

## BOARD OF EDUCATION MEETING

**October 15, 2025**

Chemeketa Center for Business and Industry (CCBI)  
 626 High St. NE  
 Salem, Oregon

- |            |   |  |   |       |
|------------|---|--|---|-------|
| <b>I.</b>  | <b>Workshop</b>   | <b>4:45–5:15 pm</b>                        | <b>Web conferencing / Live stream /<br/>CCBI, Rooms 102–103</b> |       |
|            | A. Updates for Chemeketa Center for Business and Industry (CCBI) and Small Business Development Center (SBDC) |  |   | 1     |
|            | Jessica Howard, President/Chief Executive Officer   |  |   |       |
|            |   |  |   |       |
| <b>II.</b> | <b>Regular Session</b>  | <b>6 pm</b>                                | <b>Web conferencing / Live stream /<br/>CCBI, Rooms 102–103</b> |       |
|            | <b>A. Call to Order</b>   |  |   |       |
|            | <b>B. Pledge of Allegiance</b>  |  |   |       |
|            | <b>C. Chemeketa Land Acknowledgment</b>   |  |   |       |
|            | <b>D. Roll Call</b>   |  |   |       |
|            | <b>E. Comments from the Public</b>  |  |   |       |
|            |   |  |   |       |
|            | <b>F. Approval of Minutes—</b> College Board of Education Meeting of September 17, 2025                       |  |   | 3–8   |
|            | Jessica Howard, President/Chief Executive Officer   |  |   |       |
|            |   |  |   |       |
|            | <b>G. Reports</b>   |  |   |       |
|            | 1. Reports from the Associations  |  |   |       |
|            | a. Lillian Anderson   | Associated Students of Chemeketa (ASC)     |   | 9–10  |
|            | b. Steve Wolfe  | Chemeketa Faculty Association              |   | 11    |
|            | c. Tim King   | Chemeketa Classified Employees Association | 12–14   |       |
|            | d. Angela Archer  | Chemeketa Exempt Employees Association     |   | 15    |
|            |   |  |   |       |
|            | 2. Reports from the College Board of Education  |  |   |       |
|            |   |  |   |       |
|            | <b>H. Information</b>   |  |   |       |
|            | 1. Oregon Community College Association (OCCA) Board Report   |  |   | 16    |
|            | Jessica Howard, President/Chief Executive Officer   |  |   |       |
|            |   |  |   |       |
|            | <b>I. Standard Reports</b>  |  |   |       |
|            | 1. Personnel Report   |  |   | 17–18 |
|            | Alice Sprague, Vice President—Governance and Administration   |  |   |       |
|            |   |  |   |       |
|            | 2. Budget Status Report   |  |   | 19–23 |
|            | Aaron Hunter, Vice President—College Support Services/Chief Financial Officer                                 |  |   |       |
|            |   |  |   |       |
|            | 3. Capital Projects   |  |   | 24    |
|            | Aaron Hunter, Vice President—College Support Services/Chief Financial Officer                                 |  |   |       |

4.	Institutional Advancement Foundation Quarterly Report July 1, 2025, through September 30, 2025 Aaron Hunter, Vice President—College Support Services/Chief Financial Officer	25–26
5.	Grant Activities July 2025 – September 2025 Alice Sprague, Vice President—Governance and Administration	27–32
6.	Graduation and Transfer Report Jessica Howard, President/Chief Executive Officer	33–35
7.	General Education Outcomes Report Jessica Howard, President/Chief Executive Officer	36–39
8.	Summer Term 2025 Enrollment Report Jessica Howard, President/Chief Executive Officer	40–43
9.	Recognition Report Jessica Howard, President/Chief Executive Officer	44–45
<b>J.</b>	<b>Separate Action</b>	
1.	Approval of Board of Education Goals for 2025–2026 Alice Sprague, Vice President—Governance and Administration	[25-26-115] 46–47
<b>K.</b>	<b>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 College Policy Educational Series 4000— Academic Freedom, #4310 David Hallett, Vice President—Academic and Student Affairs	[25-26-116] 48–49
2.	Acceptance of Program Donations July 1, 2025, through September 30, 2025 Aaron Hunter, Vice President—College Support Services/Chief Financial Officer	[25-26-117] 50
3.	Approval of Grants Awarded July 2025–September 2025 Alice Sprague, Vice President—Governance and Administration	[25-26-118] 51–53
4.	Approval of Contract Award for Bond Project Coordinator Aaron Hunter, Vice President—College Support Services/Chief Financial Officer	[25-26-119] 54
5.	Approval of Purchase of Property Adjacent to Chemeketa Center for Business and industry (CCBI) Aaron Hunter, Vice President—College Support Services/Chief Financial Officer	[25-26-120] 55
<b>L.</b>	<b>Appendices</b>	
1.	Vision – Mission – Values	56
2.	Campus Map	57–58
3.	District Map	59
<b>M.</b>	<b>Future Agenda Items</b>	
<b>N.</b>	<b>Board Operations</b>	
<b>O.</b>	<b>Adjournment</b>	

