.



Exempt, classified, and faculty association members collaborated on the American Association for Women in Community Colleges (AAWCC) lunch and learn on January 25. The topic was “Professional Development in 2023: Finding Opportunities and Accessing Funds to Achieve Your Professional Development Goals.” Presenters Sheila Brown, Layli Liss, and Vivi Caleffi Prichard provided information of the variety of opportunities available to Chemeketa employees for professional development. Thank you to AAWCC Board members for organizing the event: Nette Abderhalden, Wendy Baker, Taylor Cantonwine, Megan Cogswell, Erika Coker, Elizabeth Facanha, Lynn Irvin, Cathy Martell, Gaelen McAllister, Jamie Wenigmann

The Association will provide “Lunch and Learn” opportunities to members in conjunction with the monthly Admin Team meeting based on members’ interest from a recent survey. The first session will be March 9 with the topic “Creating Positive Team Environments During Difficult Times.”

Information-1
February 15, 2023

PRESENTATION OF 2021–2022 AUDIT REPORT

Prepared by

Rich Kline, Director—Business Services
Aaron Hunter, Associate Vice President/Chief Financial Officer
Jessica Howard, President/Chief Executive Officer

Representatives from the audit firm of Kenneth Kuhns and Company will be in attendance to make the presentation of the college financial audit.

Action to accept the report by the College Board of Education will be requested during the February board meeting.

**PROPOSED BACHELOR OF APPLIED SCIENCE (BAS)
STUDENT TUITION AND FEES FOR 2023–2024**

Prepared by

Holly Nelson, Executive Dean—Regional Education and Academic Development
Aaron Hunter, Associate Vice President/Chief Financial Officer
Mike Vargo, Vice President—Academic and Student Affairs

The college is projected to offer the first Bachelor of Applied Science degree in Leadership and Management in the 2023–2024 fiscal year. We are recommending the initial tuition and fee rates for 300–499 level coursework after cautious consideration and analysis of several factors. The recommendation is brought to the Board of Education for discussion in February. The core theme of student success continues to focus the college to support initiatives, strategies, programs, and operations that will positively impact targets for access, completion, and student success.

Tuition and Fee-Setting Guidelines

- Balance the need for revenue to maintain levels of service with affordability for students.
- Recognize that there is currently no state funding available to supplement the tuition and fee funding for 300–499 level coursework.
- Incorporate annual inflationary increases to the rates to maintain equity among cohorts and avoid the eventual necessity of large rate increases to re-align with our guidelines.
- Work to maintain alignment with regional public universities and other community colleges as those institutions develop Bachelor of Applied Science degrees.

Proposed Bachelor of Applied Science Student Tuition and Universal Fee Rates for 2023–2024

After a review of the college's projected budget for 2023–2024 and applying our tuition and fee-setting guidelines, the administration is asking the Board to consider the following tuition and fee rates for 300–499 level coursework:

- Tuition of \$175 per credit hour
- Out-of-state and international tuition of \$350 per credit hour

The Universal Fee charged will be consistent for all levels of coursework and is currently proposed to be \$37 per credit hour for 2023–2024.

Next month the administration will make a recommendation to the Board based on the Board's discussion tonight. Official action will be requested at the March Board meeting.

PERSONNEL REPORT

Prepared by

Alice Sprague, Associate Vice President—Human Resources
David Hallett, Vice President—Governance and Administration

NEW HIRES

McKenzie R. Gentry, Department/Project Coordinator/Analyst—Center for Academic Innovation, Academic Affairs Division, 100 percent, 12-month assignment, Range C-1, Step 5.

Tate EW Jackson, Instructional Specialist—Library and Learning Resources, Student Development and Learning Resources Division, 100 percent, 12-month assignment, Range B-3, Step 4.

Jorge Montejano, Student Services Specialist—Student Retention and College Life, Student Development and Learning Resources Division, 100 percent, 12-month assignment, Range B-3, Step 3.

Dellaniry A. Rodriguez, Instructional Specialist-10 months—Business and Technology, Early Childhood Education, and Chemeketa Center for Business and Industry, Career and Technical Education Division, 100 percent, 10-month assignment, Range B-3, Step 4.

Stephanie M. Spyрка, Student Services Specialist—High School Partnerships, Regional Education and Academic Development Division, 100 percent, 12-month assignment, Range B-3, Step 4.

Margarie A. Yaroslaski, Instructor-Leadership Management—Agricultural Sciences and Technology, Regional Education and Academic Development Division, 100 percent, 10-month annualized assignment, Range F-9, Step 6.

POSITION CHANGES

Amanda J. Patrick, Technology Analyst II—Student Recruitment, Enrollment and Graduation Services, Student Affairs Division, 100 percent, Range C-2, Step 8, from Instructional Coordinator/Analyst I—Academic and Organizational Effectiveness Division.

RETIREMENTS

Amber L. McMurray, Department Technician II—Education, Languages and Social Sciences, General Education and Transfer Studies Division, effective March 31, 2023.

SEPARATIONS

Alex Breedy Quintana, Technology Analyst I—Information Technology, Governance and Administration Division, effective February 8, 2023.

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Valerie L. Fry, Instructional Coordinator/Analyst II—Business and Technology, Early Childhood Education and Chemeketa Center for Business and Industry, Career and Technical Education Division, effective January 23, 2023.

Karen Garcia Reyes, Department Technician I-11 months—Academic Development Division, effective January 13, 2023.

Joshua A. Knutz, Student Services Specialist-11 months—Academic Development, Regional Education and Academic Development Division, effective February 14, 2023.

Denisse Maciel, Student Services Specialist—Advising and First Year Programs, Student Affairs Division, effective January 19, 2023.

Kenzie Mozejko, Student Services Specialist-11 months—High School Partnerships, Regional Education and Academic Development Division, effective January 13, 2023.

Matthew T. Purdy, Systems Analyst—Information Technology, Governance and Administration Division, effective February 24, 2023.

BUDGET STATUS REPORT

Prepared by

Rich Kline, Director—Business Services
Brian Knowles, Director—Budget and Finance
Aaron Hunter, Associate Vice President/Chief Financial Officer

The financial reports of the general fund and investments for the period from July 1, 2022, through January 31, 2023, are attached.

The following items are included in the report:

- General Fund Statement of Resources and Expenditures
- General Fund Budget Status Report
- Status of Investments as of January 31, 2023

Chemeketa Community College
Statement of Resources and Expenditures
As of January 31, 2023

Fund 100000 - General Fund Unrestricted

| | ADJUSTED BUDGET | YEAR-TO-DATE ACTUAL | % OF BUDGET | VARIANCE TO BUDGET |
|---------------------------------------------------|----------------------------|--------------------------------|------------------------|-------------------------------|
| Resources: | | | | |
| Beginning Fund Balance | 16,000,000 | 18,202,903 | 113.77% | 2,202,903 |
| Property Taxes | 26,190,000 | 25,310,069 | 96.64% | (879,931) |
| Tuition and Fees | 24,730,000 | 17,474,275 | 70.66% | (7,255,725) |
| State Appropriations - Current | 27,514,656 | 27,294,367 | 99.20% | (220,289) |
| State Appropriations - Carryover from FY22 | 9,315,344 | 9,315,344 | 100.00% | - |
| Indirect Recovery | 940,000 | 587,371 | 62.49% | (352,629) |
| Interest | 610,000 | 667,891 | 109.49% | 57,891 |
| Miscellaneous Revenue | 460,000 | 103,680 | 22.54% | (356,320) |
| Transfers In | 800,000 | 400,000 | 50.00% | (400,000) |
| Total Resources | 106,560,000 | 99,355,900 | 93.24% | (7,204,100) |
| Expenditures: | | | | |
| Instruction | 39,639,384 | 20,212,429 | 50.99% | 19,426,955 |
| Instructional Support | 14,597,497 | 7,522,220 | 51.53% | 7,075,277 |
| Student Services | 10,105,352 | 5,238,408 | 51.84% | 4,866,944 |
| College Support Services | 19,804,351 | 10,230,858 | 51.66% | 9,573,493 |
| Plant Operation and Maintenance | 7,723,416 | 3,790,244 | 49.07% | 3,933,172 |
| Transfers | 5,190,000 | 2,373,839 | 45.74% | 2,816,161 |
| Total Expenditures (Excluding Contingency) | 97,060,000 | 49,367,998 | 50.86% | 47,692,002 |
| Contingency | 8,000,000 | - | 0.00% | 8,000,000 |
| Total Expenditures | 105,060,000 | 49,367,998 | 46.99% | 55,692,002 |
| Unappropriated Ending Fund Balance | 1,500,000 | | | |

