

## BOARD OF EDUCATION MEETING

**March 19, 2025**

Chemeketa Community College  
 4000 Lancaster Dr. NE  
 Salem, Oregon

- |  |  |  |                     |  |    |                |                               |       |               |  |       |                  |  |       |
|--|--|--|---------------------|--|----|----------------|-------------------------------|-------|---------------|--|-------|------------------|--|-------|
| <b>I. Workshop</b>   | <b>4:45–5:15 pm</b>                        | <b>Web Conference/Live Stream<br/>Boardroom—Building 2, Room 170</b>   |                     |  |    |                |                               |       |               |  |       |                  |  |       |
| <p>A. Updates for Agriculture Sciences and Technology <span style="float: right;">1</span><br/>         David Hallett, Vice President—Academic and Student Affairs</p>   |  |  |                     |  |    |                |                               |       |               |  |       |                  |  |       |
| <b>II. Executive Session</b>   | <b>5:15–5:30 pm</b>                        | <b>Closed Meeting</b>  |                     |  |    |                |                               |       |               |  |       |                  |  |       |
| <p>Executive Session is called in accordance with ORS 192.660 (2) (a) to consider the employment of a public officer, employee, staff member, or individual.</p>   |  |  |                     |  |    |                |                               |       |               |  |       |                  |  |       |
| <b>III. Regular Session</b>  | <b>6 pm</b>                                | <b>Web Conferencing/Live Stream<br/>Boardroom—Building 2, Room 170</b> |                     |  |    |                |                               |       |               |  |       |                  |  |       |
| <p><b>A. Call to Order</b><br/> <b>B. Pledge of Allegiance</b><br/> <b>C. Chemeketa Land Acknowledgment</b> <span style="float: right;">2</span><br/> <b>D. Roll Call</b><br/> <b>E. Comments from the Public</b></p>  |  |  |                     |  |    |                |                               |       |               |  |       |                  |  |       |
| <p><b>F. Approval of Minutes</b>—College Board of Education Meeting of February 19, 2025 <span style="float: right;">3–11</span><br/>         Jessica Howard, President/Chief Executive Officer</p>  |  |  |                     |  |    |                |                               |       |               |  |       |                  |  |       |
| <b>G. Reports</b>  |  |  |                     |  |    |                |                               |       |               |  |       |                  |  |       |
| <p>1. Reports from the Associations</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%;">a. Lillian Anderson</td> <td style="width: 40%;">Associated Students of Chemeketa (ASC)</td> <td style="width: 30%; text-align: right;">12</td> </tr> <tr> <td>b. Steve Wolfe</td> <td>Chemeketa Faculty Association</td> <td style="text-align: right;">13–14</td> </tr> <tr> <td>c. Aaron King</td> <td>Chemeketa Classified Employees Association</td> <td style="text-align: right;">15–17</td> </tr> <tr> <td>d. Angela Archer</td> <td>Chemeketa Exempt Employees Association</td> <td style="text-align: right;">18–19</td> </tr> </table> <p>2. Reports from the College Board of Education</p> |  |  | a. Lillian Anderson | Associated Students of Chemeketa (ASC) | 12 | b. Steve Wolfe | Chemeketa Faculty Association | 13–14 | c. Aaron King | Chemeketa Classified Employees Association | 15–17 | d. Angela Archer | Chemeketa Exempt Employees Association | 18–19 |
| a. Lillian Anderson  | Associated Students of Chemeketa (ASC)     | 12   |                     |  |    |                |                               |       |               |  |       |                  |  |       |
| b. Steve Wolfe   | Chemeketa Faculty Association              | 13–14  |                     |  |    |                |                               |       |               |  |       |                  |  |       |
| c. Aaron King  | Chemeketa Classified Employees Association | 15–17  |                     |  |    |                |                               |       |               |  |       |                  |  |       |
| d. Angela Archer   | Chemeketa Exempt Employees Association     | 18–19  |                     |  |    |                |                               |       |               |  |       |                  |  |       |
| <b>H. Information</b>  |  |  |                     |  |    |                |                               |       |               |  |       |                  |  |       |
| <p>1. 2025–2026 Faculty Sabbatical Leave Requests <span style="float: right;">20–21</span><br/>         David Hallett, Vice President—Academic and Student Affairs</p> <p>2. CAMP and TRiO Programs Outstanding Achievements <span style="float: right;">22–23</span><br/>         David Hallett, Vice President—Academic and Student Affairs</p> <p>3. Results of the 2024 Certification and Licensure Examinations <span style="float: right;">24–26</span><br/>         David Hallett, Vice President—Academic and Student Affairs</p>  |  |  |                     |  |    |                |                               |       |               |  |       |                  |  |       |

4.	Oregon Community College Association (OCCA) Board Report Ken Hector, Chair—Board of Education		27–29
5.	Affirmative Action Report for 2023 Alice Sprague, Vice President—Governance and Administration		30–43
<b>I. Standard Reports</b>			
1.	Personnel Report Alice Sprague, Vice President—Governance and Administration		44–45
2.	Budget Status Report Aaron Hunter, Vice President—College Support Services/Chief Financial Officer		46–49
3.	Capital Projects Aaron Hunter, Vice President—College Support Services/Chief Financial Officer		50–51
4.	Student Momentum Report—Persistence and Credit Completion Rate Jessica Howard, President/Chief Executive Officer		52–56
5.	Recognition Report Jessica Howard, President/Chief Executive Officer		57–58
<b>J. Separate Action</b>			
1.	Approval of Resolution No. 24-25-15, Appointment of Budget Committee Member for Zone 5 Alice Sprague, Vice President—Governance and Administration	[24-25-129]	59
2.	Approval of Retirement Resolution No. 24-25-16, Kelli Stahr and No. 24-25-17, Jack Jones Alice Sprague, Vice President—Governance and Administration	[24-25-130]	60–62
<b>K. Action</b>			
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.	Approval of Academic Calendar: Revised 2025–2027 and New 2027–2028 David Hallett, Vice President—Academic and Student Affairs	[24-25-131]	63–68
2.	Approval of Suspension of Anesthesia Technology Program David Hallett, Vice President—Academic and Student Affairs	[24-25-132]	69
3.	Approval of Suspension of Machining Technology Program David Hallett, Vice President—Academic and Student Affairs	[24-25-133]	70
4.	Approval of Public Safety Building 14 Seismic Retrofit Contract Award Aaron Hunter, Vice President—College Support Services/Chief Financial Officer	[24-25-134]	71
<b>L. Appendices</b>			
1.	Vision – Mission – Values		72
2.	Campus Map		73–74
3.	District Map		75

- M. Future Agenda Items**
- N. Board Operations**
- O. Adjournment**

Chemeketa Community College prohibits unlawful discrimination based on the following:

- Race
- National Origin
- Disability
- Gender
- Pregnancy
- Domestic Abuse Victim
- Protected Hairstyle (CROWN Act)
- Victims of Domestic Violence (Sexual Assault, Stalking, and/or Harassment)
- Color
- Sex
- Protected Veteran Status
- Gender Identity/ Expression
- Whistleblowing
- Expunged Juvenile Record
- Political Affiliation or Belief
- Religion
- Marital Status
- Age
- Sexual Orientation
- Genetic Information
- Injured Workers
- Tobacco Use During Work Hours

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 the individual's 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 the application of its policies and other College efforts designed for that purpose.

For concerns, inquiries, or complaints regarding student disability accessibility and accommodations contact:

Section 504/ADA Coordinator Students  
 Karen Alexander, Director, Student Accessibility and Testing Services  
 503.399.5276

Persons having questions or concerns about Title IX, which includes gender-based discrimination, sexual harassment, sexual violence, gender-based violence, and stalking, contact the Title IX coordinator, Jon Mathis at 503-584-7323, 4000 Lancaster Dr. NE, Salem, OR 97305, or <http://go.chemeketa.edu/titleix>.

All persons having questions or concerns related to Equal Employment Opportunity or Affirmative Action should contact the Affirmative Action Officer at 503.315.4586, 4000 Lancaster Dr. NE, Salem, OR 97305.

Individuals may also contact the U.S. Department of Education, Office for Civil Rights (OCR), 810 3rd Avenue #750, Seattle, WA 98104, 206.607.1600.

To request this publication in an alternative format, please call 503.399.5192. For language access please call 503.315.4586 or email [patrick.proctor@chemeketa.edu](mailto:patrick.proctor@chemeketa.edu).

Workshop-A  
March 19, 2025

## **UPDATES FOR AGRICULTURE SCIENCE AND TECHNOLOGY**

### **Prepared by**

Tim Ray, Dean—Agriculture Science and Technology  
Francisco Saldivar, Executive Dean—Career and Technical Education  
David Hallett, Vice President—Academic and Student Affairs

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The workshop will highlight the progress and efforts of the programs within the Agriculture Science and Technology Department. It will also discuss demographics, enrollment, and significant investments in equipment and community engagement.

The department consists of the following programs:

#### Credit Programs

- Bachelor of Applied Science - Leadership and Management
- Electronics
- Horticulture

#### Non-Credit Programs

- Commercial Driver's License - Truck Driving
- Agriculture Workforce Development

Land Acknowledgement  
March 19, 2025

## **CHEMEKETA COMMUNITY COLLEGE LAND ACKNOWLEDGEMENT**

### **Prepared by**

Ken Hector, Chair—Board of Education

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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.

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### **APPROVAL OF BOARD MINUTES**

**Prepared by**

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

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Minutes of the board meeting of February 19, 2025, 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.

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CHEMEKETA COMMUNITY COLLEGE

**BOARD OF EDUCATION  
MEETING MINUTES**

February 19, 2025

**I. REGULAR SESSION**

Ken Hector asked the audience, due to the number of attendees, to keep the doorways open so there is a safety path.

**A. CALL TO ORDER**

Ken Hector, Chair, called the board meeting to order at 6:03 pm. The meeting was held in the Boardroom, Building 2, Room 170, at the Salem Campus.

**B. PLEDGE OF ALLEGIANCE**

The pledge of allegiance was recited.

**C. CHEMEKETA LAND ACKNOWLEDGMENT**

Ken Hector read the land acknowledgment.

**D. ROLL CALL**

**Members in Attendance:** Betsy Earls; Jackie Franke; Ken Hector, Chair; Neva Hutchinson; Ron Pittman; and Diane Watson, Vice Chair. Excused Absence: Iton Udosenata.

**College Administrators in Attendance:** Jessica Howard, President/Chief Executive Officer; David Hallett, Vice President, Academic and Student Affairs; and Aaron Hunter, Vice President/Chief Financial Officer, College Support Services/Finance. Excused Absence: Alice Sprague, Vice President, Governance and Administration.

**Board Representatives in Attendance:** Lillian Anderson; Associated Students of Chemeketa (ASC); Steve Wolfe, Chemeketa Faculty Association (CFA); Aaron King, Chemeketa Classified Association (CCA); and Angela Archer, Chemeketa Exempt Association (CEA).

**E. SEPARATE ACTION**

**Appeal of On Call Painting Services Contract Award**

Aaron Hunter noted there is an appeal to the board for this meeting. Aaron gave background information and noted the college followed the standard procurement process with bid templates, but the Dan Miller Painting proposal was rejected because a required portion wasn't completed. The company asked the college to modify its bid proposal; however, the modified bid proposal could not be accepted since that would have been unfair to other companies bidding. The company protested the decision, stating the pricing section of the college's invitation to bid was ambiguous and contradictory which led to an error in judgment regarding the hourly rate offered. The college rejected the protest and referenced the bid proposal instructions. The company decided to appeal to the board. After hearing the appeal, the board is able to ask questions, and then deny or accept the appeal.

Dan Miller thanked the board for listening. Dan has painted for the college for almost 11 years without any incidents. He noted the mistake was his, but explained his interpretation of the wording. When Dan found out from the college that required information wasn't included,

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numbers were submitted prior to the awards; however, they were submitted past the required date. Dan asked that the proposal be considered, and questioned what he should do with the upcoming projects on the schedule, and if the company could be considered as a backup painter. Aaron said the college would get back to Dan on his questions.

Ken asked Dan several clarifying questions. Kevin Walther, Financial Services Analyst, explained the bid process and language in the document. Ken noted this is an unfortunate situation, but it appears the college followed the required processes.

Board members agreed the college needs to follow the process, acknowledged that this is a difficult decision, and said if there is an opportunity for Dan's company to be a backup painter for the college, that would be good. Aaron Hunter noted this decision had nothing to do with the performance of Dan or his company; their work has been phenomenal. Aaron will work with the team to see if the language can be clearer, and said if there's another opportunity for Dan's company to be a backup painter or to fulfill other duties, the college will reach out.

Neva Hutchinson moved and Betsy Earls seconded a motion to deny the appeal for the on-call painting services contract award.

Betsy Earls: yes; Jackie Franke: yes; Ken Hector, Chair: yes; Neva Hutchinson: yes; Ron Pittman: yes; Diane Watson, Vice Chair: yes.

The motion carried unanimously.

#### **F. COMMENTS FROM THE PUBLIC**

<u>Commenter Name</u>	<u>Topic</u>
Rainbow Olmstead	Bond measure/library levy
Victoria Timm	Bond measure
Jim Scheppke	Library levy
Hannah Harper	Library levy
Zoey Harper	Library levy
Nancy Layton	Library levy
Rain Holland	Bond measure
Gary E. West	Anesthesia Technology program suspension
Estevan Burdette	Anesthesia Technology program being discontinued
Aaron King	Investing in Our Workforce: The Bridge to Stability & Equity
Trina Butler	Classified concerns
Shannon Othus Gault	Negotiations
Rebecca Owen	Part-time faculty pay index
Jill Rupert	College's last proposed offer
Jean Mittelstaedt	Current mediation between Chemeketa and CFA
Debra VanHouten	COLA/LAB ILC/College culture
Odilon Ramirez Javier	COLA
Karen Protiva	Fair Pay
Jessica Schrunk	Lab pay



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Lani Davidson  
Brian Covey

Part-time pay parity  
Mediation

**G. APPROVAL OF MINUTES**

Betsy Earls moved and Diane Watson seconded a motion to approve the Board of Education minutes from January 15, 2025.

Betsy Earls: yes; Jackie Franke: yes; Ken Hector, Chair: yes; Neva Hutchinson: yes; Ron Pittman: yes; Diane Watson, Vice Chair: yes.

The motion carried unanimously.

A recess was taken at 7:19 pm. Ken Hector, Chair, reconvened the board meeting at 7:28 pm.

**H. REPORTS**

**Reports from the Associations**

Lillian Anderson, Associated Students of Chemeketa, said the report stands as written and ASC has held five events since the last meeting. Lillian thanked Aaron Hunter and Ryan West for speaking to students during the student tuition forum.

Steve Wolfe, Chemeketa Faculty Association (CFA), thanked everyone who attended the meeting tonight and those who provided public testimony and thanked Ken for letting everyone speak. Steve said the report stands as written. There was an all-day mediation session on January 31st; on February 7th, the college shared a counter-proposal on economics, tentative agreements have not been reached on any new contract articles, and proposals possibly may be exchanged on February 21st. Steve discussed their economic proposal, and the college's response, and feels further negotiations will not be productive unless the college is willing to invest significantly more resources to faculty over the next three years. There is a lack of confidence among the faculty in the college's willingness and ability to bargain in good faith as was expressed during public comment. Another concern is the college's non-compliance with HB 2016. An unfair labor practice complaint was filed with the State Employment Relations Board in January. The next mediation session is February 26th. Steve noted a survey has been sent out to faculty, and most faculty who responded are willing to strike if the college does not negotiate in good faith and invest in faculty.

Aaron King, Chemeketa Classified Association (CCA), said the report needs amending. The Classified Association continues to grow with a 12.3 percent membership increase and the college has committed to providing step placement notification after classification changes moving forward. Frustration among members is growing due to the college's lack of commitment to timely bargaining sessions. The next session is scheduled on March 7th, and the association continues to push for more frequent and meaningful bargaining sessions to address key issues. Member engagement is strong and they will persist in advocating for a fair and efficient negotiation process. Aaron congratulated Susana Garcia on her new exempt role and noted Gary Brittsan would be replacing her on the negotiations team. There is an upcoming virtual training offered called ESPs (education support professionals) and Immigration: What you need to know to protect our students, colleagues, and community that classified staff can attend.

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Angela Archer, Chemeketa Exempt Association (CEA), said the report stands as written.

**Reports from the College Board of Education**

Ron Pittman attended the Town Hall for Senator Ron Wyden at Yamhill Valley Campus.

Betsy Earls attended four Mid-Willamette Valley Council of Government (MWVCOG) legislative meetings, one board meeting, one planning meeting, a quarterly lunch with President Howard, two meetings with Polk County elected officials, and the Salem Chamber Forum on fire safety.

Neva Hutchinson attended the SAIF Agri-Business Banquet and the Silverton First Citizen Awards.

Jackie Franke attended twelve outings and will submit the report to Julie.

Diane Watson attended the SAIF Agri-Business Banquet, Keizer First Citizen Banquet, two Coffee with Mayor Kathy Clark programs, paramedic graduation, agenda review, the Salem Chamber Forum on fire safety, a Senate Hearing, and an ACCT seminar on the recent Dear Colleague Letter.

Ken Hector attended four Oregon Community College Association (OCCA) legislative meetings, the SAIF Agri-Business Banquet, paramedic graduation, the Silverton First Citizen Awards; met with Representative Tom Andersen and Senator Gelser Blouin; had a quarterly lunch meeting with President Howard; and attended Associated Community College Trustees (ACCT) webinars on student success and the Dear Colleague Letter regarding DEI, the OCCA board meeting, agenda review, and ACCT's National Legislative Summit in Washington DC.

**I. INFORMATION**

**Academic Calendar: Revised 2025–2027 and New 2027–2028**

The academic calendars for 2025–2027 have been revised to reflect a full-day closure for fall inservice to allow more staff to participate in the activities and are reflected on the 2027–2028 calendar.

**Resolution No. 24-25-08, Calling a Measure Election for General Obligation Bonds**

Jessica Howard noted the projects on the slides are the same projects that were discussed last fall when the board made the decision to try to pass the bond in November. Jessica reviewed the 2008 bond levy, the 2025 general obligation bond measure proposal going to the voters in May, and noted that the tax rate will stay the same. She mentioned the drivers and preparation for the 2025 bond measure; the results of a survey in the district showing that 40 percent of voters were unaware this was a renewal bond and thought it was a brand new tax, that the projects included cutting-edge career and technical training, improved teaching and learning spaces, health and disaster preparedness, safety and security on campus, improved science opportunities, and supportive environments. The college is asking the board to approve the bond measure, keeping the same projects as before, and keeping the tax rate the same. Clarifying questions were asked by board members and association members, and JL Wilson, bond consultant, was introduced by Ken Hector.