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 for 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 [alice.sprague@chemeketa.edu](mailto:alice.sprague@chemeketa.edu).

Workshop-A  
October 15, 2025

**UPDATES FOR CHEMEKETA CENTER FOR BUSINESS AND INDUSTRY (CCBI)  
AND SMALL BUSINESS DEVELOPMENT CENTER (SBDC)**

**Prepared by**

Matt Geiger, Director—CCBI/SBDC  
Holly Nelson, Chief Officer—Workforce Innovations and Strategic Engagement  
Jessica Howard, President/Chief Executive Officer

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In this workshop, an overview of the Chemeketa Center for Business and Industry (CCBI) will be presented. CCBI is the home of a variety of business outreach and workforce development activities, including customized training, large multi-year contracts with the State of Oregon, and the Educate, Develop, Grow, Empower (EDGE) business incubator, meeting and classroom space rental, the future training kitchen partnership, and the Chemeketa Small Business Development Center (SBDC).

The SBDC is part of the Oregon SBDC network, working to help build Oregon's businesses. Services include assisting small businesses throughout the Chemeketa district with one-on-one advising, classes, access to networking events, and helping coordinate available resources needed to be successful. The center is backed by the statewide network of support and, in addition, helps small businesses access these statewide SBDC services.

Staff at CCBI & SBDC engage with a variety of public and private partners across sectors and throughout the district to respond to the emerging business needs. Engaging with partners such as area chambers of commerce, Latino Business Alliance, SEDCOR, Willamette Workforce Partnership & other community-based organizations.

This presentation will highlight the Center's accomplishments in 2025, the services it offers, and both current and upcoming projects. It will also showcase how CCBI and the SBDC engage with the community to create meaningful impact for local businesses and the growing workforce in the region.

Land Acknowledgement  
October 15, 2025

**CHEMEKETA COMMUNITY COLLEGE LAND ACKNOWLEDGEMENT**

**Prepared by**

Diane Watson, 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 September 17, 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.

Minutes  
October 15, 2025

CHEMEKETA COMMUNITY COLLEGE

**BOARD OF EDUCATION  
MEETING MINUTES**

September 17, 2025

**I. WORKSHOP**

Diane Watson, Chair, called the Workshop to order at 4:45 pm in the Boardroom, Building 2, Room 170, at the Salem Campus.

**Members in Attendance:** Jackie Franke; Ken Hector; Neva Hutchinson; Birgitte Ryslinge (arrived 4:49pm); Diane Watson, Chair. Excused Absences: Betsy Earls, Iton Udosenata.

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

Francisco Saldivar, Executive Dean, Career and Technical Education Programs and Nol Cobb, Interim Director, presented on Apprenticeship Programs. Three students shared their experiences.

The Workshop ended at 5:14 pm.

**II. EXECUTIVE SESSION**

Diane Watson, Chair, called the Executive Session to order at 5:18 pm in Building 2, Room 172, at the Salem Campus. Executive Session was held in accordance with ORS 192.660(2)(e), real property transactions.

**Members in Attendance:** Jackie Franke; Ken Hector; Neva Hutchinson; Birgitte Ryslinge; Iton Udosenata (arrived 5:27 pm); Diane Watson, Chair. Excused Absence: Betsy Earls.

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

Executive Session ended at 5:33 pm.

**III. REGULAR SESSION**

**A. CALL TO ORDER**

Diane Watson, Chair, called the board meeting to order at 6:02 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**

Diane Watson read the land acknowledgment.

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**D. ROLL CALL**

**Members in Attendance:** Betsy Earls, Vice Chair (Zoom); Jackie Franke; Ken Hector; Neva Hutchinson; Birgitte Ryslinge; Iton Udosenata; Diane Watson, Chair.

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

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

**E. COMMENTS FROM THE PUBLIC**

No comments.