**Chemeketa Community College
Budget Status Report
As of January 31, 2023**

Fund 100000 - General Fund Unrestricted

| Account | Account Description | Adjusted Budget | YTD Activity | Encumbrances | Available Balance |
|---------|------------------------------------|-------------------|-------------------|-------------------|-------------------|
| 6110 | Exempt Salaries | 10,714,491 | 5,921,634 | 4,048,665 | 744,192 |
| 6120 | Classified Salaries | 14,280,198 | 7,347,419 | 4,902,094 | 2,030,685 |
| 6124 | Part-Time Hourly & Student Wages | 1,393,494 | 561,941 | - | 831,553 |
| 6130 | Faculty Salaries | 17,578,831 | 9,486,895 | 7,109,679 | 982,257 |
| 6132 | Part-Time Faculty | 8,818,811 | 4,211,602 | 1,222,513 | 3,384,696 |
| 6510 | Fixed Fringe Benefits | 10,157,304 | 5,274,971 | - | 4,882,333 |
| 6511 | Variable Fringe Benefits | 16,948,232 | 8,692,490 | - | 8,255,742 |
| 6512 | Other Fringe Benefits | 380,000 | 123,441 | - | 256,559 |
| | Subtotal Personnel Services | 80,271,361 | 41,620,393 | 17,282,951 | 21,368,017 |

51.85%

| Account | Account Description | Adjusted Budget | YTD Activity | Encumbrances | Available Balance |
|---------|----------------------------------------|-------------------|------------------|----------------|-------------------|
| 710 | Materials & Services | 1,913,313 | 497,787 | - | 1,415,526 |
| 720 | Equipment \$500-\$4,999 | 280,638 | 62,991 | - | 217,647 |
| 7300 | Legal Services | 118,300 | 9,824 | 44,200 | 64,276 |
| 7310 | Insurance | 704,245 | 768,520 | - | (64,275) |
| 7320 | Maintenance | 452,005 | 183,281 | 40,035 | 228,689 |
| 7330 | Communications | 967,558 | 356,176 | - | 611,382 |
| 7340 | Utilities | 2,004,161 | 834,312 | 38,885 | 1,130,964 |
| 7350 | Staff Development | 128,180 | 37,290 | - | 90,890 |
| 7360 | Travel | 390,159 | 59,412 | - | 330,747 |
| 7370 | Other Services | 4,403,573 | 2,347,177 | 455,618 | 1,600,778 |
| 7550 | Capital Outlay | 236,507 | 216,996 | 13,501 | 6,010 |
| 8150 | Transfers Out | 5,190,000 | 2,373,839 | - | 2,816,161 |
| | Subtotal Non-Personnel Services | 16,788,639 | 7,747,605 | 592,239 | 8,448,795 |

46.15%

| | | | | | |
|------|----------------------|--------------------|-------------------|-------------------|-------------------|
| 8500 | Contingency | 8,000,000 | - | - | 8,000,000 |
| | Report Totals | 105,060,000 | 49,367,998 | 17,875,190 | 37,816,812 |

46.99%

STATUS OF INVESTMENTS AS OF January 31, 2023

| | Investment Ending Date | Maturity Date | Amount Invested | Rate as of 1/31/2023 |
|---------------------------------------------|---------------------------|---------------|------------------|-------------------------------|
| Oregon State Treasurer Investments | 1/31/2023 | On demand | \$ 27,779,778.22 | 3.750% |
| Oregon Short-Term Fund - General | 1/31/2023 | On demand | \$ 8,993,644.24 | 3.750% |
| Oregon Short-Term Fund - Capital | | | \$ 36,773,422.46 | |
| Total Oregon State Treasurer Investments | | | | |
| Other Investments | Investment Date | Maturity Date | Amount Invested | Yield |
| Treasury Note - United States Treasury | 12/10/2021 | 1/31/2023 | \$ 2,044,514.35 | 0.346% |
| Treasury Note - United States Treasury | 2/22/2022 | 1/31/2023 | \$ 1,983,866.00 | 0.990% |
| Treasury Note - United States Treasury | 12/13/2021 | 2/28/2023 | \$ 1,995,025.14 | 0.361% |
| Treasury Note - United States Treasury | 2/22/2022 | 2/28/2023 | \$ 1,981,540.00 | 1.040% |
| Treasury Note - United States Treasury | 12/13/2021 | 3/31/2023 | \$ 1,993,415.11 | 0.400% |
| Corporate Note - Royal Bank of Canada | 5/13/2022 | 4/17/2023 | \$ 1,991,526.67 | 2.217% |
| Treasury Note - United States Treasury | 12/13/2021 | 4/30/2023 | \$ 1,991,623.87 | 0.441% |
| Corporate Note - Bank of Nova Scotia | 11/1/2021 | 5/1/2023 | \$ 5,083,675.69 | 0.505% |
| Corporate Note - Chevron | 12/9/2021 | 5/1/2023 | \$ 2,595,258.67 | 0.647% |
| Gov't Agency - Federal Home Loan Mtg. Corp. | 12/8/2021 | 6/19/2023 | \$ 2,093,699.44 | 0.521% |
| Corporate Note - Toronto Dominion Bank | 11/3/2021 | 7/19/2023 | \$ 4,247,604.44 | 0.458% |
| Treasury Note - United States Treasury | 9/23/2022 | 8/31/2023 | \$ 2,444,284.05 | 3.917% |
| Gov't Agency - Fannie Mae | 10/24/2022 | 9/12/2023 | \$ 1,978,008.06 | 4.562% |
| Treasury Note - United States Treasury | 9/23/2022 | 9/30/2023 | \$ 2,453,180.05 | 3.936% |
| Gov't Agency - Federal Home Loan Mtg. Corp. | 11/30/2022 | 10/25/2023 | \$ 1,915,373.89 | 4.849% |
| Treasury Note - United States Treasury | 12/1/2022 | 11/30/2023 | \$ 1,922,440.00 | 4.521% |
| Treasury Note - United States Treasury | 12/1/2022 | 12/31/2023 | \$ 1,921,140.00 | 4.526% |
| Treasury Note - United States Treasury | 12/1/2022 | 1/31/2024 | \$ 1,918,240.00 | 4.513% |
| Treasury Note - United States Treasury | 12/6/2022 | 2/29/2024 | \$ 1,925,380.00 | 4.649% |
| Treasury Note - United States Treasury | 12/6/2022 | 3/31/2024 | \$ 1,937,060.00 | 4.615% |
| Gov't Agency - Federal Home Loan Bank | 12/15/2022 | 4/15/2024 | \$ 2,007,800.00 | 4.450% |
| Treasury Note - United States Treasury | 12/14/2022 | 5/31/2024 | \$ 1,949,380.00 | 4.305% |
| Corporate Note - Bank of Montreal | 11/8/2022 | 6/28/2024 | \$ 2,873,160.00 | 5.223% |
| Treasury Note - United States Treasury | 1/6/2023 | 7/31/2024 | \$ 2,439,950.00 | 4.604% |
| Corporate Note - JPMorgan Chase | 10/20/2022 | 1/23/2025 | \$ 1,919,760.00 | 5.033% |
| Total Other Investments | | | \$ 57,606,905.43 | 2.665% weighted average yield |

13 week Treasuries 4.58% as of 1/31/2023

Oregon Short-Term Fund is managed by the Oregon State Treasurer - also known as LGIP (Local Government Investment Pool).

PURCHASING REPORT

Prepared by

P. Kevin Walther, Procurement Management Analyst
Aaron Hunter, Associate Vice President/Chief Financial Officer

ON CALL HEATING, VENTILATION, AIR CONDITIONING (HVAC), BOILER AND PLUMBING MAINTENANCE REPAIR AND INSTALLATION SERVICES

An Invitation to Bid (ITB) for On-call HVAC, Boiler and Plumbing Maintenance, Repair and Installation Services will be advertised in the *Daily Journal of Commerce*, on the college's Procurement Services Website, and on the OregonBuys Website in February 2023. A recommendation for contract award will be made to the College Board of Education at its March 2023 meeting.

The intent of this ITB is to issue multiple contracts to qualified companies capable of providing a wide variety of services. Contract awardees will perform some deferred maintenance and assist with building renovations and remodeling. These projects range in complexity from HVAC filter replacements to the installation of rooftop HVAC units.

CAPITAL PROJECTS REPORT

Prepared by

Rory Alvarez, Director—Facilities and Operations
Aaron Hunter, Associate Vice President/CFO

CURRENT AND COMPLETED CAPITAL PROJECTS

- Building 34
Demolition will begin in the last week of February. All salvageable items will be removed prior to demolition.
- Building 38
This remodel allows for the relocation of Public Safety from Building 14. Construction is complete. Working with Public Safety to resolve remaining program requests.