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**Approval of Retirement Resolution No. 24-25-11, Teresa “Terri” A. Jacobson**

Neva Hutchinson read Terri Jacobson’s resolution and noted her 24 years and five months of service to the college. Staff and board members thanked Terri for her service.

Jackie Franke moved and Betsy Earls seconded a motion to approve the retirement resolution.

Betsy Earls: yes; Jackie Franke: yes; Ken Hector, Chair: yes; Neva Hutchinson: yes; Ron Pittman: yes; Diane Watson, Vice Chair: yes.

The motion carried unanimously.

**Disaggregated Scorecard Report**

Colton Christian, Dean, Academic and Organizational Effectiveness, discussed what a disaggregated scorecard is and why the college produces one, data analysis considerations, and how the data reflects the student journey. Key takeaways included that larger differences were observed between groups for student retention metrics and smaller differences were observed between groups for student achievement metrics. Colton noted that the scorecard informs the work of the college and the metrics to focus on to ensure that every student’s experience at the college leads to the completion of their goals. The information is also used for unit and department planning.

**Oregon Community College Association Report**

Ken Hector said the report stands as written and will share the Dear Colleague Letter webinar link when it is available.

**Suspension of Anesthesia Technology Program**

Sandi Kellogg, Dean, Health Sciences, noted this program started in 2019 before COVID hit and there was a great cohort at the start; however, the program has not been able to rebound since the pandemic. There is one correction to the report; currently, there are six second-year students and three first-year students, and there will be a teachout so the students will earn their degrees. Sandi said she would be glad to talk with Gary E. West, Program Chair, and look at any potential of what can be done for the future. Ken Hector asked about the student numbers for prior cohorts. In 2022, there were 22 students who had been awarded degrees because the previous two cohorts came together; in 2023 there were 12 awards; and currently, there are nine. Ken asked if there was information from the other eight anesthesia technology programs around the country. Board members asked questions about anesthesia technology programs around the country, the need for anesthesia techs, adding a one-year certificate program, support from the hospitals, and the average salary. David Hallett said the next phase of discussions that the Executive Dean will have with Sandy and Gary E. West, Program Chair, is to explore a certificate program. Ken asked if the existing program needed to be terminated or modified. David said a termination is needed because the certificate program would be a brand-new stand-alone program.

**Suspension of Machining Technology Program**

Larry Cheyne, Dean, Applied Technologies, said there has been a decline in enrollment, and within the college’s service district over several years there has been a decline in the number of

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job shops that have machinist positions. He stated that there is not an abundance of manufacturers who are manufacturing their own products. There will be a teachout for the current cohort of six students, and 11 second-year students are on pace to graduate on time.

## **J. STANDARD REPORTS**

### **Personnel Report**

Patrick Proctor said the report stands as written. There were seven new hires – four in the general fund – and four current employees who changed positions at the college.

### **Budget Status Reports**

Aaron Hunter noted on the Statement of Resources and Expenditures that property tax revenues are below the actuals as far as to what has been budgeted; however, there are some funds in the ending fund balance that will balance that out. Tuition and fees include winter term with refunds and the college has received the third payment from state appropriations. On the Budget Status Report, things are trending as expected. Personnel services are lower than has been budgeted due to ongoing negotiations with both associations. On the Status of Investments, the investment rates continue to go down since the economy is not as strong as it once was, and the college is seeing declines in some of the longer-term investments.

### **Capital Projects Report**

Aaron Hunter mentioned the ongoing projects facilities are working on and discussed the lighting retrofit projects.

### **Chemeketa Cooperative Regional Library Service (CCRLS)**

Doug Yancey, Director, CCRLS, said the report stands as written.

### **Recognition Report**

Jessica Howard said the report stands as written, and noted the Higher Education Coordinating Commission approved Chemeketa's Bachelor of Science and Nursing program last Thursday and the college received the notification in writing today. Jessica thanked Sandi Kellogg and Holly Nelson for their work

## **K. SEPARATE ACTION (CONTINUED)**

### **Approval of Proposed Student Tuition and Fees for 2025–2026**

Aaron Hunter said the report stands as written, noted that this was presented to the students, and that the proposed student tuition fees are projected to be under the full Pell amount for next year.

Ron Pittman moved and Neva Hutchinson seconded a motion to approve the proposed student tuition and fees for 2025–2026.

Betsy Earls: yes; Jackie Franke: yes; Ken Hector, Chair: yes; Neva Hutchinson: yes; Ron Pittman: yes; Diane Watson, Vice Chair: yes.

The motion carried unanimously.

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**Approval of Retirement Resolution No. 24-25-09, Otilia Morales; No. 24-25-10, Pam Ditterick; No. 24-25-12, Marie Gabbard; and No. 24-25-13, Cheryl Buckholz**

Board members read the retirement resolutions, and noted the employees provided 83 years and three months of service to the college.

Neva Hutchinson moved and Betsy Earls seconded a motion to approve the retirement resolutions.

Betsy Earls: yes; Jackie Franke: yes; Ken Hector, Chair: yes; Neva Hutchinson: yes; Ron Pittman: yes; Diane Watson, Vice Chair: yes.

The motion carried unanimously.

**Approval of Resolution No. 24-25-08, Calling a Measure Election for General Obligation Bonds**

Ron Pittman moved and Betsy Earls seconded a motion to approve calling a measure election for general obligation bonds.

Betsy Earls: yes; Jackie Franke: yes; Ken Hector, Chair: yes; Neva Hutchinson: yes; Ron Pittman: yes; Diane Watson, Vice Chair: yes.

The motion carried unanimously.

**L. ACTION**

Jackie Franke moved and Diane Watson seconded a motion to approve consent calendar items No. 1-4.

1. Approval of 2025–2026 Proposed Budget Calendar and Resolution No. 24-25-14, [24-25-125]  
Setting Budget Committee Meeting Dates
2. Approval of Advisory Committee for 2024–2025 [24-25-126]
3. Approval of Contract Award for On Call Painting Services [24-25-127]
4. Approval of Contract Award for On Call General Carpentry Services [24-25-128]

Betsy Earls: yes; Jackie Franke: yes; Ken Hector, Chair: yes; Neva Hutchinson: yes; Ron Pittman: yes; Iton Udosenata: yes; Diane Watson, Vice Chair: yes.

The motion carried unanimously.

**M. APPENDICES**

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

**N. FUTURE AGENDA ITEMS**

None were heard.

**O. BOARD OPERATIONS**

**P. ADJOURNMENT**

The meeting adjourned at 9:10 pm.

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Respectfully submitted,

**Julie Deuchars**  
Executive Coordinator

**Jessica Howard**  
President/Chief Executive Officer

Board Chair

Date

## **ASSOCIATED STUDENTS OF CHEMEKETA (ASC)**

### **Prepared by**

Lillian Anderson, ASC Executive Coordinator 2024-2025

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### **PAST EVENTS**

#### **Student Leadership Conference**

- On Thursday, February 6, ASC attended the 2025 Oregon Student Government conference at Willamette University. It was a great opportunity to learn from what other student governments have been doing and showcase the work Chemeketa's students have been involved in, strengthening Chemeketa's connection with other schools.

#### **Bingo**

- On Thursday, February 27, over 200 students came together in the student center for a fun afternoon of bingo! The event offered a chance to relax and recharge as students head towards finals, while also strengthening the sense of community on campus.

#### **Winter Term Baile**

- On Wednesday, March 12, ASC hosted a fun night of dancing, food, and music to celebrate the end of the term!

### **CURRENT EVENTS**

#### **Kindness Carts Partnership**

- During Finals week ASC in partnership with the Chemeketa Service Leaders Club is bringing around carts of snacks, drinks, and stress toys to encourage students in their studying.

#### **Raffle Stamps**

- All term students have the opportunity to get a stamp on a stamp card at each event they attend. When they complete the stamp card completely (attend four events) they can enter to win prizes at the end-of-term raffle that is being held at the winter term baile.

## CHEMEKETA COMMUNITY COLLEGE FACULTY ASSOCIATION (CFA)

### Prepared by

Steve Wolfe, President—Chemeketa Faculty Association

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### A CALL FOR THE COLLEGE TO INVEST IN FACULTY AND CLASSIFIED STAFF

On Thursday, February 20 (the day after the February Board of Education meeting), President Jessica Howard sent out an All-Staff email with the subject line, "Faculty Bargaining Communication." That email included the assertion that "meeting the Association's current proposal would involve budget reductions that could impact well over 100 employees across the college." The general message conveyed in the email was that if the College were to agree to the terms of the CFA proposal the College would have no other option than to lay off a significant number of employees.

On Monday, February 24, CFA President Steve Wolfe sent an email to all faculty. The bulk of that email is posted below (including emphasis in bold in the original email):

**The decision by President Howard to send an email last Thursday threatening to lay off faculty and staff as a bargaining tactic is deeply concerning.** This is especially true considering that Chemeketa is sitting on an embarrassingly large amount of reserves (\$61.4 million as of June 30, 2024) and is in a strong and steadily improving financial position. Many might even consider such an email to be bargaining directly with faculty outside of bargaining (and classified staff as well, since it was sent to all employees at the college). It is, frankly, deplorable. In my 30 years at Chemeketa, I don't recall ever seeing such a threatening, divisive message from a college president (or any administrator for that matter).

As we have pored over the college's financial documents from recent years, it is apparent that the college is not facing any financial difficulty. If the college actually were facing financial difficulty and needed to cut personnel (which it is not), the logical place to do it would be in administration. As student enrollment has dropped over the past ten years, so has the number of employees at the college, but it hasn't been evenly distributed. **Here is how much each employee group has decreased from 2014-15 to 2023-24\*:**

- Part-time faculty decreased by **46%** (from 466 to 253)
- Full-time faculty decreased by **16%** (from 227 to 190)
- Classified staff decreased by **16%** (from 359 to 303)
- Exempt (admin) decreased by **1%** (from 99 to 98)

*\*See page 112 of the 2023-24 Annual Comprehensive Financial Report*

Not only has the number of exempt employees remained essentially the same, but that is the highest-paid employee group on average. Also, as we pointed out many times two years ago (and it is still true today), **Chemeketa has by far the highest ratio of admin to non-admin employees of any of our comparator colleges.**



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It's interesting that the President's email was sent the day after the biggest action faculty have ever taken at the college, with nearly 100 faculty attending a rally and the Board of Education meeting last Wednesday evening. **The administration is clearly feeling the pressure**, not only from faculty but from classified staff, who are also still bargaining. The administration's attempt to instill fear in faculty is having the opposite effect.

Your bargaining team won't let scare tactics stop our efforts to negotiate a fair contract. We know that by continuing to work together in unity we will succeed.

**We will not give in to manipulation and fear mongering.**  
**We will not agree to a contract that keeps Chemeketa faculty the lowest paid in the region.**

President Howard's email also contained the statement that, "Attracting and retaining highly qualified faculty members is one of the college's highest priorities." To do so it could naturally be assumed that the College would strive to provide competitive salaries and benefits. However, the top salaries for full-time faculty at Chemeketa are currently the lowest among comparator colleges and the College's economic proposals would keep them there. In comparing benefits, the College's contribution to health insurance premiums ranks 13<sup>th</sup> out of the 17 Oregon community colleges. Chemeketa claims that paying faculty more is not sustainable, but other colleges have already decided that much higher pay and benefits is sustainable for them.

It is financially wise for the College to have money in reserves. What Chemeketa is doing, however, is hoarding resources that taxpayers have entrusted to the College to use to serve students. The mission of Chemeketa is to serve the working students of Marion, Polk, and Yamhill Counties. Chemeketa is betraying the trust of taxpayers by refusing to spend today's dollars on today's students.

The budget is a statement of priorities, indicating where the college is willing to invest its sizable financial resources. As next year's budget is finalized, it is time to reinvest in classified staff and faculty to better serve the students of Chemeketa.

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

**Prepared by**

Timothy King, External Vice President—Chemeketa Classified Association  
Trina Butler, Director of Membership—Chemeketa Classified Association  
Aaron King, President—Chemeketa Classified Association

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PRESIDENT'S MESSAGE

**Collaboration with the City of Salem on the Bond Measure**

During discussions regarding the bond measure appearing on the same ballot as the proposed \$0.98 levy, the following question was posed to Dr. Howard:

*"What specific collaboration measures has the college taken with the City of Salem in light of the bond measure being on the same ballot as the proposed 98 cent levy in order to ensure the*

*'win-win' situation as Chris Kato described?"*

The response from the College's CEO was:

*"Once I have something I am able to share publicly, I will absolutely do so, and for all staff."*

The Classified Association looks forward to further clarification on any strategic coordination efforts between the College and the City of Salem to support mutual success in the election.

**Reserve-to-Revenue Ratio Adjustment**

The College has updated its Chemeketa Strategic Action Plan to set a minimum reserve-to-revenue ratio of 0.10. The Association seeks further clarification on this decision, specifically:

- The justification for adjusting the target to a minimum of 0.10.
- The specific financial strategies or concerns that prompted this change.
- How this adjustment aligns with long-term financial planning and stability for employees and students.

Understanding these changes is essential for ensuring financial stability while maintaining a commitment to fair compensation for faculty and classified staff. We are still waiting for the requested information.

**Investment in Faculty and Classified Staff**

Investing in faculty and classified staff is an investment in the success of this institution and its students. Fair wages and step increases are not just financial decisions—they are about dignity, retention, and stability. We urge the Board to take meaningful action to:

- Approve fair and competitive wage adjustments.
- Reinstate step increases to ensure career progression and retention.
- Commit to equitable compensation for faculty and classified staff.

When our workforce thrives, the entire college community benefits. The Classified Association encourages the Board to take decisive steps to ensure that faculty and staff are fairly compensated, which will ultimately enhance the institution's success and the quality of education provided to our students.

## NEW HIRES

Rosalee Clanton, Instructional Coordinator/Analyst II–Emergency & Risk Management, Governance & Administration, 100 percent, 12-month assignment, effective February 7, 2025.

Jessica Jones, Instructional Specialist–Education, General Education, 100 percent, 12-month assignment, effective February 10, 2025.

Kristina Edwards, Custodian I–Capital Projects & Facilities, College Support Services, 100 percent, 12-month assignment, effective February 10, 2025.

Mayumi Sato, Financial Analyst I–Business Services, College Support Services, 100 percent, 12-month assignment, effective February 10, 2025.

Michelle Carey, Public Safety Dispatcher–Public Safety, Governance & Administration, 100 percent, 12-month assignment, effective February 11, 2025.

Vona A Rice, Instructional Technician–Education, General Education & Transfer Studies, 100 percent, 10-month assignment, effective February 18, 2025.

## POSITION CHANGES

Jorge M Montejano, Student Services Coordinator/Analyst I–Student Affairs, College Access Programs, 100 percent, 12-month assignment, from Student Services Specialist, Student Development and Learning, CAMP effective January 16, 2025.

Michelle "Shelly" Tracy, Instructional Coordinator/Analyst I–Apprenticeship, Career & Technical Education, 100 percent, 12-month assignment, from Hourly to Classified position, effective February 2, 2025.

Amy McKinley, Department Specialist–Human Resources, Governance & Administration, 100 percent, 12-month assignment, from Department Technician I, Human Resources, Governance & Administration, effective February 3, 2025.

Austen Miller, Financial Services Technician I–Business Services–Cashiering, College Support Services, 100 percent, 12-month assignment, from Maintenance/Trades Assistant–Capital Projects & Facilities, College Support Services, effective February 24, 2025.

Jefferey Cameron Jr, Instructor-Welding/Fabrication (Faculty)–Applied Technologies, Career & Technical Education, 100 percent, 10-month assignment, from Instructional Specialist (Classified) March 17, 2025

## SEPARATIONS

Sergio Sanchez Romo, Instructional Specialist–Tutoring, Student Affairs, effective December 31, 2024.

Jack Jones, Systems Analyst–Information Technology Services, Operations Management, effective December 31, 2024 (Retired).

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Kimberly Stephens, Custodian–Capital Project & Facilities, College Support Services, effective January 16, 2025.

Jessica Jones, Instructional Specialist–Education, General Education, effective February 21, 2025.

Kelli A Stahr, Department Specialist–Polk Center, General Education & Transfer Studies, effective February 28, 2025 (Retired).

**CHEMEKETA COMMUNITY COLLEGE EXEMPT ASSOCIATION**

**Prepared by**

Elizabeth Facanha, Vice President—Chemeketa Community College Exempt Association  
Angela Archer, President—Chemeketa Community College Exempt Association

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The Exempt Association president will provide a verbal report at the March 19, 2025, Board of Education meeting.

ED WOODS, the Director of the Mid-Willamette Education Consortium (MWEC), was honored as Technology Leader of the Year at the Northwest Council for Computer Education (NCCE) 2025 Conference on February 27, 2025. The NCCE Conference, a gathering of educators and technology professionals, is always a great place to exchange ideas, and this year, Ed's contributions are exceptional. Ed was recognized for his commitment to leveraging technology to transform education and his dedication to improving the learning experience for students and teachers.