**F. APPROVAL OF MINUTES**

Jackie Franke moved and Ken Hector seconded a motion to approve the Board of Education minutes of July 16, 2025, and the Special Board of Education Meeting of August 27, 2025.

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

The motion CARRIED.

**G. REPORTS**

**Reports from the Associations**

Lillian Anderson, Associated Students of Chemeketa (ASC), said the report stands as written and noted there was close to a 94 percent increase in ASC event attendance from 2023-2024 to 2024-2025.

Steve Wolfe, Chemeketa Faculty Association (CFA), said the report stands as written and noted there were over 100 faculty that attended the CFA fall lunch meeting.

Tim King, Chemeketa Classified Association (CCA), said the report stands as written and that it was an honor to be here and work with everyone. Tim thanked the college for the excellent in-service on Tuesday, and congratulated Ken on his recent awards.

Angela Archer, Chemeketa Exempt Association (CEA), said the report stands as written, congratulated Lillian Anderson on the Newman Civic Fellow Award, and thanked faculty and staff who worked to get new students in and registered for fall term.

**Reports from the College Board of Education**

Iton Udosenata attended Chemeketa's Kick-Off.



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Birgitte Ryslinge attended Chemeketa's Kick-Off and the Oregon Community College Association (OCCA) Board Leadership and Governance Summit.

Neva Hutchinson attended the Special Board meeting, the Board Professional Development session, the Foundation Board retreat, and Chemeketa's Kick-Off.

Jackie Franke attended a quarterly meeting with President Howard, the Board Professional Development session, and a community meeting of the Community Business and Education Leaders.

Ken Hector attended four American Community College Trustees (ACCT) webinars, a quarterly meeting with President Howard, the recent graduation ceremony at the Oregon State Penitentiary, the Special Board meeting, the Board Professional Development session, the OCCA Board Leadership and Governance Summit, the SEDCOR Annual Awards presentation, and the Kick-Off breakfast.

Betsy Earls attended the Special Board meeting and the Board Professional Development session, and attended four Mid-Willamette Valley Council of Government (MWVCOG) meetings.

Diane Watson attended a lunch meeting with Elias Villegas, Dean of the Woodburn Center, a quarterly meeting with President Howard, the Coffee with Mayor Cathy Clark Zoom show, the Special Board meeting, the Board Professional Development session, Keizer Greeters, the OCCA Board Leadership and Governance Summit, agenda review, and Chemeketa's Kick-Off.

## **H. INFORMATION**

### **Oregon Community College Association (OCCA) Board Report**

Birgitte Ryslinge noted OCCA does its own report that will be sent to the board prior to the board meeting, and during the board meeting specific points will be discussed. The first meeting of the OCCA board is on October 3, 2025. Birgitte discussed topics that were presented at the OCCA professional development session around governance and legislative advocacy.

### **College Policy Educational Series 4000—Academic Freedom, #4310**

David Hallett said the Academic Freedom policy was last reviewed in 2019 by the board and the policy is driven by the negotiated faculty contract language. The language in the policy represents what was discussed during the bargaining sessions this past year and agreed upon by the CFA and the college. The additions are in bold print and the deletions are identified by strikethroughs. This will be coming before the board for approval at its October meeting.

## **I. STANDARD REPORTS**

### **Personnel Report**

Alice Sprague said the report stands as written and noted that, from the three new hires two were general fund positions. Alice congratulated Susan Varnum on her retirement.

### **Budget Status Reports**

Rick Kline, Director, Business Services, said the Statement of Resources and Expenditures is a preliminary report as of June 30, 2025. The department is still in the process of finalizing the

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year-end close process and audit. Total resources are showing about four percent over the projected budget and the property tax line is four percent below. Expenditures are at 94 percent of the budget, excluding contingency. The retro payments for classified and exempt staff, as a result from contract negotiations, are being calculated and will be reported on in September. On the Statement of Resources and Expenditures for August 31, 2025, the beginning fund balance is zero and once the audit is completed that number will change. Tuition and fees include summer and partial fall term tuition. The state appropriations show two payments for this year. Transfers are showing zero because they are usually posted in September and October. On the Budget Status Report, the personnel and non-personnel categories are trending as expected; however, in the personnel section there aren't retroactive payments for classified or exempt salaries or the transition of salaries to the new contract included.

Brian Knowles, Director, Budget and Finance, said the Status of Investments report stands as written. The Local Government Investment Pool (LGIP) rate has held steady at 4.6 percent since March of this year; however, the Federal Reserve just announced a reduction in the federal funds rate so there will be some downward movement possibly starting next month. Also, there were two maturities in August and one new investment.