HVAC UPGRADES (CRSSA FUNDS)

- Salem Campus Building 1
All units except one have arrived. Currently establishing an installation schedule with contractor.
- Salem Campus Building 2
Design and permitting activities are underway. New heating, ventilation and air conditioning (HVAC) equipment is expected to be installed prior to June 1.
- Salem Campus Building 14
Project is complete and operational.
- Salem Campus Building 37
New HVAC equipment will be installed before March 1.
- Brooks Building 1
Project scope has been determined. Additional electrical requirements must be addressed before the project proceeds.
- Eola Building 1
New HVAC equipment was installed in January. Commissioning of the system should be complete during the first week of February.

See Appendix–2; Campus Map pages 46–47.

CHEMEKETA COOPERATIVE REGIONAL LIBRARY SERVICE REPORT

Prepared by

Doug Yancey, Interim Director—Chemeketa Cooperative Regional Library Service
Manuel Guerra, Executive Dean—Student Development and Learning Resources
Mike Vargo, Vice President—Academic and Student Affairs

The Chemeketa Cooperative Regional Library Service (CCRLS) report addresses activities in four areas: CCRLS Advisory Council; Polk, Yamhill, and Marion (PYM) Librarians' Association; administration and automation; and statistics.

CCRLS ADVISORY COUNCIL

Advisory Council met via Zoom on Thursday, February 9. The primary topic was approval of the FY 2023–2024 budget.

PYM

PYM Library Association was scheduled to meet via Zoom on Friday, February 3. The primary topic was approval of the FY 2023–2024 budget.

CCRLS ADMINISTRATION AND AUTOMATION

Following John Hunter's departure in September 2022, Doug Yancey assumed the role of interim Director. Internal priorities were revisited, and CCRLS adopted a focus in the following areas: 1) Staffing and stability of the CCRLS courier service; 2) Network Administrator position vacancy; 3) Hardware support for member libraries; 4) Resumption of interlibrary loan support; 5) Internal position reviews. These priorities were communicated to PYM and the CCRLS Advisory Council with work being started.

Courier support: A vacant A4 position was reclassified to a B2 and has been filled by Jason Bellerive. Jason comes to CCRLS from College Facilities and with prior experience supporting courier operations. His initial focus consists of direct courier support and interlibrary loan workflows. Another part-time hourly courier driver was added (for a total of 2) and CCRLS is currently exploring anticipated staffing needs for FY 2023–2024 in this area; low wages for PT hourly positions remains a concern. Two new courier trucks, ordered in January 2022, are expected soon. Supply chain issues and staffing challenges delayed receipt of these vehicles by several months. A previously established goal of implementing a centralized sorting process on the Salem campus, facilitated by an automated materials handling system has been retained in the operational plans for the courier. CCRLS is currently exploring space needs/possibilities and beginning to look at required staffing levels. The FY 2023–2024 budget will reflect these plans.

Hardware support: Another A4 position, occupied by Zane Garver, is in the process of being reclassified to a B2 level. This change will help provide hardware support to Marcia Britnell, which will allow progress on a backlog of needs at the member libraries. A cargo van will be purchased which will be used primarily for pickup/delivery of hardware assets at member library locations; this will remove such deliveries from the courier workflow.

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Network support: The Network Administrator vacancy has been reclassified from the C2 band to C3 in hopes that the change of classification will attract qualified candidates. A recruitment opened externally on January 24. This is a critical position that has effectively been vacant since June 2021.

Budget planning for FY 2023–2024 is nearly complete. The proposed budget will go in front of PYM and the CCRLS Advisory Council at their next meetings. College Board approval is anticipated in March.

| STATISTICS | Q2 | | Trend | |
|--------------------------------------------------|---------------|----------------|----------|--------|
| | FY 2022–2023) | (FY 2021–2022) | | |
| Library users: | AVG | AVG | | |
| Total registered * | 123,213 | 251,431 | -51.00% | |
| City resident (FULL) * | 91,817 | 183,767 | -50.04% | |
| Rural adult resident (BASIC, FEE, OOD) * | 22,353 | 46,104 | -51.52% | |
| Rural youth (CARE) * | 7,700 | 18,346 | -58.03% | |
| Active users (activity within previous 3 months) | 38,506 | 29,972 | 28.47% | |
| Collection: | AVG | AVG | | |
| Item count | 1,081,375 | 1,086,009 | -0.43% | |
| Circulation: | COUNT | COUNT | | |
| Total checkouts | 671,262 | 529,252 | 26.83% | |
| Via self-check | 30.34% | 203,628 | 153,993 | 32.23% |
| To rural adults (BASIC, FEE, OOD) | 14.97% | 100,511 | 86,695 | 15.94% |
| To rural youth (CARE) | 8.51% | 57,132 | 39,598 | 44.28% |
| Small library rotating collection | 804 | 731 | 9.99% | |
| Holds filled | 89,208 | 77,346 | 15.34% | |
| Items carried via Courier | 186,785 | 150,142 | 24.41% | |
| Interlibrary Loans: | COUNT | COUNT | | |
| Among CCRLS members | 118,929 | 97,640 | 21.80% | |
| Borrowed from elsewhere | 222 | 0 | | |
| Loaned to elsewhere | 0 | 3 | -100.00% | |
| Library User Engagement: | COUNT | COUNT | | |
| Online registrations | 346 | 296 | 16.89% | |
| Telephone renewals | 236 | 133 | 0.00% | |
| Mobile application launches | 76,869 | 56,104 | 37.01% | |
| Mobile application searches | 77,510 | 55,410 | 39.88% | |
| Web catalog users | 40,398 | 39,906 | 1.23% | |
| Web catalog sessions | 124,648 | 123,973 | 0.54% | |
| Web catalog searches | 235,540 | 209,235 | 12.57% | |
| CCRLS-provided database uses | 12,941 | 22,891 | -43.47% | |
| CCRLS-provided eVideo uses ** | 4,763 | 6,584 | -27.66% | |
| CCRLS-provided eBook uses | 121,354 | 115,132 | 5.40% | |

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| Notices to Users: | | | |
|------------------------------------|--------|--------|---------|
| | COUNT | COUNT | |
| via Email | n/a | n/a | |
| via Text (SMS) | 35,501 | 19,214 | 84.77% |
| via Telephone | 8,999 | 4,267 | 110.90% |
| via Post | 454 | 292 | |
| Library Support: | | | |
| | COUNT | COUNT | |
| CCRLS Help Desk (tickets resolved) | 176 | 168 | 4.76% |

* Resumption of inactive patron and old bill purges in Jan 2022.

** Monthly, per-user play credit limit changed from 10 to 5 as a cost-control measure.

RECOGNITION REPORT

Prepared by

Jessica Howard, President/Chief Executive Officer

I would like to recognize the following for recent contributions to Chemeketa and to their professions.

Chemeketa's chapter of the American Association for Women in Community Colleges (AAWCC) held a lunchtime workshop on January 25 entitled, *Professional Development in 2023, Finding Opportunities and Accessing Funds to Achieve Your Goals*. The panel included SHEILA BROWN, VIVI CALEFFI PRICHARD, MEGAN COGSWELL, LYNN IRVIN, and LAYLI LISS. They discussed opportunities including the national LEADERS Institute, mentoring, the Employee Development Certificate, the Cultural Competency Certificate, using Percipio, and accessing funds to reach professional development goals.

RYAN WEST presented on the topic of Pell for Prison Education Programs at the annual conference of the Oregon Association of Student Financial Aid Administrators (OASFAA). CHEMEKETA COMMUNITY COLLEGE received a Certificate of Achievement for Excellence in Financial Reporting by the Government Finance Officers Association of the United States (GFOA) for its annual comprehensive financial report (ACFR) for the fiscal year ending June 30, 2021. The Certificate of Achievement is the highest form of recognition in the area of governmental accounting and financial reporting and its attainment represents a significant accomplishment by a government and its management. Thanks to KATIE BUNCH, BRAD TEDROW, the BUSINESS SERVICES ENTIRE ACCOUNTING UNIT and the MANY OTHERS WHO CONTRIBUTED.

Wine from Chemeketa Cellars received awards at the 2023 San Francisco Chronicle Wine Competition including: Silver for the 2017 Brut Rose, 2021 Pinot Blanc, 2021 Riesling, 2021 Pinot Noir and Bronze for the 2021 Chardonnay. This is the largest wine competition in North America, and over 5,800 wines were entered into this event.

TIM VANSLYKE, ESOL Instructor, YVC Campus, served as a member of the National Screening Committee for the Fulbright U.S. Student Program for the 2022–2023 award cycle.