JAMES MCNICHOLAS shared that Chemeketa received a small ASPIRE grant to host Chemeketa Pathway Exploration events for Marion County, Polk County, and Yamhill County high school students on the Salem campus. At each event, there will be three interactive workshops led and facilitated by program faculty. Students will receive free lunch and schools are eligible for school bus transportation cost reimbursement. The following is a list of dates when each pathway will host students from the community:

**HEALTH PROFESSIONS & WELLNESS**  
APRIL 18 • SALEM CAMPUS • HIGH SCHOOL STUDENTS ONLY

**ARTS, HUMANITIES, COMMUNICATION & EDUCATION**  
MAY 9 • SALEM CAMPUS • HIGH SCHOOL STUDENTS ONLY

**SCIENCE, TECHNOLOGY, ENGINEERING & MATH**  
MAY 16 • SALEM CAMPUS • HIGH SCHOOL STUDENTS ONLY

**AGRICULTURE, INDUSTRIAL TECHNOLOGY & TRADES**  
MAY 23 • SALEM CAMPUS • HIGH SCHOOL STUDENTS ONLY

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Chemeketa's Peer Advising for Veteran Education (PAVE) program was featured in the National PAVE Newsletter this month. The newsletter highlighted the effort and outreach that members of the PAVE team and the Veteran Resource Center have accomplished over the last few years. Thank you to the following staff: ANGELA ARCHER, Veteran Resource Center Coordinator; NATHANIEL EASTON, Veteran Advisor, Center of Excellence Coordinator; and Student Peer Mentors: BENITO FLORES, CHRISTOPHER SCOTT, GRAHAM PRESTON, MICHAEL KELLY, NATHANIEL BROWN, and RICHARD BASL

## 2025–2026 FACULTY SABBATICAL LEAVE REQUESTS

### Prepared by

Justus Ballard, Sabbatical Review Committee Co-Chair  
Tim Ray, Sabbatical Review Committee Co-Chair  
David Hallett, Vice President—Academic and Student Affairs

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In accordance with the collective bargaining agreement between the college and the faculty association, sabbatical leaves are granted to employees for the purpose of professional development. The proposed activities must have value to the applicant, the department, and the college. The bargaining agreement limits sabbatical leaves to three percent of full-time probationary and regular status (but not grant status) members of the bargaining unit. A total of 18 terms of faculty sabbatical leave are available for the 2025–2026 academic year.

The Sabbatical Review Committee reviews submitted application requests. The committee is composed of six members, three faculty members appointed by the faculty association and three staff members selected by the college administration. The committee reviews requests for leave following criteria and guidelines developed jointly by the faculty association and the college as a part of its selection and recommendation process.

In the application and request cycle for 2025–2026 sabbatical leaves, 11 faculty members, requesting 33 terms of leave, submitted proposals to the Sabbatical Review Committee. The Sabbatical Review Committee recommends six requests for a total of 18 terms of leave. No terms remain available for faculty applications for one-term spring 2026 sabbatical leaves.

The College Board of Education will be asked to approve the recommended faculty sabbatical leave requests for the 2025–2026 academic year at the April Board of Education meeting. The requests are outlined below.

### 2025–2026 Faculty Sabbatical Application Summaries:

#### Herbert Grotewohl—Physical Science, 3 terms

This sabbatical has two main focus components with two physics courses. The first component focuses on gaining student experience in courses that students in PH211 and GS104 take, including auditing 200-level engineering, math, and computer science courses for PH211, and observing 100-level science courses for GS104. The second component involves curriculum development, incorporating professional development, collaborations, and research to improve the PH211 series and GS104, including the transition to open educational resource (OER) textbooks. This sabbatical will benefit student success both at Chemeketa and in future courses at universities by gaining insights into students' broader academic experiences. Additionally, this will improve teaching strategies for both PH211 and GS104, fostering a better learning environment, particularly for non-STEM majors in GS104.

#### Laura Mack—Art, 3 terms

This sabbatical will revitalize and enhance printmaking at Chemeketa. The sabbatical will provide an opportunity to learn the process and history of printmaking, preparing them to teach ART276: Introduction to Printmaking, a key course for transferring art majors. More importantly, the sabbatical will update the printmaking practices at Chemeketa, incorporating adaptive, non-

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toxic, and sustainable techniques, which are essential for both printmaking and student training in a warm climate. The sabbatical will involve researching the impact of printmaking on artists and communities, increasing knowledge of sustainable practices, and applying for an art residency.

Maria Cruse—Political Science, 3 terms

The purpose of this sabbatical is to develop a Pre-Law Program tailored specifically for community college students from underrepresented groups. These students often require early, targeted support to ensure equal opportunities in pursuing law school. As part of this initiative, the plan is to redesign the curriculum for two existing courses to better align with the academic needs of these students. In addition, professional development will be pursued to further enhance teaching effectiveness and expertise.

Megan Gonzalez—Criminal Justice/Emergency Services, 3 terms

The primary goal of the sabbatical is to immerse in the evolving criminal justice field, which has seen significant changes since they transitioned from the profession to teaching at Chemeketa. This immersion will provide an up-to-date perspective on careers in dispatch/police, corrections, courts, and regulatory training, enriching classroom materials, and the criminal justice program. During the sabbatical, they will engage in hands-on experiences including 9-1-1 dispatch, police ride-a-longs, victim advocacy, diversion resources, jail and juvenile facilities, court proceedings, prisons, parole/probation operations, and DPSST regulatory training. These activities will enhance knowledge and provide real-world examples for coursework. Additionally, they will complete the Universal Design for Learning (UDL) certificate and develop a capstone project. The expected outcomes include professional growth, enriched curriculum, and strengthened relationships with criminal justice agencies, supporting the college's mission by bridging academic and professional spheres for the benefit of students, the program, and the department.

Tammy Jabin—English, 3 terms

The purpose of this sabbatical is to pursue activities that will enhance their teaching in the English program while supporting both the program and college goals. The primary objectives for this sabbatical include improving Spanish fluency and taking the biliteracy exam, completing an anthology of banned literature for Chemeketa Press, becoming certified in trauma-informed pedagogy through the NEA (National Education Association), and deepening expertise in ENG245: Diverse Voices in American Literature by reading recently published novels and attending a conference focused on the subject matter. These efforts will contribute to both professional development and program advancement.

Theresa Yancey—Library and Learning Resources, 3 terms

The proposed sabbatical will focus on developing personal AI literacy skills and creating a plan to promote, teach, and support AI literacy for students and faculty. The scope will be limited to generative tools that produce unique content in response to prompts and research assistants integrated into library research databases and search engines. During the sabbatical, they will research AI literacy and best pedagogical practices for teaching AI, develop personal AI literacy proficiencies, and create resources such as library guides, instructional activities, and assessments for library instruction and research assistance. Additionally, they aim to contribute to academic librarian AI literacy discussions, professional development, and communities of practice.

11 applications submitted  
33 terms requested  
18 terms available  
6 recommended



## CAMP AND TRIO PROGRAMS' OUTSTANDING ACHIEVEMENTS

### Prepared by

Liliana Landa-Villalba, Director—College Access Programs  
Manuel Guerra, Executive Dean—Student Affairs  
David Hallett, Vice President—Academic and Student Affairs

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TRIO-Pre College Programs, TRIO-Student Support Services/Disability Support Services, and CAMP (College Assistance Migrant Program) are federally funded programs that have been serving students at Chemeketa since the late 1990s. These long-standing programs play a critical role in supporting first-generation, low-income, students with disabilities, seasonal farmworker and migrant students. They provide key services such as individualized academic advising and success coaching, financial assistance and financial literacy, tutoring, mentoring, university transfer assistance, and more. The primary goal of these programs is to help students access higher education, persist in college, and successfully graduate. Collectively, these programs serve over 1100 students annually.

**TRIO Pre-College** programs consist of four federally funded TRIO grants: three Upward Bound (UB1, UB2, UB3) and one Talent Search (TS) grant. The TRIO Pre-College team consists of eight full-time staff and several part-time and student employees. The programs serve over 740 eligible students each year at twelve middle and high schools within Chemeketa's service district. The program model starts by connecting with 8th-grade students and helping them transition to high school, achieving grade-specific milestones each year throughout high school as they plan and prepare for college.

Half of the program's participants enroll at Chemeketa each fall upon high school graduation. The other half enroll at colleges throughout Oregon, and some in other states. TRIO Pre-College Programs connects its graduates with college TRIO, CAMP, UB alumni mentors, and other supports as they transition to college. Highlights from the recent Annual Performance Reports include:

- 64% of 2018 UB cohort graduated from college within six years (objective is 33%)
- 46% of 2018 TS cohort completed a certificate/degree within six years (objective is 25%)
- 96% of UB1 class of 2024 enrolled for fall 2024 (objective is 71%)
- 85% of TS class of 2024 enrolled for fall 2024 (objective is 66%)

**The CAMP program** supports 50 first-year seasonal farmworker and/or migrant students annually. Dedication to student success is reflected in the 89.9% first-year completion rate and a 90.9% fall-to-fall retention rate for 2023–2024. These outcomes not only highlight the resilience of the CAMP students, but also underscore CAMP's role in paving pathways to degree attainment and career success.

**TRIO College Success** programs are designed to support the academic success of underserved students by tracking key performance indicators such as persistence, academic standing, and degree completion. The program consistently demonstrates strong outcomes, with high student persistence rates from year to year, a significant percentage of participants

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maintaining good academic standing, and measurable success in associate degree attainment. Additionally, TRIO plays a crucial role in facilitating smooth transitions to four-year institutions, ensuring that students have the resources and support needed to continue their educational journey and achieve long-term success. Chemeketa is proud to host the only Disability Services Program in Oregon.

<b>2023-2024 TRIO Performance Measures</b>	<b>College</b>	<b>TRIO SSS</b>	<b>TRIO DSSS</b>
Persistence	65%	79%	80%
Associates Degree or Certificate Completion	27%	71%	38%
Associates Degree or Certificate and Transfer to 4-Year Institution	26%	50%	24%
Students Funded to Serve		206	103

All of these programs are up for renewal in the next two years. The renewal process will require strong proposals demonstrating student success outcomes and community impact to secure continued funding. The department's goal is to sustain and enhance these programs, ensuring ongoing support for the students who need them most.

## RESULTS OF THE 2024 CERTIFICATION AND LICENSURE EXAMINATIONS

### Prepared by

Nol Cobb, Interim Director—Apprenticeship  
Jordan Bermingham, Dean—Emergency Services, Diesel Technology, and Building Inspection  
Larry Cheyne, Dean—Applied Technologies  
Paul Davis, Dean—Yamhill Valley Campus Career and Technical Education and Wine Studies  
Sandi Kellogg, Dean—Health Sciences  
Francisco Saldivar, Executive Dean—Career and Technical Education  
David Hallett, Vice President—Academic and Student Affairs

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### ANESTHESIA TECHNOLOGY

The Anesthesia Technology program had nine graduates in 2024. Of those graduates, six took the American Society of Anesthesia Technologists and Technicians (ASATT) certification test, with a 100 percent pass rate on the first attempt.

### APPRENTICESHIP PROGRAM

The 2023–2024 cohorts for the Chemeketa Campus-Based Pre-Apprenticeship Program had a combined 99 students complete and earn the Bureau of Labor and Industries (BOLI) approved certificate.

July 1, 2023–June 30, 2024 apprentices who received journey cards and, if applicable, licenses were:

- Sheet Metal Workers—15
- Heating, Ventilation, Air Conditioning and Refrigeration (HVAC/R) Technicians—7
- Electricians—55

### AUTOMOTIVE TECHNOLOGY PROGRAM

In May 2024, 19 students in the Automotive Technology program participated in the Automotive Service Excellence (ASE) Entry-Level Certification tests in a wide variety of Automotive systems. An average of 10 different exams each representing a unique Automotive system (e.g., brakes, engines, drive trains, etc.) were attempted by each student for a total of 190 total tests administered with a success rate of 98 percent.

### BUILDING INSPECTION TECHNOLOGY

The building inspection technology students take a number of International Code Council (ICC) national certification exams throughout the duration of the program. The 2023 program cohort attempted 16 ICC certification exams and successfully passed 8, resulting in a 50 percent pass rate.

## DENTAL ASSISTING PROGRAM

32 students graduated in spring 2024. Graduating students attempted the Dental Assisting National Board (DANB) examination, consisting of three tests, for a total of 96 exams taken, resulting in an 84.3 percent pass rate.

All students who did not pass an exam were eligible to retake the exam to obtain Certified Dental Assistant (CDA) credentials.

## EMERGENCY MEDICAL SERVICES PROGRAM (EMT/PARAMEDIC)

160 students enrolled in the EMT program during the 2023–2024 academic year (an 18 percent increase from the previous academic year). This includes the standard two-term program, the fire program specific, 3-term EMT, and the accelerated one-term track (EMT153). 84 percent, 133 students, successfully passed the EMT course with a grade of 'C' or better. Five students withdrew before completion, and twenty-two failed the course. Only one student failed the standard course sequence. 26 out of 27 students who did not complete the EMT program enrolled in the accelerated course (withdrew or failed).

Commission on Accreditation of Allied Health Education Programs (CAAHEP) Accredited Paramedic Programs and Committee on Accreditation for the Emergency Medical Services Professions (CoAEMSP) conducted a site evaluation of the paramedic program in 2024. The paramedic program received reaccreditation with no written findings.

The most recent success rate for the National Registry of EMT Paramedic/State Cognitive exam was 87 percent. The most recent positive placement rate for graduates was 100 percent. Positive placement is defined by the CoAEMSP as 'Employed full or part-time in a related field and/or continuing his/her education and/or serving in the military.' Positive placement is measured at the completion of the program.

- The most recent retention rate was 88.5 percent.
- The most recent written pass rate was 87 percent.
- The most recent practical pass rate was 100 percent (from 2023). This data point is no longer tracked.
- The most positive placement rate was 100 percent.

## MEDICAL ASSISTING PROGRAM

During the 2023–2024 academic year, 47 students completed the Medical Assisting program and took the National Center for Competency Testing (NCCT) Medical Assistant exam. 41 students passed the exam, for a school pass rate of 87 percent. The national pass rate was 66 percent. In addition to taking the Medical Assistant exam, students are eligible to sit for the NCCT Phlebotomy Technician exam. 27 students elected to take the Phlebotomy Technician exam and 22 successfully passed, with a school pass rate of 81 percent compared to the national pass rate of 71 percent. This year, the college expanded the program to include both a high school cohort and a VESL (Vocational English as a Second Language) cohort, further increasing accessibility and opportunities for students in our community.

## NURSING PROGRAM

During the 2024 academic year, 38 students graduated from the Associate Degree in Nursing (ADN) program. All students took their National Council Licensing Examination-Registered Nurse (NCLEX-RN) and passed. The first-year nursing program did well with 40 students entering the nursing program in fall 2023. Of those who completed the first year 18 students sat for the NCLEX-PN test and all 18 passed.

## PHARMACY TECHNICIAN PROGRAM

Of the 2024 graduates of the program, 16 took their state exam, with 14 passing, resulting in an 81 percent pass rate. The national average was 70 percent. The program chair is working to modify and streamline the curriculum to help improve future pass rates.

## WELDING TECHNOLOGY PROGRAM

In 2024, 25 students in the Welding Technology program participated in the American Welding Society (AWS) certification processes for vertical and overhead welds; Flux Core Arc Welding (FCAW and MIG) and Shielded Metal Arc Welding (SMAW, Stick, or Arc). Students can opt to take up to four different weld certifications depending on the type of process and position. In total students took 67 tests with 23 students successfully earning at least one certification. The success rate for first-year cohort students was 95 percent and the integrated training and education cohort rate was 95 percent.

## OREGON COMMUNITY COLLEGE ASSOCIATION (OCCA) BOARD UPDATE

### Prepared by

Ken Hector, Chair—Board of Education/OCCA Board Member  
Jessica Howard, President/Chief Executive Officer

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### Legislative Session Update

At its February 7 regular board meeting, the OCCA Board took positions on the following proposed bills that could impact community colleges:

- SB 478 – This bill would change four aspects of Community College governance. As originally proposed, the bill require the following governance changes:
  - o Require each community college board to include a full-time student as a voting board member
  - o Require community college boards to vote on whether the college can join any state or national associations
  - o Allow community college board members to receive a monthly stipend of \$500
  - o Require board members to have a publicly available college email address

The Legislative Committee recommended the Board oppose this bill unless substantially amended, notably the sections requiring a full-time student as a voting board member who is not elected by the college district voters and requiring the Board to vote on whether the college may join state or national organizations. The Board was also concerned that community colleges were not consulted before this bill was published, despite the fact that the bill directly addresses community college governance. Since the Board meeting, OCCA has made progress in obtaining favorable amendments to the bill, including changing the voting full-time student member of the board to an ex-officio non-voting student member who is half-time/part-time (instead of full-time) and is selected by a student government election process. Colleges remain concerned about the impact on local control and governance with the additional requirement for boards to vote on any state or national association membership. This appears to single out community colleges and is not required for any other locally elected board or university boards. The Board voted to oppose SB 478 unless favorably amended.

- HB 2669 – This bill is a priority for the OEA and American Federation of Teachers and would require community colleges to pay part-time instructors at the same hourly rate as full-time instructors, regardless of the difference in responsibilities. This bill will go to the Joint Committee on Ways and Means (Subcommittee on Education) because it includes the appropriation of funds to cover this mandate's cost, so OCCA is collecting information to estimate the fiscal impact. Potential favorable amendments to the bill would include permissive language to give community colleges the option to pay all faculty the same hourly rate to teach, or to create a salary pool from which colleges can draw to pay part-time faculty for additional responsibilities such as committee work. The Board voted to oppose HB 2669 unless favorably amended.

- HB 3220 (-2 amendment) – The original bill language required nursing clinical programs to have a student to faculty ratio of 10:1. The current ratio is 8:1. Brett Rowlett from Lane Community College spoke with the bill's sponsor, Representative Nancy Nathanson, about some concerns, including that some clinical sites are unable to accommodate a

10:1 ratio, which would limit the clinical sites available. In response, Rep. Nathanson put forward a proposed amendment with permissive language allowing but not requiring a ratio of up to 10:1.

Community college nursing directors have said they appreciate the amended permissive language. The Board voted to support HB 3220 with the -2 amendment.

### **Legislative Summit**

The OCCA Legislative Summit was held March 5-6 in Salem. This important event provided an opportunity for college presidents, board members, campus advocacy coordinators, students and other advocates to learn more about how proposed bills could impact community colleges during the Legislative Session. Attendees heard from legislators, experienced community college advocates, and students. Senate President Rob Wagner served as the day's keynote speaker. In addition, the Summit concluded with a Legislator Reception, during which legislators and their staff mingled with Summit attendees. Delectable and hearty appetizers were created and served by students in Southwestern Oregon Community College's Oregon Coast Culinary Institute, and complimentary wine was provided by the wine studies and viticulture programs at Chemeketa Community College and Umpqua Community College. In addition, the reception featured a showcase of CTE programs at our colleges. Following the Summit, Community College Lobby Day was held at the Capitol on March 6, with colleges scheduling meetings with their legislators.

### **OCCA Receives Clean Audit**

Toby Roth, with Grove, Mueller & Swank, REDW Advisors & CPAs, presented the OCCA Fiscal Year 2023-2024 Audit Report to the Board. The audit was clean and the financial statements were accurate and free from error. There were also no significant concerns with OCCA's financial procedures, and no significant deficiencies or material weaknesses were identified.