#### **Capital Projects Report**

Isaac Talley, Director of Facilities and Operations, said the report stands as written. The Building 2 restoration project and the Building 14 seismic rehabilitation project are close to completion, and there are several bond fund projects that are in design or completing design. The athletic fields will begin construction in early October.

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

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

#### **Recognition Report**

Jessica Howard recognized employees in the report.

#### **J. SEPARATE ACTION**

##### **Approval of Resolution No. 25-26-06 for an Exemption from Competitive Bidding for the Chemeketa Community College Building 7 Renovation Local Contract Review Board Adoption**

Rich Kline, Director, Business Services, discussed the exemption from competitive bidding, and noted that Chemeketa's rules of procurement allow the college to use alternative contracting methods when approved by the Board of Education acting as the local contract review board. The college is requesting the board approve the use of a construction manager, general contractor, or CM/GC delivery method for the Building 7 renovations.

Iton Udosenata moved and Birgitte Ryslinge seconded a motion to approve Resolution No. 25-26-06 for an Exemption from Competitive Bidding for the Chemeketa Community College Building 7 Renovation Local Contract Review Board Adoption.

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

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The motion CARRIED.

**Approval of Retirement Resolution No. 25-26-07, Susan E. Varnum**

Iton Udosenata read Susan Varnum's retirement resolution. Susan worked at the college for 37 years and 11 months.

Ken Hector moved and Jackie Franke seconded a motion to approve the retirement resolution.

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

The motion CARRIED.

**K. APPENDICES**

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

**L. FUTURE AGENDA ITEMS**

None were heard.

**M. BOARD OPERATIONS**

None.

**N. ADJOURNMENT**

The meeting adjourned at 6:39 pm.

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 2025–2026

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### PAST EVENTS

#### Lobby Welcome

- On Monday, September 29th, ASC staffed tables in the New Quad and Building 2 lobby to hand out fruit and other snacks as well as various school supplies to students on the first day of the Fall term. At these tables, we were able to give directions and other information to students. Our goal with this activity was to create an energetic welcome for all the new and returning students, and it was a success!

### CURRENT INITIATIVES

#### Class Resource Presentations

- During the first few weeks of the term, ASC will go speak with classes about campus resources and activities. These short presentations bring awareness to the services Chemeketa offers, and they get students interested in campus life.

#### Event Attendance Raffle

- Throughout the term, students can collect stamps for every ASC event they attend. By collecting four stamps, they are eligible to enter a raffle at the end of the term (held at the Termgiving celebration).

#### Oregon Community College Student Association OCCSA

- Legislative Coordinator Eli Schuffman has been appointed as the voting delegate for Chemeketa on the Oregon Community College Student Association (OCCSA).

#### Pizza Kickoff

- On Wednesday, October 1, ASC hosted the Pizza Kickoff/Resource Fair in the Student Center. Students got pizza as they visited all the information tables that were set up with campus resources. ASC's goal with this event was to make sure that students are aware of all the resources available to help them succeed at Chemeketa.

#### Karaoke

- On Wednesday, October 8th, ASC hosted a karaoke event in the Student Center. At this event, students had the opportunity to sing their favorite songs, meet new people, and enjoyed refreshments. The goal with this event was to provide a fun environment for students to socialize and get excited about campus life.

## FUTURE EVENTS

### Grotto Nature Walk

- On Friday, October 17, ASC will take a group of students to The Grotto Gardens in Portland. Students will be able to look at art, enjoy the fresh air, and meet new people.

### Halloween Club Fair

- On Thursday, October 30, ASC will host the first club fair of the academic year. During the fair, students will have the opportunity to meet with representatives of the many student-led clubs. ASC's aim with this event is to help students get engaged with on campus groups in order to build a better campus community.

### Dia de los Muertos Celebration

- On Wednesday, November 5th, ASC will assist the Multicultural Student Services Center to put on a Dia de los Muertos celebration.

### Bingo

- On Wednesday, November 12th, ASC will host games of bingo in the student center. Students will get the opportunity to win prizes and socialize. This was a popular event last year, so we decided to keep it going this year. Our goal with this event is to get students to mingle and to provide a fun de-stresser around midterm exams.