SHEENY BEHMARD, Statistics, MELISSA FREY, Dean of Student Recruitment, Enrollment and Graduation Services, RICK RIEMAN, Mathematics, and JOSIE WOOD, Communications, concluded work on their respective Transfer Council Common Course Numbering Subcommittees, which resulted in the successful alignment of COMM100Z, 111Z, 218Z; MATH 105Z, 111Z, 112Z; and STAT 243Z for implementation during the 2023–2024 academic year. This work, as outlined in Senate Bill 233, is part of an important effort to align Chemeketa's curriculum and streamline transfer for our students to their destination institutions, saving students time, frustration, and money as they pursue the education that is so important to their career and academic goals. We thank them for their hard work on behalf of Chemeketa, the Transfer Council and the Common Course Numbering initiative.

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February 15, 2023

CHRISTOPHER MACLEAN, Psychology instructor, has been asked to join the Higher Education Coordinating Commission (HECC) Transfer Council on the Psychology Common Course Numbering Subcommittee to work on PSY 101, 201 and 202. Also working on HECC subcommittees for Major Transfer Maps (MTMs) are the following faculty: SHEENY BEHMARD, Mathematics instructor, MELISSA FREY, Dean of Student Recruitment, Enrollment and Graduation Services, RICHARD RIEMAN, Mathematics instructor, and JOSIE WOOD, Speech instructor.

Thanks to the MATH PROGRAM for offering Midday Math in the Math Hub (Monday–Friday, 11:30 am - 2:30 pm) to all students who need additional help with homework, exam preparation, and transfer questions. This is an initiative of the Math Program to promote faculty-student interaction and student success to which students have responded in large numbers. Chemeketa's Teacher Education Department hosted a University Transfer in Teacher Education night on January 25, and over 50 students and seven universities attended the session.

The Chemeketa Woodburn Center collaborated with the city of Woodburn Economic Development Department to sponsor the North Marion Business Resource Providers Fair. The Resource Fair offered the opportunity to meet business support providers in the region who help with starting or growing businesses, business planning, financing, workforce development, and more. This event was held on Tuesday, January 31 at the Woodburn Center. Sixteen business support providers seeking to share resources with students, small business, and community members participated in the event.

**APPROVAL OF PROPOSED STUDENT TUITION AND FEES FOR 2023–2024
[22-23-118]**

Prepared by

Aaron Hunter, Associate Vice President/Chief Financial Officer
Mike Vargo, Vice President—Academic Affairs
Jessica Howard, President/Chief Executive Officer

Each year the college reviews student tuition and fees as part of the budget development process. The recommendation is brought to the board for discussion in January. The core theme of student success continues to focus the college to support initiatives, strategies, programs and operations that will positively impact targets for completion and student success.

Tuition and Fee-Setting Guidelines

- Balance the need for revenue to maintain levels of service with affordability for students.
- Consider the level of state funding along with anticipated tuition and fee revenues when recommending changes to the tuition and fee rates.
- Incorporate annual inflationary increases to the rates to maintain equity among cohorts and avoid the eventual necessity of large rate increases to re-align with our guidelines.
- Maintain an alignment with our comparator colleges identified as: Clackamas Community College, Lane Community College, Linn-Benton Community College, Mt. Hood Community College, and Portland Community College.

Proposed Student Tuition and Universal Fee Rates for 2023–2024

After a review of the college’s projected budget for 2023–2024 and applying our tuition and fee-setting guidelines, the administration is asking the Board to consider the following increases:

- Tuition increase of \$2 per credit hour
- Out-of-state and international tuition increase of \$2 per credit hour

The following chart helps demonstrate the proposed increases:

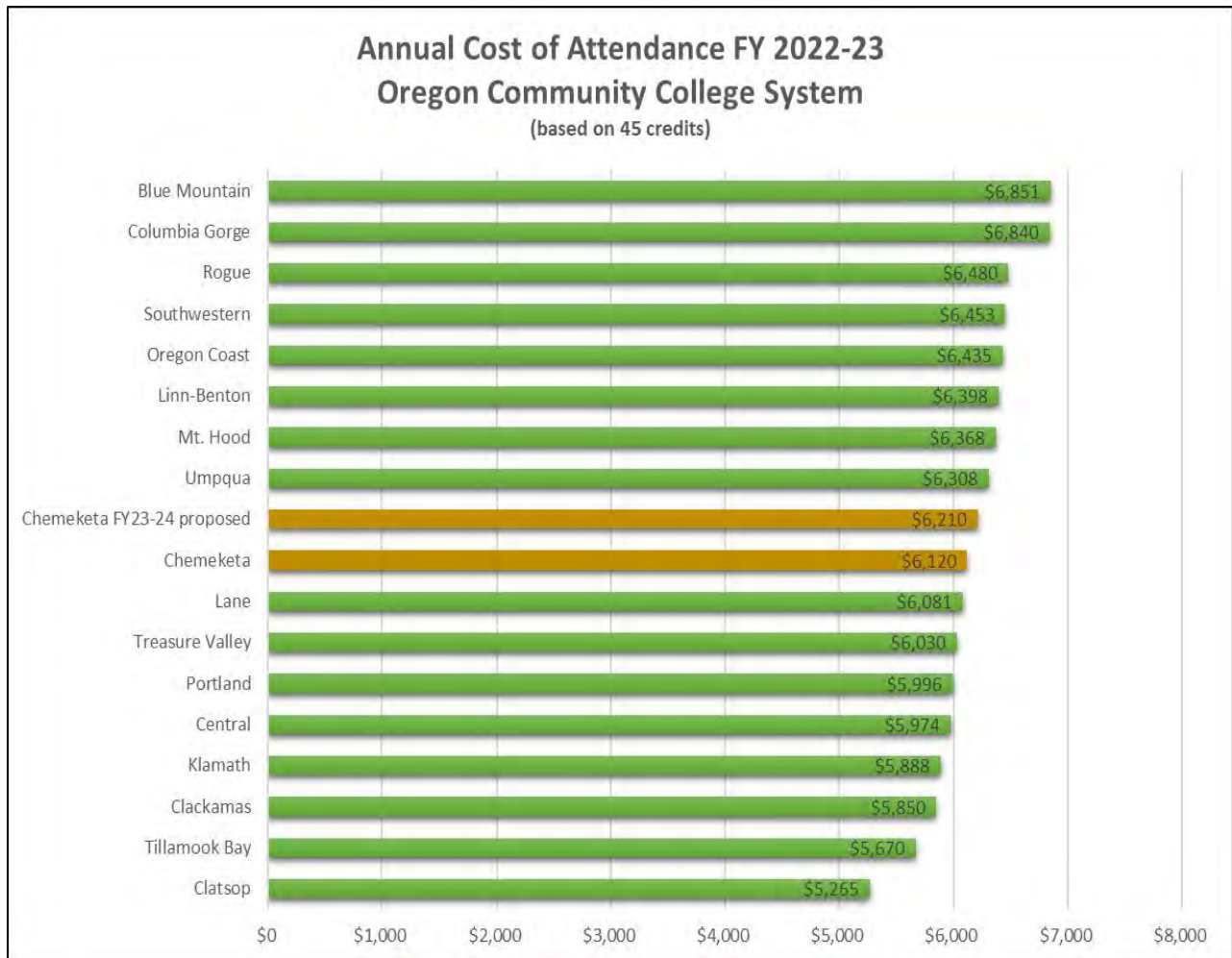
| Rate | Current (2022–2023 per credit) | Increase per credit | Proposed (2023–2024 per credit) |
|-----------------------------------------|-----------------------------------|------------------------|------------------------------------|
| Tuition | \$99 | \$2 | \$101 |
| Universal Fee (credit courses) | \$37 | \$0 | \$37 |
| Total per credit cost/increase | \$136 | \$2 | \$138 |
| Total Percent Increase | | | 1.4% |
| Out-of-State & International Tuition | \$270 | \$2 | \$272 |

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| | | | |
|------------------|------|-----|------|
| Differential Fee | \$10 | \$0 | \$10 |
|------------------|------|-----|------|