### **National Legislative Summit**

In February, community college leaders from across the country -- including a contingent from Oregon -- convened in Washington, D.C., for the Association of Community College Trustees' (ACCT) National Legislative Summit (NLS) — an annual event that amplifies the critical role of community colleges in shaping federal policy. With nearly 1,400 attendees, the summit provided a powerful platform for advocating on behalf of students and institutions nationwide. Chemeketa was represented by Board Chair Ken Hector.

Oregon was well represented, with board members, presidents, students, and college leaders from 11 of Oregon's 17 community colleges traveling to the nation's capital to engage in vital discussions with lawmakers. Participants met with members of the Oregon Congressional delegation to address key federal priorities, including support for short-term Pell Grants; solutions for food and housing insecurity; ending the taxation of Pell Grants, and the potential implications of recent Executive Orders affecting higher education. A highlight of the trip was the participation of 11 community college students, who brought firsthand perspectives on the challenges and opportunities facing today's students. Their voices added essential depth to the conversations with legislators, reinforcing the real-world impact of policy decisions on Oregon's community colleges.

### **Upcoming Events & Trainings** **Lunch & Learn Webinars**

The March 27 OCCA Lunch and Learn session will focus on Artificial Intelligence (AI). AI is transforming education, workforce development, and institutional operations. As AI, especially

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Generative AI, continues to evolve, it presents both opportunities and challenges for higher education leaders. This session will explore how AI is shaping learning experiences, student success, and decision-making in community colleges. It will also address the broader implications of AI on workforce readiness, ethical considerations, and institutional strategy. Attendees will also gain insights on how to proactively adapt to AI's impact and lead their institutions through this period of rapid technological change. Saby Waraich, Chief Information Office/Dean of Technology at Clackamas Community College, will present a thought-provoking discussion on the role of AI in shaping the future of community colleges.

Registration for this and other Lunch & Learn webinars may be found on the OCCA website: <https://occa17.com/lunchandlearn/>. Recordings from past Lunch & Learn webinars can be found on this page.

**2025 All-Oregon Academic Team Luncheon – April 18, 2025**

The AOAT Luncheon honoring outstanding community college students is set for April 18, 2025, at Chemeketa Community College's Eola Center in Salem. This event recognizes high-achieving community college students who demonstrate academic excellence and intellectual rigor, combined with leadership and service that extends their education beyond the classroom to benefit society.



Information-5  
March 19, 2025

## **AFFIRMATIVE ACTION ANNUAL REPORT**

### **Prepared by**

Patrick Proctor, Associate Vice President—Human Resources  
Alice Sprague, Vice President—Governance and Administration

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The 2023 annual Affirmative Action Report is presented to the members of the College Board of Education for review.

Information-5  
March 19, 2025

**CHEMEKETA COMMUNITY COLLEGE**  
**ANNUAL UPDATE**  
**EQUAL OPPORTUNITY AFFIRMATIVE ACTION**

**2024 Report**  
**(Containing 2023 Data)**

PREPARED BY

**DEPARTMENT OF HUMAN RESOURCES**  
**Patrick Proctor, SHRM-SCP, Associate Vice President**

## **NARRATIVE SUMMARY**

Chemeketa Community College is dedicated to fostering equal opportunity and affirmative action across all aspects of our institution, including employment, educational programs, and sponsored activities. Our goal is to cultivate a workforce that mirrors our student body and the labor market, while actively eliminating discrimination based on race, sex/gender, marital status, protected veteran status, gender identity/expression, color, religion, sexual orientation, national origin, citizenship status, age, disability, pregnancy and related conditions, family relationship, tobacco usage during non-working hours, whistle blowing, victim of domestic violence, and genetic information within our educational programs, activities, and employment.

To ensure compliance with various state and federal laws and regulations governing nondiscrimination, we adhere to our comprehensive Equal Opportunity and Affirmative Action Plan. This plan encompasses a wide range of areas, including recruitment and retention, hiring and promotion, termination, compensation, benefits, transfers, college-sponsored training, education, curriculum and instruction, tuition assistance, and extra-curricular programming. By implementing equal opportunity and affirmative action practices, we strive to extend fair and equal opportunities to all applicants, employees, and students.

We evaluate applicants based on equitable and relevant criteria, ensuring that only qualified individuals are selected to move forward in the hiring process. Our recruitment efforts include mechanisms such as redacted screening and scoring rubrics, which promote qualified individuals from protected classes receiving equitable evaluation among all applicants vying for employment with the college.

Annually, we conduct the Equal Opportunity and Affirmative Action Report as per 41 CFR part 60, which analyzes our workforce by classification, categorized as exempt, faculty, and classified positions. This analysis allows us to compare the composition of our current full-time college workforce with the potential availability of females, racially/ethnically minoritized groups, and veterans within our geographic area. By assessing this labor market availability statistics, we gain insights into the alignment of our internal demographics with those of our recruitment region. This data-driven comparison serves as a foundation for directing our recruitment and hiring efforts, as well as guiding staff development, training activities, and retention strategies. Ultimately, it assists the college in identifying areas where women and minorities are underrepresented and in developing initiatives to promote equal employment opportunity and affirmative action.

Through our recruitment endeavors, we aim to attract talented and qualified candidates who reflect the demographics of our service area and student populations. However, recruiting racially diverse faculty members remains a challenge that we continuously address. We strategically analyze how to attract candidates and provide departments with support in their quest to hire qualified individuals who represent the diverse labor pool and our student body.

We actively foster a strong partnership between our Associate Vice President of Culture and Community Engagement and Human Resources, collaborating on data sharing, process development, and continuous review and implementation of best practices. Together, we develop inclusive hiring practices, training, and interactive workshops for committees, seeking innovative ways to support the college's ongoing efforts and unwavering commitment to diversify our workforce. This collaborative approach emphasizes the importance of diverse search committees and assists hiring managers and committee members in developing interview questions and processes that value and incorporate diversity and equitable hiring practices.

In summary, Chemeketa Community College remains steadfast in its pursuit of inclusion, recruitment, and retention of qualified applicants who belong to protected classes, as well as in our endeavor to enhance the diversity of our workforce. We achieve this by conducting thorough workforce analyses, comparing them with labor market availability data, assessing the utilization of women and racially/ethnically minoritized groups, and continuously reviewing our strategies to fulfill our diversity goals. Our personnel practices and recruitment procedures are intentionally designed to support the achievement of a workforce that reflects the composition of our relevant community labor pool, and we continuously evaluate and refine our efforts.

The following tables provide an analysis of workforce data from January 1, 2023, to December 31, 2023. Chemeketa's Human Resources team, in collaboration with our Associate Vice President of Culture and Community Engagement, remains committed to exploring strategic avenues to further enhance workforce diversity at the college.

## Chemeketa Workforce & Recruitment Analysis Tables

Table I: Affirmative Action job categories

Table II: Chemeketa Workforce Statistics

This table shows the total number of employees by job category and the number and percentage of female and racially/ethnically minoritized employees within each job category.

Table III: Chemeketa Workforce Statistics (Veterans)

This table shows the total number of employees by job category and the number and percentage of self-disclosed veterans within each job category.

Table IV: Chemeketa Salaried Workforce Utilization Analysis

This table compares the percentage of the college workforce in each salaried job category to the assumed availability of female and racially/ethnically minoritized employees in each salaried job category.

Table V: Chemeketa Workforce Comparison Statistics

This table shows the number and percentage of employees by job category compared to previous year's (2022) data.

Table VI: Chemeketa Workforce Comparison Statistics

This table shows the number of female and racially/ethnically minoritized employees represented in Chemeketa's workforce in 2023.

Table VII: Chemeketa Workforce Statistics (Disability Status)

This table shows the total number of employees by job category and the number and percentage of employees who self-disclosed as having a disability within each job category.

Table VIII: Recruitment & Applicant Flow

This table shows the number of positions opened, total number of applicants who applied, percentage of self-disclosed racially/ethnically minoritized applicants and female applicants and compares the statistics to the assumed availability for each employee category.

Table IX: Bilingual Required Recruitments

This table shows the number of recruitments by classification compared with the number of recruitments that required applicants to be bilingual as a minimum qualification.

Table X: Recruitment & Selection Patterns 2013-2023

This table shows a ten-year history of the number of positions recruited and Racially/Ethnically Minoritized applicant statistics including the number of applicants, number of qualified applicants, number of applicants interviewed, and number of applicants hired.

**Table I**

**Affirmative Action Job Category Examples**

1. Exempt

President, Vice Presidents, Associate Vice Presidents, Executive Deans, Deans, Directors, Managers, Coordinators, Administrative Assistants, Executive Secretaries, Project Coordinators/Specialists/Technical Systems Analysts

2. Professional Faculty

Instructors, Counselors, Librarians, CWE Coordinators, Media Production Specialists, Occupational Skills Training Coordinators.

3. Classified

Facilities Support, Financial Services, Instructional Support, Office Administration, Student Services, Technology Related, Public Safety

4. Adjunct Faculty

Hourly Faculty, Coaches, Counselors, Curriculum Development, Customized Training, Reference Librarians

5. Hourly/Casual Employees

Instructional Assistants, Instructional Specialists, Technicians, Interpreters, Lab Assistants, Media Support, Literacy Specialists, Maintenance/Grounds, Office Support, Student Services

## Chemeketa Community College: Workforce Statistics

**Table II**

<b>Chemeketa Workforce Statistics January 1, 2023, through December 31, 2023</b>					
Job Category <sup>1</sup>	Total Employees	Racially/Ethnically Minoritized		Females	
		Employees	% of Job Category Total	Employees	% of Job Category Total
<b>Faculty</b>	194	28	14.4%	102	52.6%
<b>Exempt</b>	112	25	22.3%	60	53.6%
<b>Classified</b>	338	129	38.2%	188	55.6%
<b>Part-time Faculty/Adjunct</b>	377	74	19.6%	181	48.0%
<b>Part-Time Hourly</b>	189	59	31.2%	112	59.3%
<b>Totals</b>	1210	315	26.0%	643	53.1%

Note: This table reflects all full-time and part-time employees except student employees. Employees who self-identified in more than one race category were not duplicated in this table.

<sup>1</sup>Refer to Table I for job categories.

**Table III**

<b>Chemeketa Workforce Statistics January 1, 2023, through December 31, 2023</b>			
Job Category <sup>1</sup>	Total Employees	Self-Disclosed Veterans	
		Employees	% of Job Category Total
<b>Faculty</b>	194	< 3	*
<b>Exempt</b>	112	6	*
<b>Classified</b>	338	10	3.0%
<b>Part-time Faculty/Adjunct</b>	377	10	2.7%
<b>Part-Time Hourly</b>	189	8	4.2%
<b>Totals</b>	1210	36	3.0%

Note: Cells with markers present indicate a value small enough to be suppressed to protect employee privacy.



**Table IV**

<b>Chemeketa Salaried Workforce Utilization Analysis January 1, 2023, through December 31, 2023</b>						
Job Category*	Chemeketa Workforce		Workforce Availability <sup>1</sup>		Underutilization <sup>2</sup>	
	Racially/Ethnically Minoritized	Female	Racially/Ethnically Minoritized	Female	Racially/Ethnically Minoritized	Female
<b>Faculty</b>	14.4%	52.6%	27.2%	46.6%	-12.8%	+6.0%
<b>Exempt</b>	22.3%	53.6%	33.2%	68.6%	-10.9%	-15.0%
<b>Classified</b>	38.2%	55.6%	27%	49%	+11.2%	+6.6%

<sup>1</sup>Workforce (external) availability is defined as the percentage of women and minorities assumed to be in the pool of qualified persons in the appropriate job categories. Faculty and Exempt data resourced from the [U.S. Bureau of Labor and Statistics for 2023](#). Note that "Faculty" data was resourced from the "Postsecondary teachers" category and "Exempt" data was resourced from the "Education and Childcare Administrators" category. Classified data resourced from the [United States Census Bureau](#). Data pulled for this category came from the 5-year Census EEO tabulation (origin date of data noted is from 2018) representing Marion, Polk, and Yamhill counties.

<sup>2</sup> Underutilization: Percent (%) of Chemeketa Community College workforce minus percent (%) of available workforce as determined by labor data noted above.

**Table V**

<b>Chemeketa Salaried Workforce Comparison Statistics January 1, 2023, through December 31, 2023</b>										
Job Category*	Employee Total		Racially/Ethnically Minoritized Comparison				Female Comparison			
	2022	2023	2022	%	2023	%	2022	%	2023	%
<b>Faculty</b>	202	194	30	14.9%	28	14.4%	105	52.0%	102	52.6%
<b>Exempt</b>	115	112	23	20.0%	25	22.3%	62	53.9%	60	53.6%
<b>Classified</b>	354	338	129	36.4%	129	38.2%	196	55.4%	188	55.6%
<b>Total</b>	671	644	182	27.1%	182	28.3%	363	54.1%	350	54.3%

<b>Table VI Chemeketa Workforce Statistics</b>										
<b>Racially/Ethnically Minoritized &amp; Female Demographics<sup>1</sup></b>										
<b>January 1, 2023, through December 31, 2023</b>										
<b>Employee Group</b>	Total Duplicated Ethnicities Reported	Not Provided/ No Response	White (Non-Hispanic)	Black or African American	Hispanic or Latino	American Indian/ Alaskan Native	Asian	Native Hawaiian Pacific Islander	Minorities	
									Total	Percentage
Faculty	210	24	155	4	15	4	7	1	31	14.8%
Exempt	127	15	86	2	16	3	4	1	26	20.5%
Classified	397	24	238	7	105	14	7	2	135	34.0%
Part-Time Faculty	425	33	305	10	36	15	18	8	87	20.5%
Part-Time Hourly	219	19	133	2	41	9	11	4	67	30.6%
<b>Totals</b>	<b>1378</b>	<b>115</b>	<b>917</b>	<b>25</b>	<b>213</b>	<b>45</b>	<b>47</b>	<b>16</b>	<b>346</b>	<b>25.1%</b>
Percentage	100%	8.3%	66.5 %	1.8%	15.5%	3.3%	3.4%	1.2%		
<b>Female</b>										
Faculty	109	14	79	2	6	2	5	1	16	14.7%
Exempt	67	7	49	0	9	2	0	0	11	16.4%
Classified	226	8	133	4	68	6	5	2	85	37.6%
Part-Time Faculty	210	15	150	4	17	11	9	4	45	21.4%
Part-Time Hourly	128	13	74	1	26	4	9	1	41	32.0%
<b>Female Total</b>	<b>740</b>	<b>57</b>	<b>485</b>	<b>11</b>	<b>126</b>	<b>25</b>	<b>28</b>	<b>8</b>	<b>198</b>	<b>26.8%</b>
Percentage	100%	7.70%	65.54%	1.49%	17.03%	3.38%	3.78%	1.08%		

1. Does not include student employees. Duplicated counts based on multiple ethnicities reported per employee.

**Table VII**

<b>Chemeketa Workforce Statistics</b>			
<b>January 1, 2023, through December 31, 2023</b>			
Job Category <sup>1</sup>	Total Employees	Self-Disclosed Disability Status	
		# Employees	% of Job Category Total
<b>Faculty</b>	194	14	7.2%
<b>Exempt</b>	112	11	9.8%
<b>Classified</b>	338	35	10.4%
<b>Part-time Faculty/Adjunct</b>	377	27	7.2%
<b>Part-Time Hourly</b>	189	15	7.9%
<b>Totals</b>	1210	102	8.4%

\* Thirty-seven (37) employees who responded elected not to provide disability status.

## Chemeketa Community College: Recruitment and Applicant Statistics

**Table VIII**

<b>Recruitment &amp; Applicant Flow January 1, 2023, through December 31, 2023</b>						
Job Category	Positions Open	Total Applicants	Racially/Ethnically Minoritized Applicants	Female Applicants	Available Racially/Ethnically Minoritized Labor Force	Available Female Labor Force
<b>Faculty</b>	11	123	29.3%	49.6%	27.2%	46.6%
<b>Exempt</b>	20	190	33.2%	41.6%	33.2%	68.6%
<b>Classified</b>	88	666	46.1%	51.4%	27%	49%

Note: Applicants who did not report gender status are included in all categories except for "Female Applicants."

**Table IX**

<b>Bilingual Required Recruitments January 1, 2023, through December 31, 2023</b>				
Job Category	Positions Open 2023	Bilingual Required 2023	Positions Open 2022	Bilingual Required 2022
<b>Faculty</b>	11	2	4	1
<b>Exempt</b>	20	0	9	0
<b>Classified</b>	88	12	72	10
<b>Total</b>	119	14	85	11

Note: "Bilingual Required 2023" data was sourced from college recruitment records.

<b>Table X Recruitment &amp; Selection Patterns 2013 – 2023</b>								
Year	Positions Open	Unit	# of Applicants	Self- Disclosed Racially/Ethnically Minoritized Applicants	Qualified Racially/Ethnically Minoritized	Total Applicants Interviewed	Racially/Ethnically Minoritized Applicants Interviewed	Racially/Ethnically Minoritized Candidates Hired
<b>2023</b>	11	Faculty	123	36	12	32	7	3
	20	Exempt	190	63	16	62	15	3
	88	Classified	666	307	121	201	102	28
2022	4	Faculty	25	12	7	10	3	1
	9	Exempt	39	16	11	19	6	1
	72	Classified	683	293	245	256	94	21
2021	13	Faculty	181	58	25	39	8	2
	22	Exempt	311	110	60	109	32	5
	81	Classified	947	442	244	287	142	33
2020	4	Faculty	30	3	2	12	0	0
	7	Exempt	458	94	39	116	16	2
	32	Classified	763	238	138	145	43	9
2019	15	Faculty	127	26	18	47	4	2
	17	Exempt	504	107	41	115	20	2
	52	Classified	1573	497	171	119	53	9
2018	9	Faculty	105	15	8	42	6	2
	5	Exempt	201	60	23	34	7	0
	38	Classified	1045	286	156	198	65	9
2017	13	Faculty	377	69	44	72	7	3
	8	Exempt	282	64	46	50	9	0
	43	Classified	2324	541	436	301	82	15
2016	21	Faculty	966	172	138	118	14	1
	11	Exempt	480	89	76	68	23	3
	43	Classified	1944	471	382	313	86	12
2015	19	Faculty	805	127	104	132	39	3
	13	Exempt	457	83	63	83	15	2
	54	Classified	2355	510	394	349	78	9
2014	31	Faculty	1084	215	126	202	22	3
	24	Exempt	793	142	55	93	14	4
	55	Classified	2096	458	205	208	59	11
2013	13	Faculty	463	141	14	74	4	1
	8	Exempt	182	37	15	41	4	0
	60	Classified	2285	659	154	239	56	11

## PERSONNEL REPORT

### Prepared by

Patrick Proctor, Associate Vice President—Human Resources  
Alice Sprague, Vice President—Governance and Administration

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### NEW HIRES

Michelle Lynn Carey, Public Safety Dispatcher—Public Safety, Governance and Administration Division, 100 percent, 12-month assignment, Range A4, Step 4.