### Termsgiving

- On Tuesday, November 25th, ASC will host the "Termsgiving" celebration in the student center. With music, fresh tamales, and activities to reflect back on the term, students will be able to kickback and celebrate all the hard work they're putting in before finals.

### Cocoa and Conchas

- On Wednesday, December 3rd, ASC will hand out hot chocolate and conchas in the student center. Our goal with this is to boost morale during the last week of classes to motivate students to keep up their studying.

**CHEMEKETA COMMUNITY COLLEGE FACULTY ASSOCIATION (CFA)**

**Prepared by**

Steve Wolfe, President—Chemeketa Faculty Association

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**CFA SEPTEMBER MEETINGS**

The Chemeketa Faculty Association Fall General Membership lunch meeting was held from Noon to 1:30 pm on Wednesday, September 17. The agenda included introducing the new CFA Executive Board and providing a recap of the new 2024–2027 Collective Bargaining Agreement. Nearly 110 faculty attended the meeting.

Following the General Meeting there was a workshop for faculty led by OEA Consultant Ken Volante entitled “You, Your New Contract, and Your Union.” Nearly 30 faculty attended the workshop. That was followed by the September CFA Executive Board meeting.

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

**Prepared by**

Kristy Krumsiek, Secretary  
Timothy King, President

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**PRESIDENT'S MESSAGE**

During our Fall Kickoff/InService, the CCA hosted a long overdue membership meeting. Having as many of our members as possible gathered together was a unique opportunity to take our union's proverbial temperature. Here are the results of our admittedly unscientific poll (show of hands) with some additional commentary.

**THE 3 PILLARS of UNION SUCCESS**

**1. MEMBER ENGAGEMENT & SOLIDARITY**

*Do most members participate in meetings, surveys and actions?*

**Meetings**

In an effort to build engagement, last year we changed our board meetings from evenings to work hours. This change radically increased our meeting numbers from 7–10 visitors after work to (at times) nearly 100 staff members in the daytime! Of course, we cannot discount that important issues concerning bargaining may have resulted in increased participation as well. SCORE: 9/10

**Surveys & Elections**

Generally only about half of our staff submit survey questions, but we haven't sent out a survey since around April. However, (as noted last month) recent elections broke all previous records – If that's not participation I don't know what is. SCORE: 6/10

**Actions**

Many members posted fair contract signage, proudly wore buttons and filled the bargaining session rooms with blue CCA T-shirts. Several of you shared your stories at Board of Education meetings. Union participation culminated with nearly 100 members marching through campus, chanting and calling for fair wages. SCORE: 9/10

*Do members feel the union is themselves (not just the officers)*

The response to this question was a resounding "so-so".

We recognize this is an important challenge. One recent action we took was to bring our members into the fold when it comes to approving new officers (outside of the normal election period), as opposed to it being a board decision. We are working on other ways to build member trust as well – Stay tuned! SCORE: 6/10

## 2. DEMOCRATIC & EFFECTIVE ORGANIZATION

### *Are leaders accountable and transparent in decision making?*

Our membership was less than enthusiastic when we posed this question. One criticism was that we weren't allowing everyone to speak at Zoom meetings, but in order to avoid utter chaos, it is necessary to mute all but one participant at a time. We want to make sure everyone gets a chance to ask questions or share their concerns.

We already mentioned surveys, but a post-contract poll for us to find out specifically what kind of issues we should be prioritizing post-contract seems like an important and necessary step. SCORE: 4/10

### *Is communication consistent - do members know what's happening without having to ask?*

Prior to the contract ratification, we held 4 separate informational meetings here in Salem and at two of our Outreach campuses. In addition, we sent everyone links so they could review the MOU (Memorandum of Understanding) and all of the tentative agreements. We continue to strive to keep the Information on our Hub up-to-date and accurate as well. SCORE: 8/10

### *Are stewards/representatives active and trained to support co-workers?*

While I believe your union reps are well trained, there is much to do in the area of stewards. We view this as an important challenge to meet in the coming months, and we encourage all our members to consider becoming a union steward. SCORE: 5/10

## 3. STRATEGIC ACTION & COLLECTIVE POWER

### *Are campaigns tied to both worker needs and community concerns?*

### *Does the union build alliances (Community groups, other unions, political allies)?*

There is much work to be done on both of these fronts. SCORE: 2/10

### *Has the union shown it can win tangible improvements through collective action?*

I believe our recent contract wins aptly exemplify the power of collective action.

SCORE: 10/10

Having this barometer gives us a good indicator of our many strengths and what areas we still need to focus on. We look forward to meeting these challenges this year, and we sincerely thank you for your support.