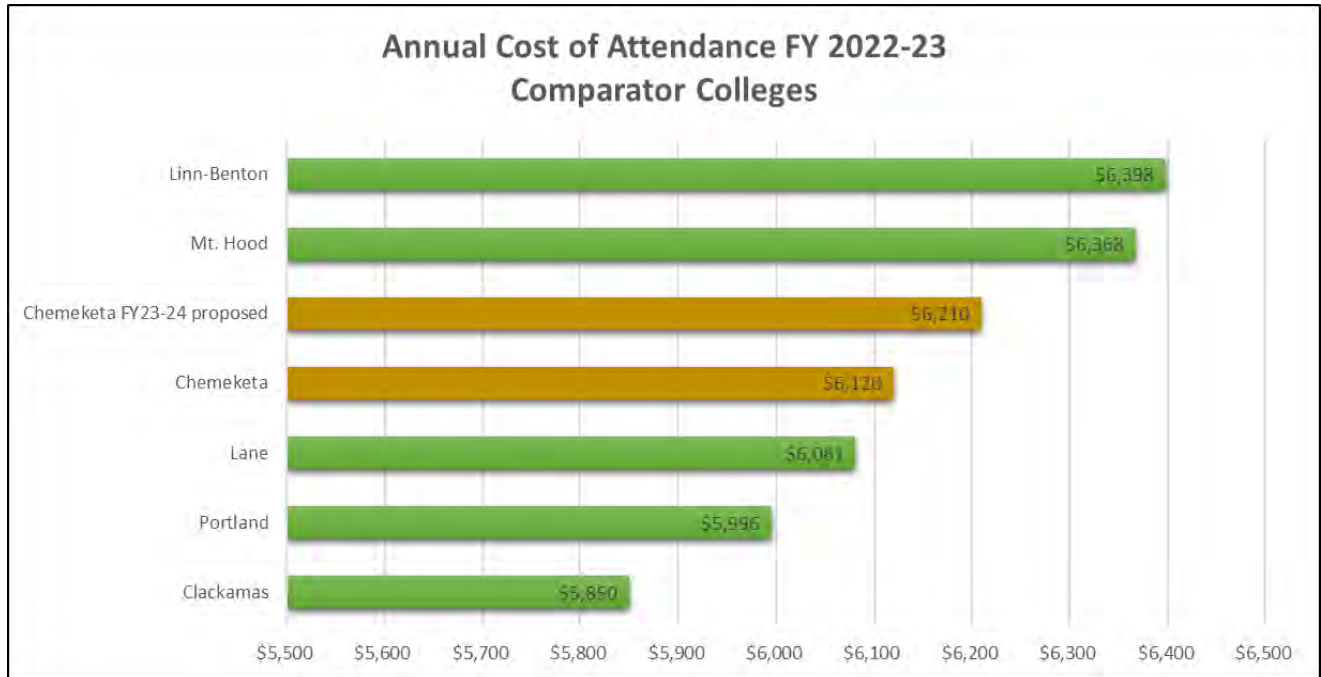
Comparison Information

The relative cost ranking of all 17 community colleges from highest to lowest is shown below. For 2022–2023, we are below the statewide average of \$6,177.



Separate Action-1
February 15, 2023

The relative cost ranking of our comparator colleges from highest to lowest is shown below. For 2022–2023, we are below the comparator group average of \$6,138.



The proposed increase would place the college third among the comparator colleges *based on current year (2022–2023) rates*. It is likely that the college would be in the middle of comparator colleges again next year, if comparator colleges also propose modest rate increases for 2023–2024. We will not know what other community colleges adopt as their rates until later in the spring and therefore we use current year rates as comparison data.

The college administration held a student tuition forum on January 30, 2023, to present the proposed increases, share changes in federal and state financial aid allocations, and answer questions about the proposals. The Associated Students of Chemeketa (ASC) representative will present feedback from the forum to the Board of Education at the February meeting.

It is recommended that the College Board of Education approve the following increases to become effective summer term 2023:

- Tuition increase of \$2 per credit.
- Universal fee (credit courses) increase of \$0 per credit.
- Out-of-state and international tuition increase of \$2 per credit.

No change is recommended to the non-credit Universal Fee rate of \$0.40 per billing hour.

No change is recommended to the differential fee rate of \$10 per credit for high-cost programs and courses.

Separate Action-2
February 15, 2023

**APPROVAL OF RETIREMENT RESOLUTION
NO. 22-23-22, AMBER L. McMURRAY
[22-23-119]**

Prepared by

David Hallett, Vice President—Governance and Administration

The College Board of Education honors employees who retire after years of service to the college. Attached is the resolution honoring Amber L. McMurray who retires effective March 31, 2023.

It is recommended that the College Board of Education adopt Resolution No. 22-23-22, Amber L. McMurray.

Separate Action-2
February 15, 2023

**RETIREMENT RESOLUTION NO. 22-23-22,
AMBER L. MCMURRAY**

WHEREAS, Amber L. McMurray began her 23 year, 6-month association, as a salaried employee, with Chemeketa Community College in October, 1999; and

WHEREAS, Amber L. McMurray gave dedicated service to Chemeketa Community College currently as Department Technician II, Education, Languages and Social Sciences of General Education and Transfer Studies Division; therefore,

BE IT RESOLVED, that upon her retirement date of March 31, 2023, the College Board of Education hereby honors and commends Amber L. McMurray for her loyalty, dedication and personal commitment to Chemeketa Community College.

Ron Pittman_____

Ron Pittman
Board Chairperson

Jessica Howard_____

Jessica Howard
President/Chief Executive Officer

Separate Action-3
February 15, 2023

**APPROVAL OF RESOLUTION NO. 22-23-23, PROCLAMATION OF
CHEMEKETA COMMUNITY COLLEGE BOARD OF EDUCATION
2023 COMMUNITY COLLEGE LEGISLATIVE PRIORITIES
[22-23-122]**

Prepared by

Jessica Howard, President/Chief Executive Officer
Ron Pittman, Chair—Board of Education

Chemeketa Community College transforms lives and strengthens communities through quality education, services, and workforce training. Chemeketa's vision is to be a gathering place for lifelong learning. Through its values of community, belonging, adaptability, quality, and opportunity, the Board of Education commits to the Chemeketa students and community through a statement of commitment and support.

It is recommended that the College Board of Education adopt Resolution No. 22-23-23, for Proclamation of the 2023 Community College Legislative Priorities.



**RESOLUTION NO. 22-23-23,
CHEMEKETA COMMUNITY COLLEGE BOARD OF EDUCATION
PROCLAMATION OF THE 2023 COMMUNITY COLLEGE LEGISLATIVE PRIORITIES**

Whereas, Community Colleges are the only sector of public post-secondary education that serve any student regardless of education and skill level,

Whereas, community colleges serve the largest number of underrepresented and first-generation students of any sector of Oregon post-secondary education,

Whereas, reducing educational, economic, and social inequities depends on having successful, student-ready community colleges across Oregon,

Whereas, community colleges are critical providers of Career and Technical Education, workforce training, and short-term certificates,

Whereas, community colleges serve as a bridge between high schools and a 4-year degree,

Whereas, community colleges provide GED programs and are major partners in offering college-level courses to high school students,

Whereas, further training or certification for adults in the workforce with some post-secondary education but no degree or certification will be necessary for meeting the needs of Oregonian employers,

Whereas, community colleges educate and train the skilled workforce that local businesses and job seekers alike need to thrive,

Whereas, the Oregon Community College Association Board adopted a request of a minimum of \$855 million in ongoing funding and \$50 million in one-time funding for the Community College Support Fund in the 2023-25 biennium,

Whereas, Oregon currently does not have a robust enough financial aid system to make it possible for many adult learners and students directly out of high school to attain post-secondary education and training,

Whereas, access to sufficient need-based financial aid is essential to narrowing inequitable gaps in educational attainment,

Whereas, at a minimum, doubling the Oregon Opportunity Grant would expand access to post-secondary education and training to students coming from high school as well as working adults,

Whereas, applied baccalaureate degrees are an essential tool and access point for students to continue their career and technical 2-year degrees at their community college

Separate Action-3
February 15, 2023

Whereas, there are acute workforce shortages in healthcare across the state, especially in nursing, and community colleges are a critical workforce provider in healthcare, including nursing,

And whereas, further legislation is required to clarify that colleges may offer a Bachelor of Science in Nursing degree through the legislation that empowered colleges to offer applied baccalaureate degrees.

Be it Resolved that the Chemeketa Community College Board of Education supports the Oregon Community College Association legislative priorities of \$855 million in ongoing funding and \$50 million in onetime funding for the Community College Support Fund, a minimum increase of \$200 million for the Oregon Opportunity grant, and legislation clarifying colleges may offer Bachelor of Science in Nursing degrees.

Affirmed by:

Ron Pittman

Ron Pittman, Chair, Board of Education

February 15, 2023

Date

Attest:

By: ***Jessica Howard***

Jessica Howard, President/CEO

Action-1
February 15, 2023

**ACCEPTANCE OF 2021–2022 AUDIT REPORT
[22-23-120]**

Prepared by

Aaron Hunter, Associate Vice President/Chief Financial Officer
Jessica Howard, President/Chief Executive Officer

The 2021–2022 college financial audit report is being submitted to the College Board of Education for approval. The approved audit report will be provided to legal counsel, executive team, and board representatives.