Nolan “Nol” Cobb, Director of Apprenticeship—Apprenticeship, Career and Technical Education, Limited duration, 100 percent, 12-month assignment, Range D1, Step 9.

Rosalee Clanton, Instructional Coordinator/Analyst II—Emergency and Risk Management, Governance and Administration Division, 100 percent, 12-month assignment, Range C2, Step 4.

Kristina L. Edwards, Custodian I—Capital Projects and Facilities, College Support Services Division, 100 percent, 12-month assignment, Range A2, Step 3.

Jessica M. Jones, Instructional Specialist—Education, General Education and Transfer Studies Division (GETS), 100 percent, 10-month assignment, Range B3, Step 7.

Mayumi Sato, Financial Analyst I—Business Services, College Support Services Division, 100 percent, 12-month assignment, Range C1, Step 5.

Vona A. Rice, Instructional Technician—Education, General Education and Transfer Studies Division (GETS), 65 percent, 10-month assignment, Range B2, Step 4.

Michelle “Shelly” L. Tracy, Instructional Coordinator/Analyst I—Apprenticeship, Career and Technical Education Division, 100 percent, 12-month assignment, Range C1, Step 7.

### POSITION CHANGES

Jeffery J. Cameron Jr., Instructor-Welding and Fabrication—Applied Technologies, Career and Technical Education Division (CTE), 100 percent, 10-month assignment, Range F9, Step 4, from Instructional Specialist, Applied Technologies, Career and Technical Education Division.

Tina Huff, Payroll Manager—Human Resources, Governance and Administration Division, 100 percent, 12-month assignment, Range C4, Step 5, from Payroll Coordinator, Human Resources, Governance and Administration Division.

Amy J. McKinley, Department Specialist—Human Resources, Governance and Administration Division, Limited duration, 100 percent, 12-month assignment, Range B3, Step 7, from Department Technician I, Human Resources, Governance and Administration Division.

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Kristin Mauro, Instructional Coordinator/Analyst II—Business, Social Sciences and Technology, General Education and Transfer Studies Division (GETS), Limited duration, 100 percent, 4-month assignment, Range C2, Step 8, from Instructional Coordinator/Analyst II, Workforce Innovation and Strategic Engagement, President's Office Division.

Jorge M. Montejano, Student Services Coordinator/Analyst I—College Access Programs, Student Affairs Division, Limited duration, 100 percent, 6-month assignment, Range C1, Step 6, from Student Services Specialist, College Access Programs, Student Affairs Division.

Francisco W. Saldivar, Executive Dean of Career and Technical Education—Career and Technical Education (CTE), Academic Affairs Division, 100 percent, 12-month assignment, Range E1, Step 9, from Director of Apprenticeship, Apprenticeship, Career and Technical Education Division.

Ana T. Sanchez, Student Success Coach—College Access Programs, Student Affairs Division, Limited duration, 100 percent, 6-month assignment, Range B3, Step 7, from Student Services Specialist, College Access Programs, Student Affairs Division.

#### RETIREMENTS

Jack E. Jones, System Analyst—Information Technology, Governance and Administration Division, effective, December 31, 2024.

Kelli A. Stahr, Department Specialist—Polk Center, General Education and Transfer Studies Division (GETS), effective February 28, 2025.

#### SEPARATIONS

Delaney L. Hendrickson, Payroll Manager—Human Resources, Governance and Administration Division, effective February 18, 2025.

Jessica Jones, Instructional Specialist—Education, General Education and Transfer Studies Division (GETS), effective February 21, 2025.

Austen C. Miller, Maintenance/Trades Assistant—Capital Projects and Facilities, College Support Services Division, effective February 20, 2025.

Marshall M. Roache, Executive Dean-Career and Technical Education—Career and Technical Education, Academic Affairs Division, effective November 12, 2024.

Sergio Sanchez Romo, Instructional Specialist—Academic Support Center, Student Affairs Division, effective December 31, 2024.

Kimberly Stephens, Custodian II—Capital Projects and Facilities, College Support Services Division, effective January 16, 2025.



## **BUDGET STATUS REPORT**

### **Prepared by**

Rich Kline, Director—Business Services

Brian Knowles, Director—Budget and Finance

Aaron Hunter, Vice President—College Support Services/Chief Financial Officer

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The financial reports of the general fund and investments for the period from July 1, 2024, through February 28, 2025, are attached.

The following items are included in the report:

- General Fund Revenue and Expense Statement
- General Fund Budget Status Report
- Status of Investments as of February 2025

**Chemeketa Community College**  
**Statement of Resources and Expenditures**  
**As of February 28, 2025**

Fund 100000 - General Fund Unrestricted

	<u>ADJUSTED BUDGET</u>	<u>YEAR-TO-DATE ACTUAL</u>	<u>% OF BUDGET</u>	<u>VARIANCE TO BUDGET</u>
<b>Resources:</b>				
Beginning Fund Balance	20,308,042	21,646,366	106.59%	1,338,324
Property Taxes	30,070,205	27,390,055	91.09%	(2,680,150)
Tuition and Fees	18,931,433	17,964,138	94.89%	(967,295)
State Appropriations - Current	30,932,329	31,549,777	102.00%	617,448
<i>State Appropriations - Carryover from FY24</i>	10,408,422	10,408,422	100.00%	-
Indirect Recovery	985,074	767,516	77.91%	(217,558)
Interest	2,520,484	2,400,219	95.23%	(120,265)
Miscellaneous Revenue	536,488	80,073	14.93%	(456,415)
Transfers In	100,000	-	0.00%	(100,000)
<b>Total Resources</b>	<b>114,792,477</b>	<b>112,206,566</b>	97.75%	<b>(2,585,911)</b>
<b>Expenditures:</b>				
Instruction	38,233,465	23,320,495	60.99%	14,912,970
Instructional Support	13,026,268	7,836,155	60.16%	5,190,113
Student Services	10,025,771	6,306,029	62.90%	3,719,742
College Support Services	23,461,656	10,293,327	43.87%	13,168,329
Plant Operation and Maintenance	8,566,208	4,850,841	56.63%	3,715,367
Transfers	5,856,200	2,804,487	47.89%	3,051,713
<b>Total Expenditures (Excluding Contingency)</b>	<b>99,169,568</b>	<b>55,411,334</b>	55.88%	<b>43,758,234</b>
Contingency	15,622,909	-	0.00%	15,622,909
<b>Total Expenditures</b>	<b>114,792,477</b>	<b>55,411,334</b>	48.27%	<b>59,381,143</b>

Standard Report-2

March 19, 2025

**Chemeketa Community College  
Budget Status Report  
As of February 28, 2025**

Fund 100000 - General Fund Unrestricted

Account	Account Description	Adjusted Budget	YTD Activity	Encumbrances	Available Balance	
6110	Exempt Salaries	11,228,450	6,531,711	3,222,929	1,473,810	
6120	Classified Salaries	14,940,038	8,282,697	4,122,112	2,535,229	
6124	Part-Time Hourly & Student Wages	1,275,538	680,534	-	595,004	
6130	Faculty Salaries	18,050,071	10,727,623	5,077,583	2,244,865	
6132	Part-Time Faculty	9,145,643	5,154,067	685,541	3,306,035	
6510	Fixed Fringe Benefits	10,442,414	5,972,746	-	4,469,668	
6511	Variable Fringe Benefits	17,678,301	9,846,954	-	7,831,347	
6512	Other Fringe Benefits	380,000	283,896	-	96,104	
<b>Subtotal Personnel Services</b>		<b>83,140,455</b>	<b>47,480,228</b>	<b>13,108,165</b>	<b>22,552,062</b>	<b>57.11%</b>

Account	Account Description	Adjusted Budget	YTD Activity	Encumbrances	Available Balance	
710	Materials & Services	1,675,439	693,183	600	981,656	
720	Equipment \$500-\$4,999	128,768	58,953	8,313	61,502	
7300	Legal Services	241,325	39,686	46,300	155,339	
7310	Insurance	1,066,125	958,337	-	107,788	
7320	Maintenance	378,386	295,423	34,369	48,594	
7330	Communications	915,523	412,098	-	503,425	
7340	Utilities	2,715,576	1,211,692	46,140	1,457,744	
7350	Staff Development	130,056	71,686	-	58,370	
7360	Travel	366,337	114,719	-	251,618	
7370	Other Services	2,055,378	1,187,757	293,566	574,055	
7550	Capital Outlay	500,000	83,085	23,706	393,209	
8150	Transfers Out	5,856,200	2,804,487	-	3,051,713	
<b>Subtotal Non-Personnel Services</b>		<b>16,029,113</b>	<b>7,931,106</b>	<b>452,994</b>	<b>7,645,013</b>	<b>49.48%</b>

8500	Contingency	15,622,909	-	-	15,622,909	
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<b>Report Totals</b>		<b>114,792,477</b>	<b>55,411,334</b>	<b>13,561,159</b>	<b>45,819,984</b>	<b>48.27%</b>
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Standard Report-2  
March 19, 2025

**Status of Investments**  
**February 28, 2025**

<u>Oregon State Treasurer Investments</u>	Statement Date	Maturity Date	Account Balance	Rate as of 2/28/2025
Oregon Short-Term Fund - General	2/28/2025	On demand	\$ 37,460,570.98	4.700%
Oregon Short-Term Fund - Capital	2/28/2025	On demand	\$ 9,922,313.19	4.700%
Total Oregon State Treasurer Investments			\$ 47,382,884.17	

<u>Other Investments</u>	Investment Date	Maturity Date	Amount Invested	Yield
Gov't Agency Federal Farm Credit Bank	4/2/2024	3/28/2025	\$ 5,004,666.67	5.000%
Gov't Agency - Federal Home Loan Bank	5/7/2024	4/14/2025	\$ 2,875,170.00	5.108%
Corporate Note - Bank of New York	4/15/2024	4/24/2025	\$ 2,895,990.00	5.114%
Corporate Note - US Bancorp	5/31/2024	5/12/2025	\$ 1,930,360.00	5.266%
Treasury Note - United States Treasury	5/31/2024	5/31/2025	\$ 1,955,340.00	5.195%
Corporate Note - Royal Bank of Canada	8/28/2024	6/10/2025	\$ 2,922,870.00	4.526%
Treasury Note - United States Treasury	6/17/2024	6/15/2025	\$ 2,937,990.00	5.032%
Corporate Note - Bank of America Corp	12/13/2024	8/1/2025	\$ 1,995,320.00	4.245%
Treasury Note - United States Treasury	10/1/2024	8/15/2025	\$ 3,000,000.00	3.961%
Certificate of Deposit - Willamette Valley Bank	4/25/2024	8/24/2025	\$ 2,000,000.00	4.750%
Certificate of Deposit - Willamette Valley Bank	9/12/2024	9/10/2025	\$ 3,000,000.00	5.000%
Treasury Note - United States Treasury	11/22/2024	9/30/2025	\$ 2,897,430.00	4.100%
Gov't Agency Federal Farm Credit Bank	10/30/2024	10/1/2025	\$ 2,000,000.00	4.286%
Corporate Note - Australia & New Zealand Banking Group	12/13/2024	10/3/2025	\$ 3,036,570.00	4.119%
Treasury Note - United States Treasury	12/11/2024	11/15/2025	\$ 2,945,970.00	4.248%
Corporate Note - Visa	12/12/2024	12/14/2025	\$ 2,972,970.00	4.070%
Treasury Note - United States Treasury	12/12/2024	12/15/2025	\$ 2,994,090.00	4.201%
Corporate Note - TD Bank	12/12/2024	1/9/2026	\$ 3,027,510.00	4.220%
Gov't Agency Federal Home Loan Bank	2/4/2025	1/23/2026	\$ 3,002,041.25	4.185%
Treasury Note - United States Treasury	1/9/2025	2/28/2026	\$ 2,947,830.00	4.081%
Corporate Note - Exxon Mobile Corp	1/9/2025	3/1/2026	\$ 2,962,500.00	4.173%
Corporate Note - Westpac Banking Corp	1/23/2025	4/16/2026	\$ 2,021,440.00	4.291%
Treasury Note - United States Treasury	2/20/2025	5/31/2026	\$ 2,401,647.39	4.076%
Total Other Investments			\$ 63,727,705.31	4.489% weighted average yield

13 week Treasuries 4.20% as of 2/28/2025

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

## CAPITAL PROJECTS REPORT

### Prepared by

Rory Alvarez, Director—Facilities and Operations  
Aaron Hunter, Vice President—College Support Services/Chief Financial Officer

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### ONGOING PROJECTS

- **Building 2 Ice Storm Restoration**  
Significant progress continues on the building 2 restoration project. Wall construction and trade work is currently underway. The college remains dedicated to creating high-quality, collaborative spaces, for students and staff. During renovations, food services continue to be available in building 8, building 42, and near the Associated Students of Chemeketa area, in building 2. The plan is to have this space open for everyone Fall term of 2025.
- **Building 14 Seismic Rehabilitation**  
The Seismic Rehabilitation Grant Program (SRGP) is a state of Oregon competitive grant program that provides funding for the seismic rehabilitation of critical public buildings, particularly public schools and emergency services facilities. Capital Projects applied for these funds and was awarded for the Building 14 project in 2023. The bidding phase is complete and the college will soon be selecting a contractor. Capital Projects will be coordinating with Marion County, and City of Salem Fire Departments, to create a schedule. Construction will be completed by the end of 2025.

### PLANNING PROJECTS

- **Lighting Retrofit Projects**  
Facilities is focused on completing ongoing lighting projects in multiple buildings on the college's campuses. The college is also devising plans for future initiatives. This project is in response to recent developments regarding lighting standards in Oregon. Facilities is preparing for a series of comprehensive lighting retrofit projects set to approximately unfold over the next year. These projects involve replacing existing lighting systems with more energy-efficient and environmentally friendly alternatives.
- **Building 6 LED Upgrade**  
During summer break, building 6 will receive upgraded LED lighting. This upgrade aims to enhance energy efficiency, reduce maintenance costs, and improve lighting quality for classrooms and administrative spaces.
- **CCBI Classroom Upgrades**  
Three classrooms on the Center for Business and Industry's (CCBI) first floor will undergo a major upgrade, with the installation of new LED lighting, and advanced technology solutions. These enhancements will support modern teaching methods and improve the learning environment for users. This work is scheduled to occur in May of 2025.

Standard Report-3  
March 19, 2025

- **Building 7 Remodel**

The design team has been selected and has entered the pre-design phase. Several user groups have been solicited for feedback to answer the question: What does a wellness-focused space look like for students, athletes, and community members? This feedback will guide the conceptual design phase which is anticipated to begin in April of 2025.

See Appendix-2; Campus Maps, Pages 73–74.

## **STUDENT MOMENTUM REPORT**

### **Prepared by**

Colton Christian, Dean, Academic & Organizational Effectiveness  
Jessica Howard, President/Chief Executive Officer

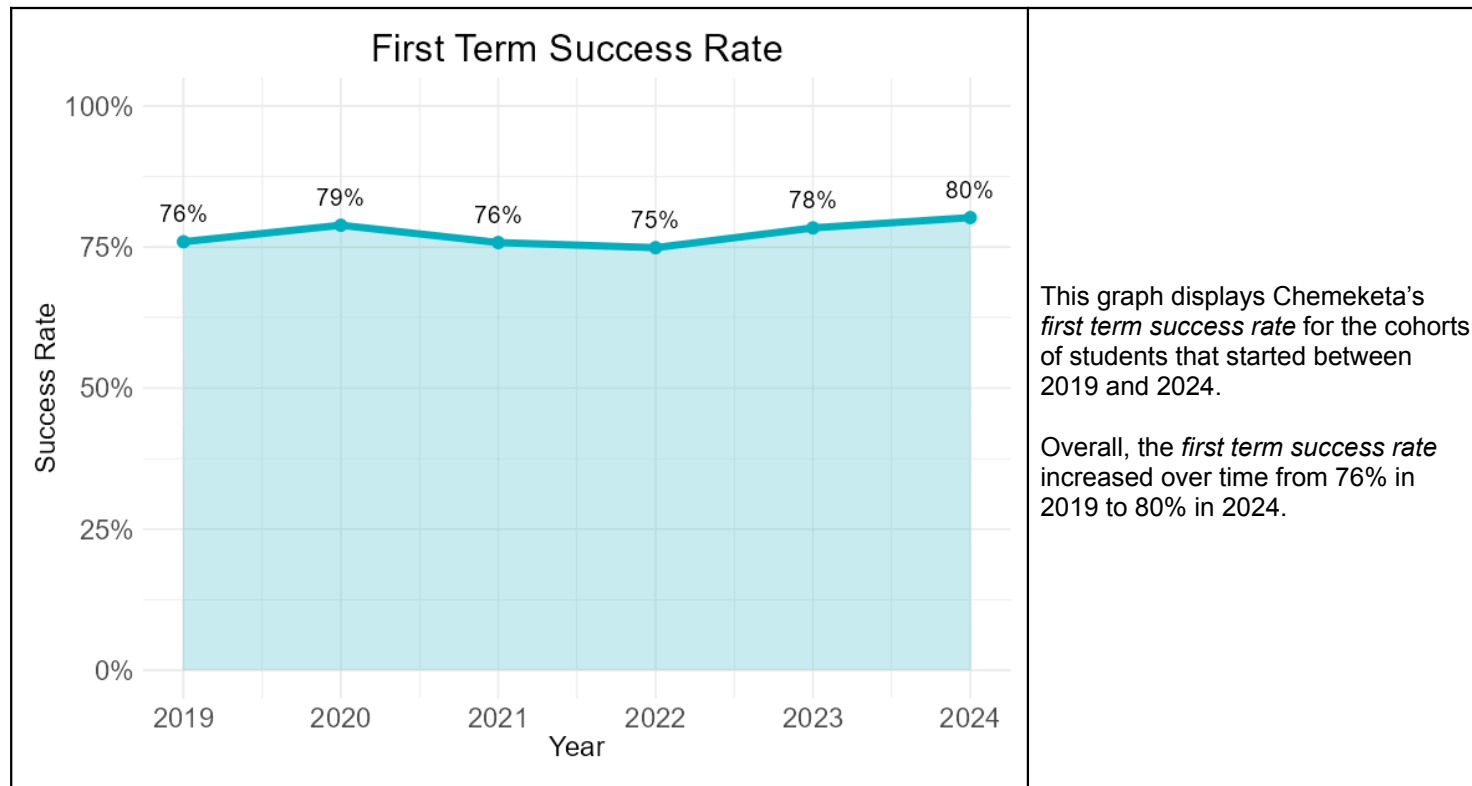
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Items included in this report:

- First Term Success Rate
- First Term Success Rate by Race/Ethnicity
- Fall to Winter Persistence Rate
- Fall to Winter Persistence Rate by Race/Ethnicity

**Chemeketa Community College  
AY 2024-25 Student Momentum Report**

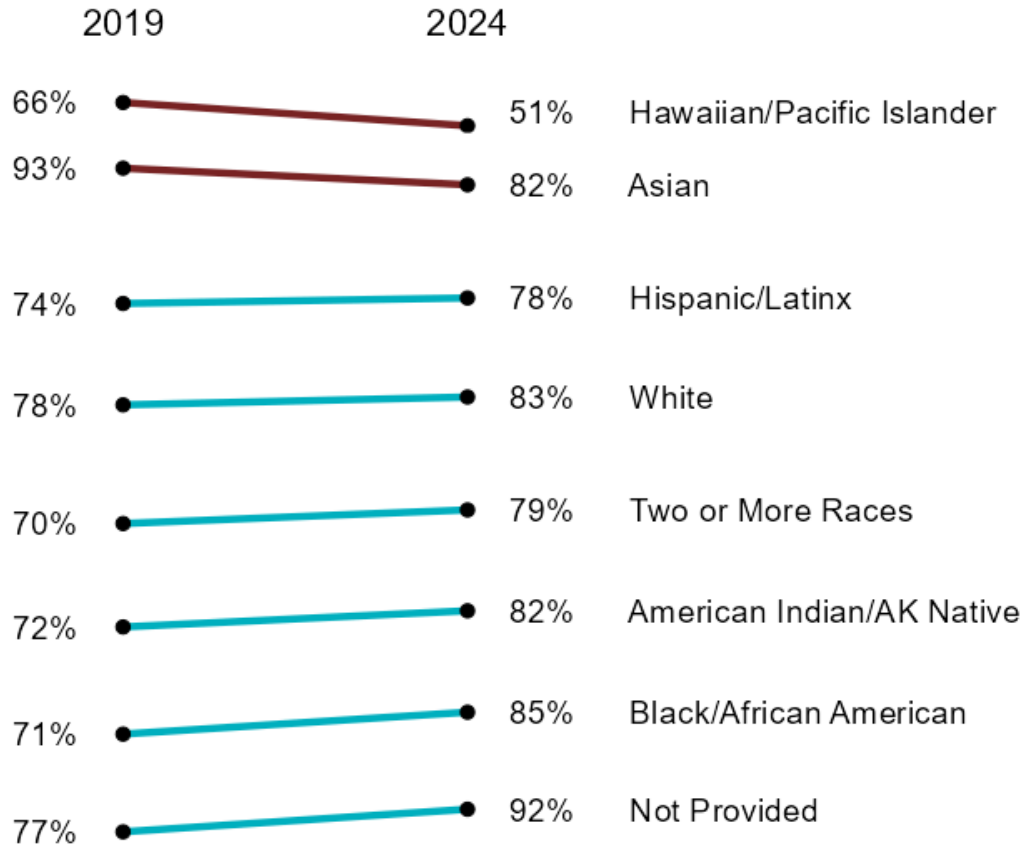
In this report, two student momentum metrics are examined: first term success rates and Fall to Winter persistence rates. These two metrics serve as early predictors of longer term student outcomes (e.g. student completion). First term success is defined as the percentage of credits that students earned out of the credits that were attempted. Fall to Winter persistence is defined as the percentage of students that persisted to Winter term out of the students that were enrolled in the Fall. Both metrics include just those students that were first-time, degree-seeking, and enrolled in Fall term of each year.





**Chemeketa Community College  
AY 2024-25 Student Momentum Report**

### First Term Success Rate



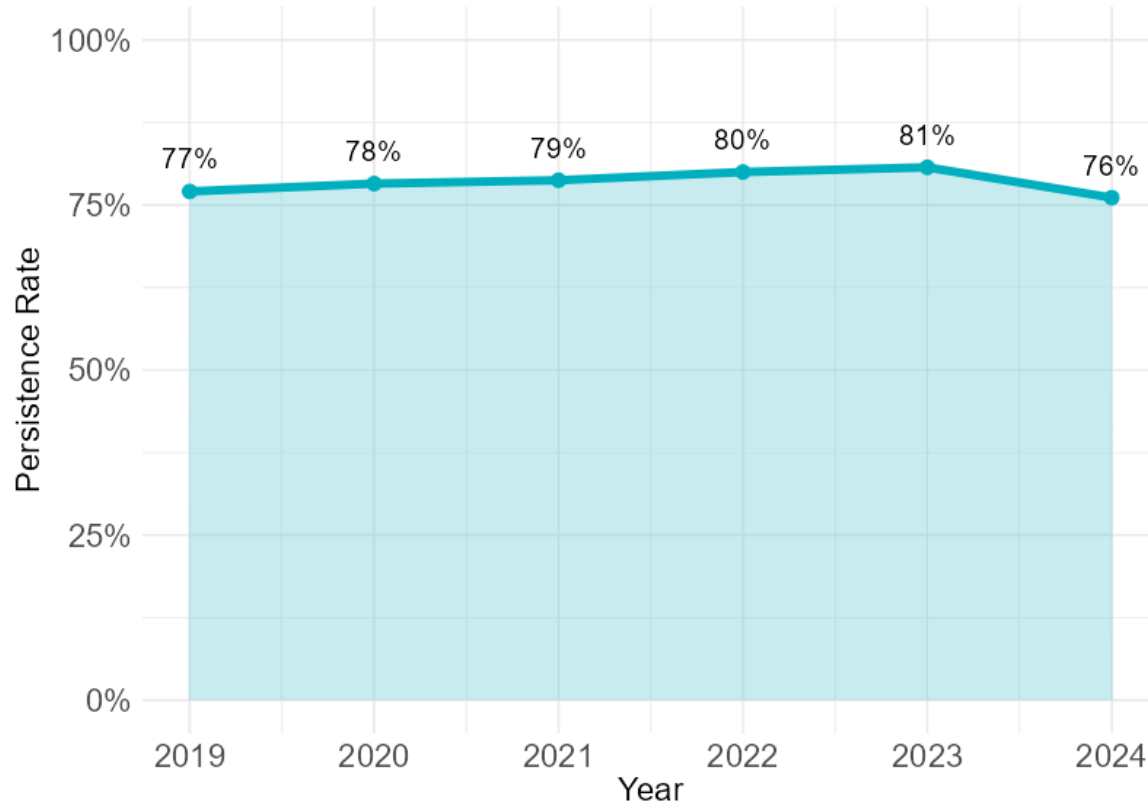
This graph displays Chemeketa's *first term success rate* for the cohorts of students that started between 2019 and 2024, disaggregated by race and ethnicity.

Between Fall 2019 and Fall 2024, the *first term success rate* declined by between 11 and 15 percentage points for students that identified as Asian or Hawaiian or Pacific Islander.

Between Fall 2019 and Fall 2024, the *first term success rate* improved by between 4 and 15 percentage points for students that identified as Hispanic or Latinx, White, Two or More Races, American Indian or Alaskan Native, Black or African American, or who did not provide race/ethnicity information.

**Chemeketa Community College  
AY 2024-25 Student Momentum Report**

**Fall to Winter Persistence Rate**

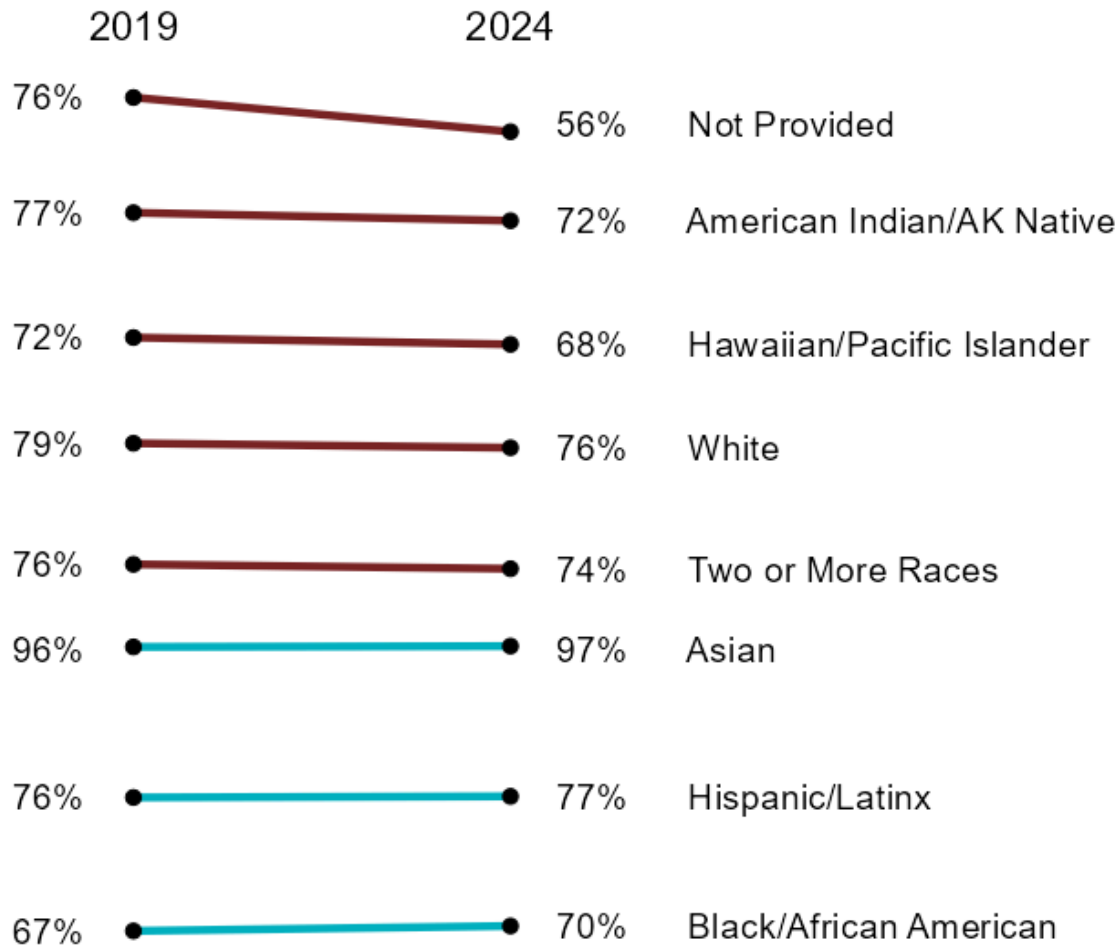


This graph displays Chemeketa's *Fall to Winter persistence rate* for the cohorts of students that started between 2019 and 2024.

The *Fall to Winter persistence rate* increased from 77% in 2019 to 81% in 2023, but then dropped to 76% in 2024.

**Chemeketa Community College  
AY 2024-25 Student Momentum Report**

## Fall to Winter Persistence Rate



This graph displays Chemeketa's *Fall to Winter persistence rate* for the cohorts of students that started between 2019 and 2024, disaggregated by race and ethnicity.

Between Fall 2019 and Fall 2024, the *Fall to Winter persistence rate* declined by between 2 and 20 percentage points for students that identified as Two or More Races, White, Hawaiian or Pacific Islander, American Indian or Alaskan Native, or who did not provide race/ethnicity information.

Between Fall 2019 and Fall 2024, the *Fall to Winter persistence rate* improved by between 1 and 3 percentage points for students that identified as Asian, Hispanic or Latinx, or Black or African American.

## RECOGNITION REPORT

### Prepared by

Jessica Howard, President/Chief Executive Officer

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

Thanks to the work of TIM PIERCE (Curriculum, Articulation, Transfer, and Scheduling Coordinator), Chemeketa was recently recognized as a Top 10 Catalog by Modern Campus. Here's a summary of what they said about Chemeketa's catalog: Chemeketa's catalog sets the standard for clarity and organization, providing clear graduation and transfer requirements, detailed articulation agreements, and comprehensive descriptions of outcomes, career pathways, and term-by-term requirements. Each program includes a "Degree Planner" button for printing materials and accessing planning worksheets, along with highlighted advisor connections for personalized support. These features make the catalog a vital resource for academic success and career readiness.

Chemeketa Community College has been designated as a National Center of Academic Excellence in Cyber Defense through the academic year 2030. The Program Management Office is looking forward to recognizing this achievement at an upcoming in-person designation ceremony. This designation is achieved through the work of the Computer Information Systems Program and led by faculty members MANDY REININGER and DON KRAUS.

Oregon Governor Tina Kotek signed a proclamation officially declaring February 28th as Oregon TRIO Day to recognize the mission and efforts of the 55 programs across Oregon. Chemeketa is fortunate to host six of those TRIO programs, including the only Disability Student Support Services program in Oregon.

Congratulations to SAGE KEMMERLIN, geology faculty, on completing the Center for Academic Innovation's Universal Design for Learning (UDL) certification. [Sage's project](#) addressed better preparing students for her weekly labs by providing multiple means of representation. Sage engaged in a deliberate, reflective practice of examining instructional "pinch points" in her courses; deploying a solution based on UDL principles; gathering and analyzing student data; and drawing conclusions about how to improve student learning.

Faculty members LIATRIS MYERS (English for Speakers of Other Languages), RASCHEL LARSON (Health and Human Performance), and exempt staff member ELIZABETH FACANHA completed Chemeketa's Center for Academic Innovation's Accessibility Challenge. Liatris, Raschel, and Elizabeth created and delivered an action plan to improve the [digital accessibility](#) of their course materials. Doing so makes their course materials easier to use and understand for all students. View [Liatris's spotlight](#) to learn more about her experience.

Standard Report-5  
March 19, 2025

ED WOODS, the Director of the Mid-Willamette Education Consortium (MWEC) was honored as Technology Leader of the Year at the Northwest Council for Computer Education (NCCE) 2025 Conference, on February 27, 2025. The NCCE Conference, a gathering of educators and technology professionals, is always a great place to exchange ideas, and this year, Ed's contributions are exceptional. Ed was recognized for his commitment to leveraging technology to transform education and his unwavering dedication to improving the learning experience for students and teachers.

KIVA LYELL, EMT Instructor, worked with the State of Oregon Emergency Medical Services (EMS) Office on the Competency Based Assessment project for three years as a pilot program and was the first college instructor to implement this concept into her training and coursework. Kiva worked with the state office, and other colleges and their faculty to help guide their progression in this model. This concept recently became the criteria for licensure in the State of Oregon for all EMT's. Last month, Kiva participated in a panel hosted by the State of Oregon EMS Office to continue to provide mentorship and share her experience.

Separate Action-1  
March 19, 2025

**APPROVAL OF RESOLUTION NO. 24-25-15, APPOINTMENT OF  
BUDGET COMMITTEE MEMBER FOR ZONE 5  
[24-25-129]**

**Prepared by**

Alice Sprague, Vice President—Governance and Administration

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Budget Committee positions for Zones 1, 3, 5, and 7 expired June 30, 2024. The college advertised the vacancies for committee members for Zones 1, 3, 5, and 7. Applications were received for Zones 1 and 7 and as part of the formal process, two applicants were approved for three-year terms at the November 2024 Board of Education meeting. Mr. Matthew A. Reynolds has applied for Zone 5 on the budget committee, after the formal process, so he is eligible for a one-year appointment.

Per Resolution No. 24-25-15, it is recommended that the College Board of Education appoint Matthew A. Reynolds as budget committee member for Zone 5 for one year from July 1, 2024, to June 30, 2025.

Separate Action-2  
March 19, 2025

**APPROVAL OF RETIREMENT RESOLUTION  
NO. 24-25-16, KELLI A. STAHR AND NO. 24-25-17, JACK E. JONES  
[24-25-130]**

**Prepared by**

Patrick Proctor, Associate Vice President—Human Resources  
Alice Sprague, Vice President—Governance and Administration

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The College Board of Education honors employees who retire after years of service to the college. Attached are the resolutions honoring Kelli A. Stahr who retired effective February 28, 2025, and Jack E. Jones who retired effective December 31, 2024.

It is recommended that the College Board of Education adopt Resolution No. 24-25-16, Kelli A. Stahr; and Resolution No. 24-25-17, Jack E. Jones.

Separate Action-2  
March 19, 2025

**RETIREMENT RESOLUTION NO. 24-25-16  
KELLI A. STAHR**

WHEREAS, Kelli A. Stahr began her 6 year 5-month association, as a salaried employee, with Chemeketa Community College in September 2018; and

WHEREAS, Kelli A. Stahr gave dedicated service to Chemeketa Community College currently as a Department Specialist, Polk Center, and General Educations and Transfer Studies Division (GETS),

BE IT RESOLVED, that upon her retirement date of February 28, 2025, the College Board of Education hereby honors and commends Kelli A. Stahr for her loyalty, dedication, and personal commitment to Chemeketa Community College.

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Ken Hector  
Board Chairperson

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Jessica Howard  
President/Chief Executive Officer



Separate Action-2  
March 19, 2025

**RETIREMENT RESOLUTION NO. 24-25-17  
JACK E. JONES**

WHEREAS, Jack E. Jones began his 24-year 4-month association, as a salaried employee, with Chemeketa Community College in October 2000; and

WHEREAS, Jack E. Jones gave dedicated service to Chemeketa Community College currently as a Systems Analyst, Information Technology, Governance and Administration Division,

BE IT RESOLVED, that upon his retirement date of December 31, 2024, the College Board of Education hereby honors and commends Jack Jones for his loyalty, dedication, and personal commitment to Chemeketa Community College.