It is recommended that the College Board of Education accept the 2021–2022 college financial audit as submitted by Kenneth Kuhns and Company.

Action-2
February 15, 2023

**APPROVAL OF 2023–2024 PROPOSED BUDGET CALENDAR
AND RESOLUTION NO. 22-23-21,
SETTING BUDGET COMMITTEE MEETING DATES
[22-23-121]**

Prepared by

Brian Knowles, Director—Budget and Finance
Aaron Hunter, Associate Vice President/Chief Financial Officer

The proposed budget calendar was presented to the board at the January meeting. The budget calendar is now being presented for approval.

Oregon statutes require that the College Board of Education establish the date of the official budget committee meeting. The attached resolution sets April 12, 2023, as the official budget committee meeting, with a meeting also scheduled on April 19, 2023, and an optional meeting on April 26, 2023.

Official action is requested to approve the revised budget calendar for 2023–2024 and adopt Resolution No. 22-23-21.

Action-2
February 15, 2023

CHEMEKETA COMMUNITY COLLEGE
2023–2024 BUDGET CALENDAR

| | |
|-----------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| January 18, 2023 | Board reviews budget calendar |
| February 15, 2023 | Board approves budget calendar Board adopts resolution setting Budget Committee meeting dates |
| March 13, 2023 - April 7, 2023 | Publish legal notices of Budget Committee meetings |
| April 12, 2023 (6 pm) | Budget Committee meeting: Committee charge Election of Officers President's message Presentation of Budget - General Fund Location: Hybrid - Salem Campus Boardroom with remote option |
| April 19, 2023 (4 pm) | Budget Committee meeting: Presentation of Budget - Other Funds Public comment Discussion and approval Location: Hybrid - Salem Campus Boardroom with remote option |
| April 26, 2023 (6 pm) | Optional Budget Committee meeting Location: Hybrid - Salem Campus Boardroom with remote option |
| April 17, 2023 - May 12, 2023 | Publish Budget Summary and Notice of Budget Hearing |
| May 17, 2023 (6 pm) | Public Hearing on the Budget Location: Hybrid - Salem Campus Boardroom with remote option |
| June 21, 2023 | Board adopts the Budget Resolution Board declares Budget Committee vacancies Location: Hybrid - Salem Campus Boardroom with remote option |
| July 15, 2023 | Certify tax levy with county assessor |

Action-2
February 15, 2023

**RESOLUTION NO. 22-23-21,
SETTING BUDGET COMMITTEE MEETING DATES**

WHEREAS, dates for meetings of the budget committee to discuss budget preparation need to be established,

NOW THEREFORE, BE IT RESOLVED, that in accordance with local budget law, budget committee meetings have been scheduled to discuss the preparation of the 2023–2024 budget and established dates at which the proposed budget, accompanied by the president's message, will be presented. Meetings will be on April 12, 2023, at 6 pm and April 19, 2023, at 4 pm. Both will be hybrid meetings, located at the Salem Campus Boardroom with a remote option.

Ron Pittman

Ron Pittman
Chairperson

Jessica Howard

Jessica Howard
President/Chief Executive Officer

February 15, 2023

Date

VISION • MISSION • VALUES

VISION *(Our shared future)*

Chemeketa will be a gathering place for lifelong learning.

MISSION *(Why we exist)*

Chemeketa transforms lives and strengthens communities through quality education, services, and workforce training.

VALUES *(How we work together)*

ADAPTABILITY

We embrace change, thoughtfully improve, and respond to students and our rapidly shifting world.

BELONGING

We create a welcoming culture and environment that honors the ways people are diverse so that each individual feels valued, supported, and safe in their work and learning journeys.

COMMUNITY

We forge meaningful connections and partnerships within Chemeketa and with the communities we serve.

OPPORTUNITY

We affirm the potential of each person to grow and learn, and are committed to providing equitable access to education and opportunity.

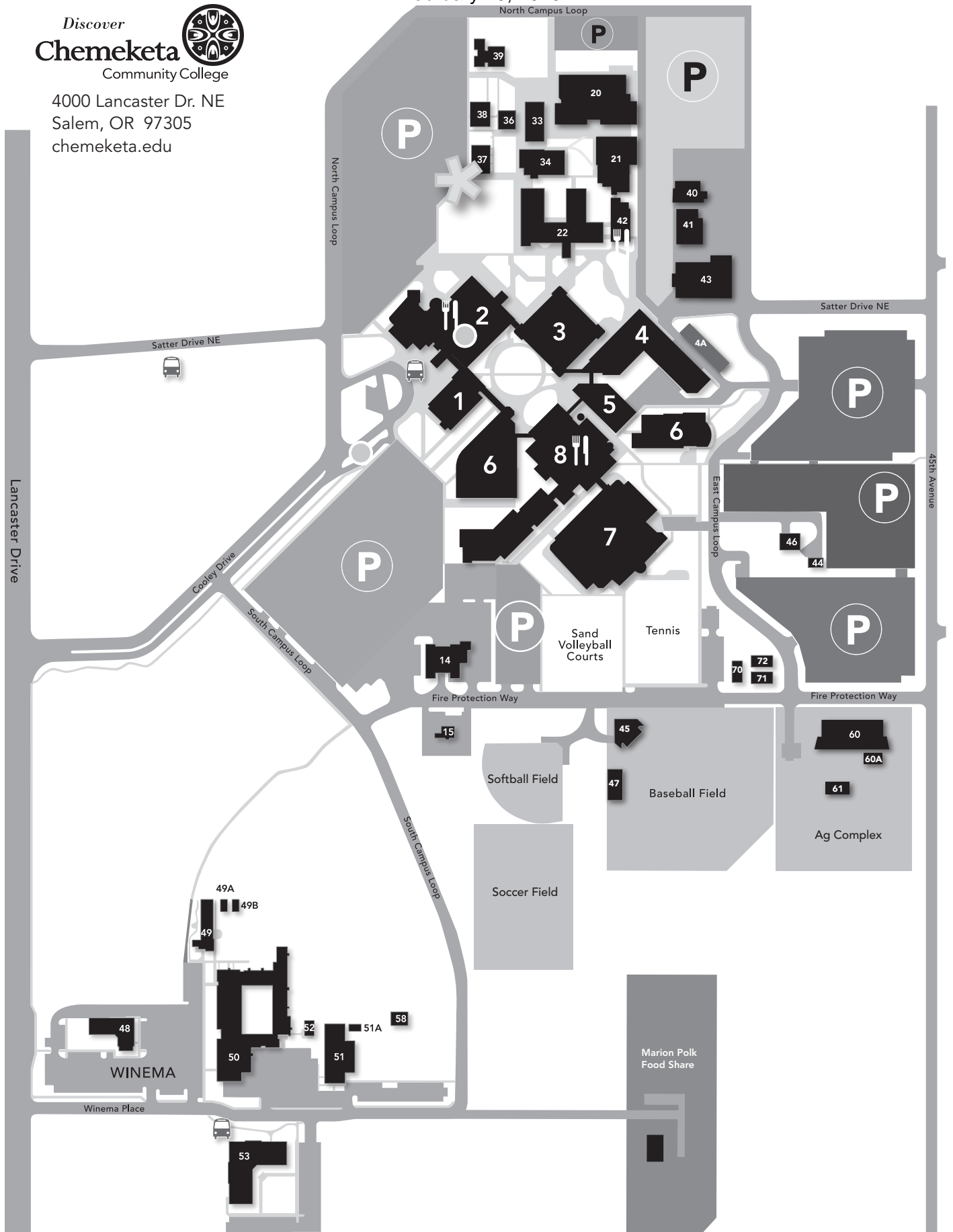
QUALITY

We strive for excellence through relevant, inclusive, and future-focused curriculum, services, and experiences.