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Ken Hector  
Board Chairperson

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Jessica Howard  
President/Chief Executive Officer

**APPROVAL OF ACADEMIC CALENDAR: REVISED 2025–2027 AND NEW 2027–2028  
[24-25-131]**

**Prepared by**

David Hallett, Vice President—Academic and Student Affairs

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The College utilizes a three-year perpetual Academic Calendar. The Board of Education previously approved the 2025–2027 academic calendars. The College received feedback that a full-day closure for fall in-service would allow more staff to participate in kick off activities. The 2025–2027 academic calendars have been revised to reflect the full-day closure.

The new 2027–2028 Academic Calendar details are outlined below.

**ACADEMIC TERMS**

The college has four academic terms: summer, fall, winter, and spring terms.

- Summer term has three sessions: the first intensive five-week session is June 21–July 24, 2027, the standard eight-week session is June 21–August 14, 2027, and the ten-week session for specific programs is June 21–August 28, 2027
- Fall term is eleven weeks in length: September 27–December 11, 2027
- Winter term is eleven weeks in length: January 3–March 18, 2028
- Spring term is eleven weeks in length: March 27–June 10, 2028

**SUMMER FRIDAY CLOSURES**

The college will be closed on Fridays during summer term: June 27–August 27, 2027.

**BREAKS**

- A three-week break between fall and winter terms.
- A one-week break between winter and spring terms and between spring and summer terms.

**INSERVICE**

- Fall employee inservice is two weeks before fall term: September 13–24, 2027.
- The college is closed to the public for the college-wide in-service day: September 14, 2027.

**HOLIDAYS AND OTHER COLLEGE CLOSURES**

The college will be closed a total of 12 days to recognize the following holidays:

- Juneteenth: June 18, 2027
- Independence Day: July 5, 2027
- Labor Day: September 6, 2027
- Veterans' Day: November 11, 2027
- Thanksgiving Day and Day After: November 25 and 26, 2027
- Winter Holidays: December 23 and 24, 2027
- New Year's Eve and New Year's Day: December 30 and 31, 2027

Action-1  
March 19, 2025

- Martin Luther King Jr Day: January 17, 2028
- Presidents Day: February 21, 2028
- Memorial Day: May 29, 2028

The college will also be closed on the following days:

- Due to the Independence Day holiday: Saturday, July 3, 2027
- Due to Thanksgiving holidays: Saturday, November 27, 2027

It is recommended that the College Board of Education approve the revised 2025–2027 and the new 2027–2028 Academic Calendars.

# ACADEMIC CALENDAR

## 2025-2026 through 2027-2028



Updated January 2025

	2025-2026 <sup>1</sup>	2026-2027 <sup>2</sup>	2027-2028 <sup>3</sup>
<b>SUMMER</b>	<b>Summer 2025</b>		
Beginning of Term	Jun 23, 2025	Jun 22, 2026	Jun 21, 2027
End of Term (Intensive 5-weeks)	Jul 26, 2025	Jul 25, 2026	Jul 24, 2027
End of Term (Standard 8-weeks)	Aug 16, 2025	Aug 15, 2026	Aug 14, 2027
End of Term (Specific Programs 10-weeks)	Aug 30, 2025	Aug 29, 2026	Aug 28, 2027
Final Exams	During last class	During last class	During last class
Faculty Grade Input Period	Jul 23–Sept 2, 2025 (10 am)	Jul 22–Aug 31, 2026 (10 am)	July 21–Aug 30, 2027 (10 am)
Summer Friday Closures	Fridays, Jun 27–Aug 29, 2025	Fridays, Jun 26–Aug 28, 2026	Fridays, Jun 25–Aug 27, 2027
College Closure & Holidays (Juneteenth, Independence Day)	Jun 19, 2025 Jul 4, 2025 Jul 5, 2025 (Sat)*	Jun 19, 2026 Jul 3, 2026 Jul 4, 2026 (Sat)*	Jun 18, 2027 Jul 3, 2027 (Sat)* Jul 5, 2027
<b>FALL</b>	<b>Fall 2025</b>		
Beginning of Term	Sep 29, 2025	Sep 28, 2026	Sep 27, 2027
End of Term	Dec 13, 2025	Dec 12, 2026	Dec 11, 2027
Final Exams	Dec 8–13, 2025	Dec 7–12, 2026	Dec 6–11, 2027
Faculty Grade Input Period	Oct 29–Dec 15, 2025 (10 am)	Oct 28–Dec 14, 2026 (10 am)	Oct 27–Dec 13, 2027 (10 am)
Employee Inservice	Sep 15–26, 2025	Sep 14–25, 2026	Sep 13–24, 2027
College-wide Inservice (closed to the public)	Sep 16, 2025	Sep 15, 2026	Sep 14, 2027
Winter Break	Dec 15–31, 2025	Dec 14–30, 2026	Dec 13–31, 2027
College Closures & Holidays (Labor Day, Veterans' Day, Thanksgiving Day and Day After, Saturday after Thanksgiving, Winter Holidays, New Years Eve/Day or Day After)	Sep 1, 2025 Nov 11, 2025 Nov 27 & 28, 2025 Nov 29, 2025 (Sat)* Dec 25 & 26, 2025 Jan 1 & 2, 2026	Sep 7, 2026 Nov 11, 2026 Nov 26 & 27, 2026 Nov 28, 2026 (Sat)* Dec 24 & 25, 2026 Dec 31, 2026 & Jan 1, 2027	Sep 6, 2027 Nov 11, 2027 Nov 25 & 26, 2027 Nov 27, 2027 (Sat)* Dec 23 & 24, 2027 Dec 30 & 31, 2027
<b>WINTER</b>	<b>Winter 2026</b>		
Beginning of Term	Jan 5, 2026	Jan 4, 2027	Jan 3, 2028
End of Term	Mar 21, 2026	Mar 20, 2027	Mar 18, 2028
Final Exams	Mar 16–21, 2026	Mar 15–20, 2027	Mar 13–18, 2028
Faculty Grade Input Period	Feb 4–Mar 23, 2026 (10 am)	Feb 3–Mar 22, 2027 (10 am)	Feb 2–Mar 20, 2028 (10 am)
Spring Break	Mar 23–27, 2026	Mar 22–26, 2027	Mar 20–24, 2028
College Closures & Holidays (Martin Luther King Jr Day, Presidents Day)	Jan 19, 2026 Feb 16, 2026	Jan 18, 2027 Feb 15, 2027	Jan 17, 2028 Feb 21, 2028
<b>SPRING</b>	<b>Spring 2026</b>		
Beginning of Term	Mar 30, 2026	Mar 29, 2027	Mar 27, 2028
End of Term	Jun 13, 2026	Jun 12, 2027	Jun 10, 2028
Final Exams	Jun 8–13, 2026	Jun 7–12, 2027	Jun 5–10, 2028
Faculty Grade Input Period	Apr 29–Jun 15, 2026 (10 am)	Apr 28–Jun 14, 2027 (10 am)	Apr 26–Jun 12, 2028 (10 am)
College Closures & Holidays (Memorial Day)	May 25, 2026	May 31, 2027	May 29, 2028
Graduation	TBD	TBD	TBD

\*Due to Independence Day and Thanksgiving Day Holidays, Saturday classes will not be held.

**Note:** All dates are subject to change based on Board Approval. All holidays are subject to bargaining agreements.

<sup>1</sup> Approved by Board of Education: June 21, 2023. Fall in-service revision PENDING Board Approval

<sup>2</sup> Approved by Board of Education: February 21, 2024. Fall in-service revision PENDING Board Approval

<sup>3</sup> PENDING Board Approval

Registration and other key dates available on the public website: [www.chemeketa.edu/admission/enroll/dates-deadlines](http://www.chemeketa.edu/admission/enroll/dates-deadlines)

# ACADEMIC CALENDAR 2025-2026



Revised January 2025<sup>1</sup>  
**SUMMER TERM 2025**

**June 2025**

wk	Su	M	T	W	R	F	S
	1	2	3	4	5	6	7
	8	9	10	11	12	13	14
	15	16	17	18	H	20	21
1	22	23	24	25	26	27	28
2	29	30					

**July 2025**

S	M	T	W	T	F	S
2			1	2	3	H 5
3	6	7	8	9	10	11
4	13	14	15	16	17	18
5	20	21	22	23	24	25
6	27	28	29	30	31	26

**August 2025**

S	M	T	W	T	F	S
6					1	2
7	3	4	5	6	7	8
8	10	11	12	13	14	15
9	17	18	19	20	21	22
10	24	25	26	27	28	29
	31					30

**September 2025**

wk	S	M	T	W	T	F	S
		H	2	3	4	5	6
	7	8	9	10	11	12	13
	14	15	I	17	18	19	20
	21	22	23	24	25	26	27
1	28	29	30				

**October 2025**

S	M	T	W	T	F	S	
	Su	M	Tu	W	Th	F	Sa
1				1	2	3	4
2	5	6	7	8	9	10	11
3	12	13	14	15	16	17	18
4	19	20	21	22	23	24	25
5	26	27	28	29	30	31	

**November 2025**

S	M	T	W	T	F	S
5						1
6	2	3	4	5	6	7
7	9	10	H	12	13	14
8	16	17	18	19	20	21
9	23	24	25	26	H	H
10	30					29

**December 2025**

S	M	T	W	T	F	S
10						1
11	7	8	9	10	11	12
	14	15	16	17	18	19
	21	22	23	24	H	H
	28	29	30	31		27

	Intensive 5-weeks	Standard 8-weeks	Specific Programs 10-weeks
<b>Beginning of Term</b>	June 23	June 23	June 23
<b>End of Term</b>	July 26	August 16	August 30
<b>Final Exams</b>	During last class	During last class	During last class
<b>Faculty Grade Input Period</b>	July 23–Sept 2 (10 am)	July 23–Sept 2 (10 am)	July 23–Sept 2 (10 am)
<b>Summer Friday Closure</b>	Fridays, Jun 27–Aug 29	Fridays, Jun 27–Aug 29	Fridays, Jun 27–Aug 29
<b>College Closures &amp; Holidays</b>	June 19 (Juneteenth) July 4 (Independence Day) July 5 (Saturday)*	June 19 (Juneteenth) July 4 (Independence Day) July 5 (Saturday)*	June 19 (Juneteenth) July 4 (Independence Day) July 5 (Saturday)*

**FALL TERM 2025**

<b>Beginning of Term</b>	September 29
<b>End of Term</b>	December 13
<b>Final Exams</b>	December 8–13
<b>Faculty Grade Input Period</b>	October 29–December 15 (10 am)
<b>Employee Inservice</b>	September 15–26
<b>College-wide Inservice</b>	September 16 (college closed to the public)
<b>Winter Break</b>	December 15–31
<b>College Closures &amp; Holidays</b>	September 1 (Labor Day) November 11 (Veterans' Day) November 27 & 28 (Thanksgiving/Day After) November 29 (Saturday)* December 25 & 26 (Winter Holidays) January 1 & 2 (New Years Day/Day After)

**WINTER TERM 2026**

<b>Beginning of Term</b>	January 5
<b>End of Term</b>	March 21
<b>Final Exams</b>	March 16–21
<b>Faculty Grade Input Period</b>	February 4–March 23 (10 am)
<b>Spring Break</b>	March 23–27
<b>College Closures &amp; Holidays</b>	January 19 (Martin Luther King Jr Day) February 16 (Presidents Day)

**SPRING TERM 2026**

<b>Beginning of Term</b>	March 30
<b>End of Term</b>	June 13
<b>Final Exams</b>	June 8–13
<b>Faculty Grade Input Period</b>	April 29–June 15 (10 am)
<b>College Closures &amp; Holidays</b>	May 25 (Memorial Day)
<b>Graduation</b>	TBD

**January 2026**

wk	S	M	T	W	T	F	S
					H	H	3
1	4	5	6	7	8	9	10
2	11	12	13	14	15	16	17
3	18	H	20	21	22	23	24
4	25	26	27	28	29	30	31

**February 2026**

S	M	T	W	T	F	S
5	1	2	3	4	5	6
6	8	9	10	11	12	13
7	15	16	17	18	19	20
8	22	23	24	25	26	27

**March 2026**

S	M	T	W	T	F	S
9	1	2	3	4	5	6
10	8	9	10	11	12	13
11	15	16	17	18	19	20
	22	23	24	25	26	27
1	29	30	31			28

**April 2026**

S	M	T	W	T	F	S
1				1	2	3
2	5	6	7	8	9	10
3	12	13	14	15	16	17
4	19	20	21	22	23	24
5	26	27	28	29	30	25

**May 2026**

S	M	T	W	T	F	S
5						1
6	3	4	5	6	7	8
7	10	11	12	13	14	15
8	17	18	19	20	21	22
9	24	H	26	27	28	29
10	31					30

**June 2026**

S	M	T	W	T	F	S
10						1
11	7	8	9	10	11	12
	14	15	16	17	18	H
	21	22	23	24	25	26
	28	29	30			27

Registration and other key dates available on the public website:  
[www.chemeketa.edu/admission/enroll/dates-deadlines/](http://www.chemeketa.edu/admission/enroll/dates-deadlines/)

**Calendar Legend**

	Start of Term		Summer Friday college closure		Inservice days
	End of Term		Other college closure day		Term days
	Spring Break		College closed for observed holiday		

\*Due to Independence Day and Thanksgiving Day Holidays, Saturday classes will not be held.  
**Note:** All holidays are subject to bargaining agreements. All dates are subject to change based on Board Approval  
<sup>1</sup> Approved by Board of Education: June 21, 2023. Fall in-service revision PENDING Board Approval

# ACADEMIC CALENDAR 2026-2027



Revised January 2025<sup>2</sup>

## SUMMER TERM 2026

	<u>Intensive 5-weeks</u>	<u>Standard 8-weeks</u>	<u>Specific Programs 10-weeks</u>
<b>Beginning of Term</b>	June 22	June 22	June 22
<b>End of Term</b>	July 25	August 15	August 29
<b>Final Exams</b>	During last class	During last class	During last class
<b>Faculty Grade Input Period</b>	July 22–Aug 31 (10 am)	July 22–Aug 31 (10 am)	July 22–Aug 31 (10 am)
<b>Summer Friday Closure</b>	Fridays, June 26–August 28	Fridays, June 26–August 28	Fridays, June 26–August 28
<b>College Closures &amp; Holidays</b>	June 19 (Juneteenth) July 3 (Independence Day) July 4 (Saturday)*	June 19 (Juneteenth) July 3 (Independence Day) July 4 (Saturday)*	June 19 (Juneteenth) July 3 (Independence Day) July 4 (Saturday)*

## FALL TERM 2026

<b>Beginning of Term</b>	September 28
<b>End of Term</b>	December 12
<b>Final Exams</b>	December 7–12
<b>Faculty Grade Input Period</b>	October 28–December 14 (10 am)
<b>Employee Inservice</b>	September 14–25
<b>College-wide Inservice</b>	September 15 (college closed to the public)
<b>Winter Break</b>	December 14–30
<b>College Closures &amp; Holidays</b>	September 7 (Labor Day) November 11 (Veterans' Day) November 26 & 27 (Thanksgiving/Day After) November 28 (Saturday)* December 24 & 25 (Winter Holidays) December 31 & January 1 (New Years Eve/Day)

## WINTER TERM 2027

<b>Beginning of Term</b>	January 4
<b>End of Term</b>	March 20
<b>Final Exams</b>	March 15–20
<b>Faculty Grade Input Period</b>	February 3–March 22 (10 am)
<b>Spring Break</b>	March 22–26
<b>College Closures &amp; Holidays</b>	January 18 (Martin Luther King Jr Day) February 15 (Presidents Day)

## SPRING TERM 2027

<b>Beginning of Term</b>	March 29
<b>End of Term</b>	June 12
<b>Final Exams</b>	June 7–12
<b>Faculty Grade Input Period</b>	April 28–June 14 (10 am)
<b>College Closures &amp; Holidays</b>	May 31 (Memorial Day)
<b>Graduation</b>	TBD

Registration and other key dates available on the public website:  
[www.chemeketa.edu/admission/enroll/dates-deadlines/](http://www.chemeketa.edu/admission/enroll/dates-deadlines/)

**Calendar Legend**

Start of Term	Summer Friday college closure	Inservice days
End of Term	Other college closure day	Term days
Spring Break	College closed for observed holiday	

<sup>2</sup> Due to Independence Day and Thanksgiving Day Holidays, Saturday classes will not be held.  
**Note:** All dates are subject to change based on Board Approval. All holidays are subject to bargaining agreements.  
<sup>2</sup> Approved by Board of Education: February 21, 2024. Fall in-service revision PENDING Board Approval

### June 2026

wk	Su	M	T	W	R	F	S
		1	2	3	4	5	6
	7	8	9	10	11	12	13
	14	15	16	17	18	H	20
1	21	22	23	24	25	26	27
2	28	29	30				

### July 2026

S	M	T	W	T	F	S
2			1	2	H	4
3	5	6	7	8	9	10
4	12	13	14	15	16	17
5	19	20	21	22	23	24
6	26	27	28	29	30	31

### August 2026

S	M	T	W	T	F	S
6						1
7	2	3	4	5	6	7
8	9	10	11	12	13	14
9	16	17	18	19	20	21
10	23	24	25	26	27	28
	30	31				

### September 2026

wk	S	M	T	W	T	F	S
			1	2	3	4	5
	6	H	8	9	10	11	12
	13	14	I	16	17	18	19
	20	21	22	23	24	25	26
1	27	28	29	30			

### October 2026

S	M	T	W	T	F	S
1			1	2	3	
2	4	5	6	7	8	9
3	11	12	13	14	15	16
4	18	19	20	21	22	23
5	25	26	27	28	29	30
	31					

### November 2026

S	M	T	W	T	F	S
6	1	2	3	4	5	6
7	8	9	10	H	12	13
8	15	16	17	18	19	20
9	22	23	24	25	H	H
10	29	30				

### December 2026

S	M	T	W	T	F	S
10			1	2	3	4
11	6	7	8	9	10	11
	13	14	15	16	17	18
	20	21	22	23	H	H
	27	28	29	30	H	

### January 2027

wk	S	M	T	W	T	F	S
						H	2
1	3	4	5	6	7	8	9
2	10	11	12	13	14	15	16
3	17	H	19	20	21	22	23
4	24	25	26	27	28	29	30
5	31						

### February 2027

S	M	T	W	T	F	S
5		1	2	3	4	5
6	7	8	9	10	11	12
7	14	15	16	17	18	19
8	21	22	23	24	25	26
9	28					

### March 2027

S	M	T	W	T	F	S
9		1	2	3	4	5
10	7	8	9	10	11	12
11	14	15	16	17	18	19
	21	22	23	24	25	26
1	28	29	30	31		

### April 2027

S	M	T	W	T	F	S
1				1	2	3
2	4	5	6	7	8	9
3	11	12	13	14	15	16
4	18	19	20	21	22	23
5	25	26	27	28	29	30

### May 2027

S	M	T	W	T	F	S
5						1
6	2	3	4	5	6	7
7	9	10	11	12	13	14
8	16	17	18	19	20	21
9	23	24	25	26	27	28
10	30	H				

### June 2027

S	M	T	W	T	F	S
10			1	2	3	4
11	6	7	8	9	10	11
	13	14	15	16	17	H
	20	21	22	23	24	25
	27	28	29	30		

# ACADEMIC CALENDAR 2027-2028



Drafted January 2025<sup>3</sup>

June 2027

wk	Su	M	T	W	R	F	Sa
			1	2	3	4	5
	6	7	8	9	10	11	12
	13	14	15	16	17	H	19
1	20	<b>21</b>	22	23	24	25	26
2	27	28	29	30			

July 2027

Su	M	T	W	R	F	Sa
2				1	2	<b>3</b>
3	4	H	6	7	8	9
4	11	12	13	14	15	16
5	18	19	20	21	22	23
6	25	26	27	28	29	30
						31

August 2027

Su	M	T	W	R	F	Sa
7	1	2	3	4	5	6
8	8	9	10	11	12	<b>13</b>
9	15	16	17	18	19	20
10	22	23	24	25	26	27
	29	30	31			

September 2027

wk	Su	M	T	W	R	F	Sa
			1	2	3	4	
	5	H	7	8	9	10	11
	12	13	I	15	16	17	18
	19	20	21	22	23	24	25
1	26	<b>27</b>	28	29	30		

October 2027

Su	M	T	W	R	F	Sa
1					1	2
2	3	4	5	6	7	8
3	10	11	12	13	14	15
4	17	18	19	20	21	22
5	24	25	26	27	28	29
6	31					

November 2027

Su	M	T	W	R	F	Sa
6	1	2	3	4	5	6
7	7	8	9	10	H	12
8	14	15	16	17	18	19
9	21	22	23	24	H	H
10	28	29	30			

December 2027

Su	M	T	W	R	F	Sa
10			1	2	3	4
11	5	6	7	8	9	10
	12	13	14	15	16	17
	19	20	21	22	H	H
	26	27	28	29	H	H

## SUMMER TERM 2027

	Intensive 5-weeks	Standard 8-weeks	Specific Programs 10-weeks
<b>Beginning of Term</b>	June 21	June 21	June 21
<b>End of Term</b>	July 24	August 14	August 28
<b>Final Exams</b>	During last class	During last class	During last class
<b>Faculty Grade Input Period</b>	July 21–Aug 30 (10 am)	July 21–Aug 30 (10 am)	July 21–Aug 30 (10 am)
<b>Summer Friday Closure</b>	Fridays, June 25–August 27	Fridays, June 25–August 27	Fridays, June 25–August 27
<b>College Closures &amp; Holidays</b>	June 18 (Juneteenth) July 3 (Saturday)* July 5 (Independence Day)	June 18 (Juneteenth) July 3 (Saturday)* July 5 (Independence Day)	June 18 (Juneteenth) July 3 (Saturday)* July 5 (Independence Day)

## FALL TERM 2027

<b>Beginning of Term</b>	September 27
<b>End of Term</b>	December 11
<b>Final Exams</b>	December 6–11
<b>Faculty Grade Input Period</b>	October 27–December 13 (10 am)
<b>Employee Inservice</b>	September 13–24
<b>College-wide Inservice</b>	September 14 (college closed to the public)
<b>Winter Break</b>	December 13–31
<b>College Closures &amp; Holidays</b>	September 6 (Labor Day) November 11 (Veterans' Day) November 25 & 26 (Thanksgiving/Day After) November 27 (Saturday)* December 23 & 24 (Winter Holidays) December 30 & 31 (New Years Eve/Day)

## WINTER TERM 2028

<b>Beginning of Term</b>	January 3
<b>End of Term</b>	March 18
<b>Final Exams</b>	March 13–18
<b>Faculty Grade Input Period</b>	February 2–March 20 (10 am)
<b>Spring Break</b>	March 20–24
<b>College Closures &amp; Holidays</b>	January 17 (Martin Luther King Jr Day) February 21 (Presidents Day)

## SPRING TERM 2028

<b>Beginning of Term</b>	March 27
<b>End of Term</b>	June 10
<b>Final Exams</b>	June 5–10
<b>Faculty Grade Input Period</b>	April 26–June 12 (10 am)
<b>College Closures &amp; Holidays</b>	May 29 (Memorial Day)
<b>Graduation</b>	TBD

Registration and other key dates available on the public website:  
[www.chemeketa.edu/admission/enroll/dates-deadlines/](http://www.chemeketa.edu/admission/enroll/dates-deadlines/)

**Calendar Legend**

- Start of Term
- ▤ Summer Friday college closure
- Inservice days
- End of Term
- ⊠ Other college closure day
- Term days
- ⊠ Spring Break
- College closed for observed holiday

\*Due to Independence Day and Thanksgiving Day Holidays, Saturday classes will not be held.

**Note:** All dates are subject to change based on Board Approval. All holidays are subject to bargaining agreements.

<sup>3</sup> PENDING Board Approval

January 2028

wk	Su	M	T	W	R	F	Sa
							1
1	2	<b>3</b>	4	5	6	7	8
2	9	10	11	12	13	14	15
3	16	H	18	19	20	21	22
4	23	24	25	26	27	28	29
5	30	31					

February 2028

Su	M	T	W	R	F	Sa
5			1	2	3	4
6	6	7	8	9	10	11
7	13	14	15	16	17	18
8	20	H	22	23	24	25
9	27	28	29			

March 2028

Su	M	T	W	R	F	Sa
9				1	2	3
10	5	6	7	8	9	10
11	12	13	14	15	16	<b>17</b>
	19	20	21	22	23	24
						25
1	26	<b>27</b>	28	29	30	31

April 2028

Su	M	T	W	R	F	Sa
1						1
2	2	3	4	5	6	7
3	9	10	11	12	13	14
4	16	17	18	19	20	21
5	23	24	25	26	27	28
6	30					

May 2028

Su	M	T	W	R	F	Sa
6	1	2	3	4	5	6
7	7	8	9	10	11	12
8	14	15	16	17	18	19
9	21	22	23	24	25	26
10	28	H	30	31		

June 2028

Su	M	T	W	R	F	Sa
10				1	2	3
11	4	5	6	7	8	9
	11	12	13	14	15	16
	18	H	20	21	22	23
						24
	25	26	27	28	29	30

Action-2  
March 19, 2025

**APPROVAL OF SUSPENSION OF ANESTHESIA TECHNOLOGY PROGRAM  
[24-25-132]**

**Prepared by**

Gary E. West, Program Chair—Anesthesia Technology  
Sandi Kellogg, Dean—Health Sciences  
Francisco Saldivar, Executive Dean—Career and Technical Education  
David Hallett, Vice President—Academic and Student Affairs

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The Anesthesia Technology program consists of the Anesthesia Technology Associate of Applied Science (AAS) degree. The first cohort of the program was admitted in winter 2019 with the anticipation of continued growth. However, the program failed to rebound in its enrollments during and after the COVID-19 pandemic.

The program is requesting permission to suspend the Anesthesia Technology AAS degree effective fall 2025, with no replacement degree planned at this time. The program faculty and administrative support staff will work with the current six students, on an individual basis, to ensure degree completion by spring 2026.

It is recommended that the College Board of Education approve the suspension of the Anesthesia Technology AAS degree.



**APPROVAL OF SUSPENSION OF MACHINING TECHNOLOGY PROGRAM  
[24-25-133]**

**Prepared by**

Larry Cheyne, Dean—Applied Technologies  
Francisco Saldivar, Executive Dean—Career and Technical Education  
David Hallett, Vice President—Academic and Student Affairs

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The Machining Technology program consists of an Associate of Applied Science (AAS) degree in Machining, a Certificate of Completion in Computer Numerical Control Operation, and a Certificate of Completion in Computer-Aided Manufacturing Fundamentals. Both certificates are embedded fully within the AAS.

Despite the efforts to align with industry needs and engage with external partners such as the Salem-Keizer School District Career and Technical Education Center, the program's student enrollment has continued to decline, down 46 percent over the last seven years, and degree completion down 69 percent. The industry demand for machinists in the Chemeketa Community College service district is projected to remain flat for the next 10 years according to labor market projections. These two factors have resulted in a need to further assess how to better serve the manufacturing industry in the district.

The program is requesting permission to suspend the Machining Technology AAS degree, as well as the certificates, effective fall 2025. The program faculty and administrative support staff will work with the six current students, on an individual basis, to ensure degree completion by spring 2026.

It is recommended that the College Board of Education approve the suspension of the AAS degree and certificates.

Action-4  
March 19, 2025

**APPROVAL OF PUBLIC SAFETY BUILDING 14  
SEISMIC RETROFIT CONTRACT AWARD  
[24-25-134]**

**Prepared by**

P. Kevin Walther, Procurement Management Analyst  
Aaron Hunter, Vice President—College Support Services/Chief Financial Officer

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**PUBLIC SAFETY BUILDING 14 SEISMIC RETROFIT**

An Invitation to Bid (ITB) for the Public Safety Building 14 Seismic Retrofit construction project was advertised on the college's Procurement Services website and the OregonBuys website on January 28, 2025, and in the Daily Journal of Commerce on January 31, 2025. A recommendation for contract award will be submitted to the College Board of Education at its March 2025 meeting.

# 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.



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



Building directory on reverse side

## Appendix-2 March 19, 2025

### Building and Primary Function(s)

- 001 1st Floor: Bookstore
- 001 2nd Floor: Faculty Offices; Cooperative Work Experience
- 002 1st Floor: Advising & College Access Programs (CAMP, TRIO, Upward Bound); Chemeketa Completion Program; College Access; Information Center; Multicultural Center; Planetarium; Public Safety; Student Accessibility Services; Student Life; Veterans Resource Center
- 002 2nd Floor: Basic Navigator Needs; Business Services; Career Center; Counseling & Student Support Services; Enrollment Center; Financial Aid; Graduation Services; Human Resources; Intercultural Resource Center; President's Office; Procurement; Safe Haven; Student Affairs; Student Recruitment; Student Success Center; Title IX Office; Veterans Services
- 003 1st Floor: Gretchen Schuette Art Gallery; Classrooms
- 003 2nd Floor: Academic Affairs; Classrooms; Computer Science Faculty; Math Hub; Math Faculty; Placement Assessment; 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; Grants; 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; Café 8
- 008 2nd Floor: Health & Science Classrooms
- 009 1st Floor: Classrooms; The Center for Academic Innovation; Academic Effectiveness; Chemeketa Press; Institutional Research & Reporting; Media Studio
- 009 2nd Floor: Library, Academic Support Center (Tutoring & Writing Centers); Student Computer Center; Study Rooms
- 012 Information Booth
- 014 Fire Programs
- 015 Burn Tower
- 020 Drafting; Engineering; Machining Program; Faculty Offices
- 021 Welding Program
- 022 Academic Development (ESOL, GED/ ABE, HEP, STEP Program); Information Technology; ICAP Program; STEP Program; TANF Jobs Program
- 033 Apprenticeship Programs
- 036 SOAR Program
- 037 Faculty Offices
- 038 Public Safety
- 039 Child Development Center
- 040 Facilities & Operations

- 041 Facilities & Operations; Shipping & Receiving
- 042 Genuine Foods Catering Kitchen; Taco Stand
- 043 Copy Center; Mail Room; Recycling
- 044 Facilities
- 045 Activity Field
- 046 Greenhouse
- 048 Conference Rooms; MaPS Credit Union
- 049 High School Partnerships; Mid-Willamette Education Consortium, Youth GED Options
- 050 Roberts at Chemeketa
- 051 Roberts at Chemeketa
- 052 Classrooms
- 053 Department of Human Services
- 058 Facilities & Operations Annex
- 060 Agricultural Sciences
- 061 Pavillion; Chemeketa Market
- 062 Greenhouse

### Area or Service—Building/Room

- Academic Affairs—3/272
- Academic Development (ESOL, GED/ABE, HEP, STEP Program; ICAP Program, TANF Jobs Program)—22/100
- Academic Support Center (Tutoring & Writing Centers)—9/Second Floor
- 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—2/230
- CCBI, Business Programming & ECE—1/204
- Chemeketa Cooperative Regional Library Service—9/136,130
- Chemeketa Online—9/106
- Chemeketa Press—9/105
- Cooperative Work Experience—1
- Copy Center—43
- Counseling Services—2/230
- Dental Clinic—8/101
- Employee Development Center—6/218b
- English for Speakers of Other Languages—22/100
- Enrollment Center—2/200
- Executive Dean of Students—2/208
- Extended Learning—3/252
- Financial Aid—2/200
- First Aid—2/173
- Food Service—2/First Floor, 8, & 42
- Foundation—5/264
- Genuine Foods—42
- General Information (Welcome Center)—2/110
- Gymnasium—7
- Human Resources—2/214
- Information Technology—22/138
- Library—9/Second Floor
- Lost & Found—2/173
- Mail Room—43
- Multicultural Center—2/177A
- Parking Permits—2/173 Public Safety
- 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 Affairs—2/208
- Student Center—2/179
- Student Clubs—2/176
- Student Computer Center—9/Second Floor
- Student Resources—2/230
- Student Success Center—2/210
- Television Studio—9/162
- Testing Center—3/267
- Transcripts—2/200
- Transfer Information—2/110
- Tutoring Center—9/Second Floor
- Vending Machine Refunds—1/First Floor
- Bookstore
- Veterans Services—2/201
- Veterans Resource Center—2/116
- Writing Center—9/Second Floor

### 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—3/252
- Emergency Services—Brooks Regional Training Center
- Health, & Human Performance—7/103
- Psychology, Life and Physical Science—8/221
- Liberal Arts & Social Sciences—1/204
- Math, Engineering & Computer Science—3/252
- Nursing—8/104
- Pharmacy Technology—8/113

### Restrooms

#### Single Occupancy

- Building 2—First floor
- 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

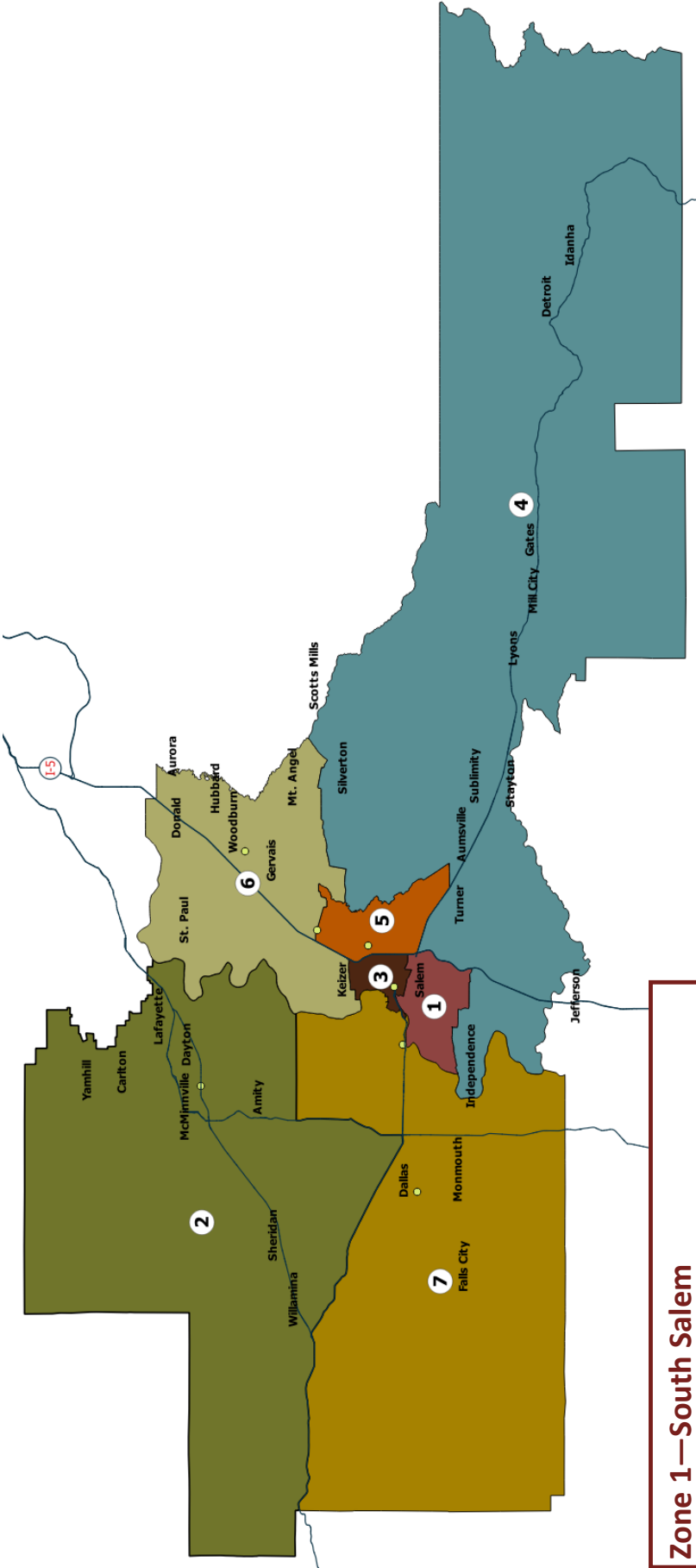
#### Lactation/Wellness Room

- Building 2—Room 181
- Building 5—Room 262
- Building 8—Room 1064
- Building 20—Room 815
- Building 22—106A
- Building 60—Room 815

### Elevators

- Building 2
- Building 3
- Building 4
- Building 6
- Building 8
- Building 9

# 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** Iton Udosenata  
**ZONE 2** Ron Pittman  
**ZONE 3** Neva Hutchinson  
**ZONE 4** Ken Hector, Chair 2024-2025  
**ZONE 5** Jackie Franke  
**ZONE 6** Diane Watson, Vice Chair 2024-2025  
**ZONE 7** Betsy Earls