Appendix-2
February 15, 2023



4000 Lancaster Dr. NE
Salem, OR 97305
chemeketa.edu



Building directory on reverse side

Appendix-2 February 15, 2023

Building and Primary Function(s)

- 001 1st Floor: Bookstore,
- 001 2nd Floor: Faculty Offices
- 002 1st Floor: Advising & Counseling; Career Center; Convenience Store; Food Court; Information Center; Multicultural Center; Placement Assessment; Planetarium; Public Safety; Student Accessibility Services; Student Recruitment; Student Retention & College Life; Student Support Services
- 002 2nd Floor: Business Services; CAMP; Chemeketa Completion Program; College Support Services; Enrollment Center; Financial Aid; Graduation Services; Human Resources; President's Office; Procurement; TRiO; Talent Search; Title IX Office; Tutoring Services; Upward Bound; Veterans Services
- 003 1st Floor: Gretchen Schuette Art Gallery; Classrooms
- 003 2nd Floor: Classrooms; Instruction and Student Services; Math Hub; Math Faculty; Testing Center
- 004 1st Floor: Automotive Program; Electronics Program; Faculty Offices
- 004 2nd Floor: Visual Communications; Robotics; Electronics & Networking Programs; Faculty Offices
- 005 1st Floor: Art Classrooms
- 005 2nd Floor: Classrooms; Foundation, Marketing & Public Relations; Public Information
- 006 1st Floor: Auditorium; Classrooms
- 006 2nd Floor: Classrooms; Employee Development
- 007 Gymnasium; Physical Education Classrooms
- 008 1st Floor: Dental Clinic; Health & Science Classrooms;
- 008 2nd Floor: Health & Science Classrooms
- 009 1st Floor: Classrooms; The Center for Academic Innovation; Academic Effectiveness; IT Help Desk; Television Studio; Online Programs
- 009 2nd Floor: Library; Writing Center; Computer Lab; Study Rooms
- 014 Public Safety
- 015 Burn Tower
- 020 Drafting; Engineering; Machining Program; Faculty Offices
- 021 Welding Program
- 022 Academic Development; HEP; Information Technology
- 033 Apprenticeship Programs
- 034 Conference Rooms; SOAR
- 037 Faculty Offices
- 038 Faculty Offices; Occupational Skills Training; Cooperative Work Experience
- 039 Child Development Center
- 040 Facilities & Operations
- 041 Facilities & Operations

- 042 Catering Kitchen; Northwest Innovations
- 043 Copy Center; Mail Room; Recycling
- 044 Horticulture Potting Shed
- 045 Activity Field
- 046 Greenhouse
- 048 Conference Rooms; MaPS Credit Union; Blue Moon Cafe
- 049 Mid-Willamette Education Consortium, Youth GED Options
- 050 High School Partnerships
- 051 Winema High School; Lab
- 052 Classrooms
- 053 Department of Human Services
- 058 Facilities & Operations Annex
- 060 Agricultural Sciences
- 061 Headhouse
- 062 Pavillion

Area or Service—Building/Room

- Academic Development—22/100
- Admissions—2/200
- Advising—2/110
- Art Gallery—3/122
- Athletics—7/103
- Auditorium—6/115
- Boardroom—2/170
- Bookstore—1/First Floor
- Business Services—2/202
- Career Center—2/115
- Chemeketa Cooperative Regional Library Service—9/136
- Chemeketa Online—9/106
- Computer Labs, Library—9/Second Floor
- Convenience Store—2/180
- Cooperative Work Experience—38
- Dental Clinic—8/101
- Executive Dean of Students—3/272
- Employee Development Center—6/218b
- English for Speakers of Other Languages—22/100
- Enrollment Center—2/200
- Extended Learning—3/252
- Financial Aid—2/200
- First Aid—2/173
- Food Service—2/First Floor, 8, & 42
- GED—22/100
- General Information (Welcome Center)—2/110
- Gymnasium—7
- Human Resources—2/214
- International Programs and Study Abroad—2/174
- Instruction & Student Services—3/272
- IT Help Desk—9/128
- Library—9/Second Floor
- Lost & Found—2/173
- Mail Room—43
- Multicultural Center—2/177A
- Northwest Innovations—42
- Parking Permits—2/173 Public Safety Placement Assessment—2/201
- Planetarium—2/171
- Posting Notices on Campus—2/176
- President's Office—2/216

- Public Information—5/266
- Public Safety—2/173—503.399.5023
- Registration—2/200
- Scholarships—5/266
- Student Accessibility Services—2/174
- Student Center—2/179
- Student Clubs—2/176
- Student Identification Cards—1/First Floor Bookstore
- Study Skills—2/210
- Television Studio—9/162
- Testing Center—3/267
- Transcripts—2/200
- Transfer Information—2/110
- Tutoring Center—2/210
- Vending Machine Refunds—1/First Floor Bookstore
- Veterans Services—2/201
- Veterans Resource Center—2/116
- Writing Center—9/210

Instructional Department Offices

- Agricultural Sciences—60
- Applied Technologies—20/203
- Business & Technology, Early Childhood Education & Visual Communications—1/204
- Chemeketa Online/Tech Hub—9/106
- Dental Programs—8/109
- Education, Languages & Social Sciences—3/252
- Emergency Services—Brooks Regional Training Center
- Health, & Human Performance—7/103
- Life Sciences and Physical Sciences—8/104
- Liberal Arts—1/204
- Math, Engineering & Computer Science—3/252
- Nursing—8/104
- Pharmacy Technology—8/113

Restrooms

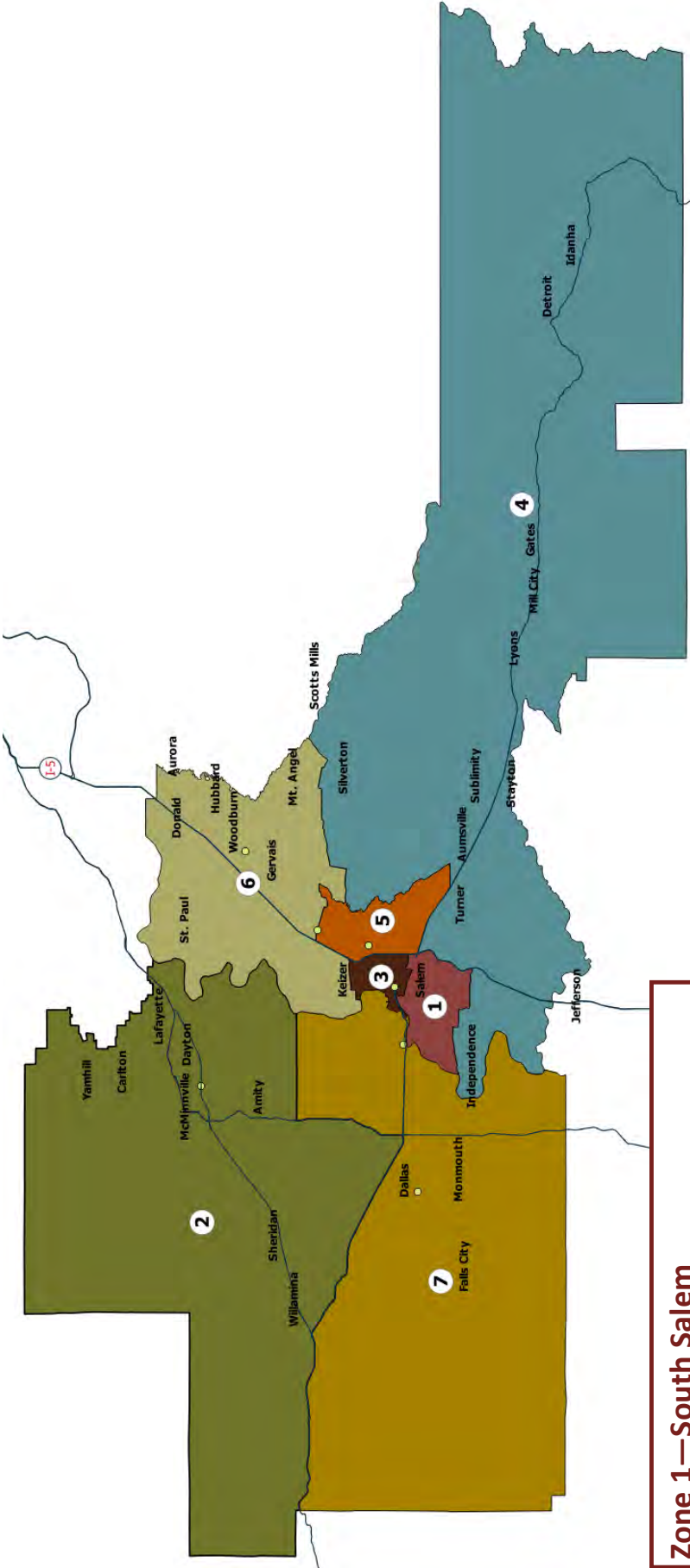
SINGLE OCCUPANCY

- Building 2—First floor, across from C-Store
- Building 4—Second floor
- Building 5—Second floor
- Building 6—First floor
- Building 8—First floor
- Building 20—First floor
- Building 36—First floor
- Building 37—First floor
- Building 38—First floor
- Building 40—Second floor
- Building 50—First floor
- Building 51—First floor

MOTHER'S ROOM

- Building 2—First floor, next door to C-Store
- Building 8—First floor
- Building 20—Second floor
- Building 40—Second floor

Chemeketa Community College Board Zone Boundary Maps and Descriptions



Zone 1—South Salem
Zone 2—Yamhill County
Zone 3—North Salem
Zone 4—South Marion County
Zone 5—East Salem
Zone 6—North Marion County
Zone 7—Polk County

Board Members

ZONE 1 Ed Dodson
ZONE 2 Ron Pittman, Chair 2022-2023
ZONE 3 Neva Hutchinson, Vice Chair 2022-2023
ZONE 4 Ken Hector
ZONE 5 Jackie Franke
ZONE 6 Diane Watson
ZONE 7 Betsy Earls

Handouts
February 15, 2023

CAREER COACH OVERVIEW & ANALYTICS

Chris Potts, Ph.D.
Associate Dean, Counseling & Career Services



Improving Enhancing Career Exploration for Students

- More personalized information and guidance to remove barriers to equitable student success to be more equitable.
- Making GUIDED pathways at Chemeketa become reality.
- Improve career exploration with all students.
- Directed and self-directed career exploration opportunities



Career Coach & Chemeketa Career Development Model: Guiding to Employment Options and Programs

Career Coach is a web based platform that helps individuals (pre-enrolled, currently enrolled students, and alumni) explore career pathways and connect them to programs within Chemeketa Pathways.

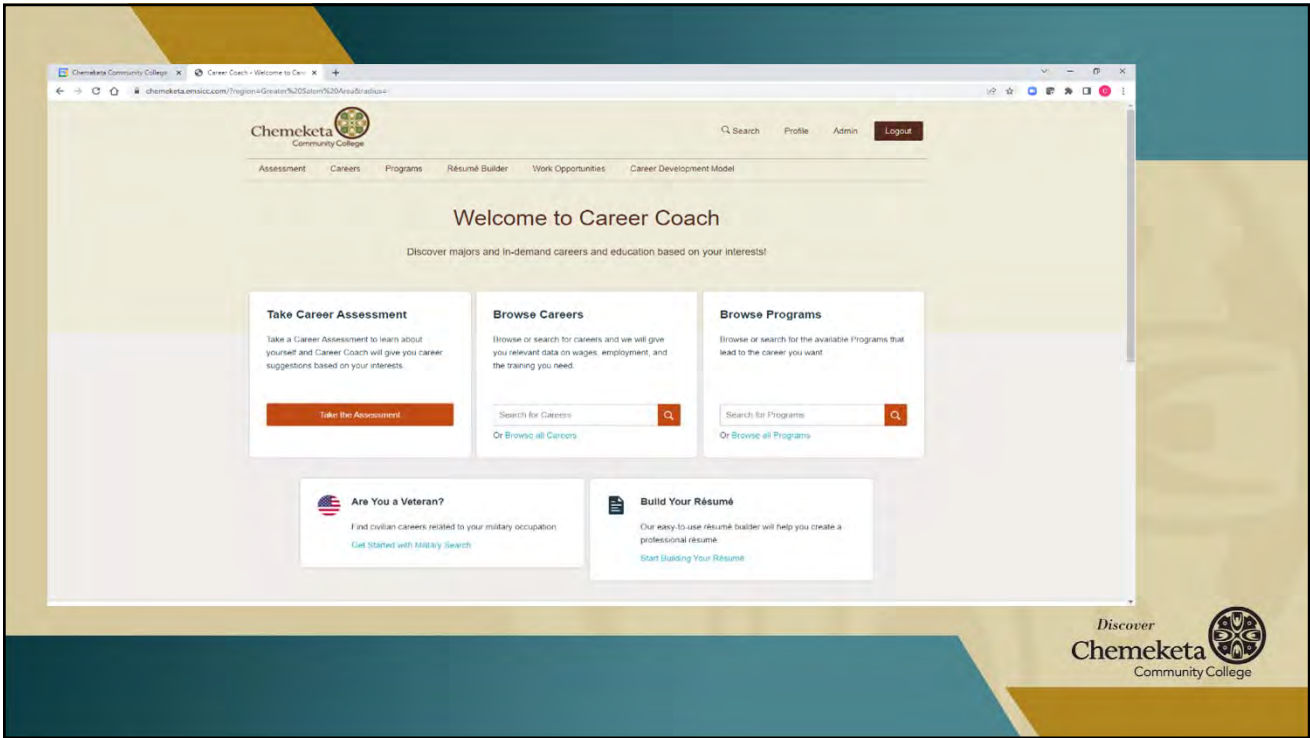
Chemeketa Career Development Model

- Offers directed and self-directed opportunities to engage in career exploration and planning
- Career Development Model provides a comprehensive framework for engaging in career exploration and planning.

Chemeketa Pathways Career Development Model (CDM):



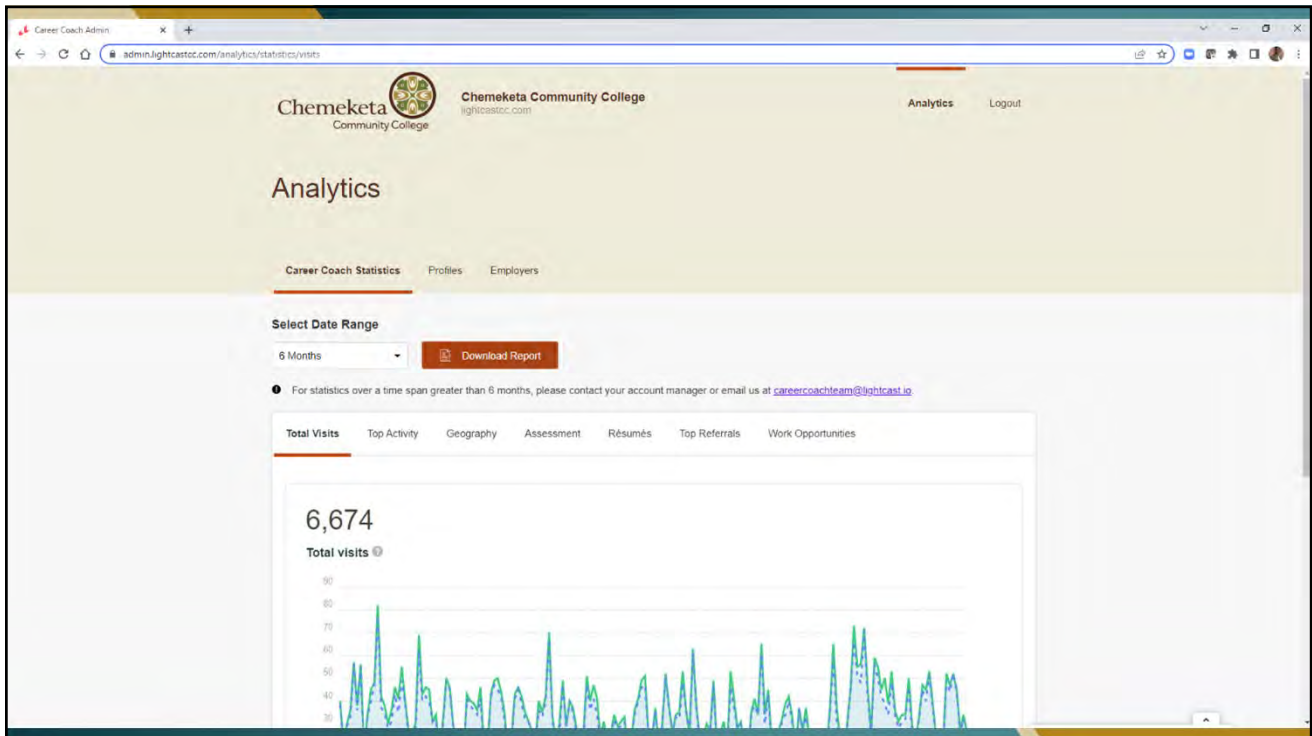
- Each stage provides specific activities and resources to empower you to Know Yourself, Explore Pathways, Decide & Plan and Launch Your Future
- Provides directed and self-directed opportunities to engage in career exploration and planning



Career Coach Analytics

As an Admin user we can view the following:

- Total Visits
- Top Activity
- Geography
- Assessment
- Resumes
- Top Referrals
- Work Opportunities



How Analytics Are Utilized

- Bolstering marketing and advertising of tool (currently located on Chemeketa Homepage, Chatter Article, highlighted in recruitment, located on both career services, counseling services pages, [flyers](#))
- Follow up w/current Chemeketa students for completion of assessments
- Snapshot of top careers and programs
- In progress: Work Opportunities and Resumes
- Powerful tool that allows individuals to engage in directed and self-directed career exploration opportunities.
- Incorporating utilization of tool into Chemeketa Pathways and Career Counseling.

Conclusion

We are excited about the advancing of equity for our students and guiding more students to career confirmation.