### **A Word about Contractual Issues**

Feedback (both positive and negative) is just now starting to trickle in regarding payroll, retro pay, and related issues. We'll be providing more information as we gather data.

### NEW HIRES

Surabhi Singh Soderlind, Operations Coordinator 2–Academic Development & Corrections Education, WISE, 100 percent, 12-month assignment, effective September 17, 2025.

Cristian Reyes Segundo, General Maintenance and Repair Associate 2–Capital Projects & Facilities, College Support Services, 100 percent, 12-month assignment, effective September 30, 2025.



### POSITION CHANGES

Jorge Montejano, Educational, Guidance, and Career Advisor Associate 2–Prison Education & Community Reentry, WISE, 100 percent, 12–month assignment, from Student Services Coordinator/Analyst I–Student Affairs, College Access Programs, effective September 1, 2025.

Marceline Crawford, Computer User Support 2–Information Technology, Governance & Administration, from Limited duration to Regular Status, effective September 16, 2025.

Daniel J Lehman, Bookkeeping, Accounting and Auditing Assistant 2–Business Services, College Support Services, 100 percent, 12–month assignment, from Student Services Assistant – Admissions Enrollment & Graduation Services, Student Affairs, effective September 29, 2025.

Marlene Sandoval, Professional Development and Special Projects Coordinator–Mid-Willamette Education Consortium, Academic Affairs, 100 percent, 11-month assignment, effective September 29, 2025.

### SEPARATIONS

John L Bouwens, Maintenance/Trades Assistant, effective August 18, 2025.

Megan Usselman, Educational, Guidance, and Career Advisor Associate 2, effective September 30, 2025.

Marena Lisoff, Administrative Assistant 1 (will continue as Hourly), effective October 3, 2025.

**CHEMEKETA COMMUNITY COLLEGE EXEMPT ASSOCIATION**

**Prepared by**

Angela Archer, President—Chemeketa Community College Exempt Association

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The Exempt Association president will provide a verbal report at the date year, Board of Education meeting.

The Exempt Board met to plan functions and professional development opportunities to provide Exempt Members for the year

## **OREGON COMMUNITY COLLEGE ASSOCIATION (OCCA) BOARD REPORT**

### **Prepared by**

Brigitte Ryslinge, Board of Education/OCCA Board Member  
Jessica Howard, President/Chief Executive Officer

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A verbal report will be provided during the Chemeketa Board of Education meeting summarizing the recent OCCA Board meeting.

## PERSONNEL REPORT

### Prepared by

Alice Sprague, Vice President—Governance and Administration

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### NEW HIRES

Cristian Reyes Segundo, General Maintenance and Repair Associate 2—Capital Projects and Facilities, College Support Services Division, 100 percent, 12-month assignment, Grade 12, Step 5.

Surabhi Singh Soderlind, Operations Coordinator 2—Academic Development and Corrections Education, Workforce Innovation and Strategic Engagement Division, 100 percent, 12-month assignment, Grade 14, Step 1.

### POSITION CHANGES

Christopher L. Carter, Instructor-Adult Basic Education 12—Prison Education and Community Reentry, Workforce Innovation and Strategic Engagement Division, 100 percent, 12-month assignment, Range F2, Step 8, from Prison Education and Community Reentry, Workforce Innovation and Strategic Engagement Division.

Marceline Claire Crawford, Computer User Support 2—Information Systems, Governance and Administration Division, 100 percent, 12-month assignment, Grade 16, Step 5, from limited duration Technology Analyst I, Information Technology, Governance and Administration Division.

Teter M B Kapan, Director of Student Engagement, Leadership, and Belonging—College Access and Student Life, Student Affairs Division, 100 percent, 12-month assignment, Range D3, Step 8, from Director of Student Success, Equity, and Belonging, Student Life, Student Affairs Division.

Daniel J. Lehman, Bookkeeping, Accounting and Auditing Assistant 2—Business Services, College Support Services Division, 100 percent, 12-month assignment, Grade 11, Step 5, from Student Service Specialist, Enrollment Services, Student Affairs Division.

James P. McNicholas, Director of Student Success Center and Recruitment—Student Success, Equity and Belonging, Student Affairs Division, 100 percent, 12-month assignment, Range D2, Step 10, from limited duration Director of Student Success Center and Recruitment, Student Success, Equity, and Belonging, Student Affairs Division.

Jorge Montejano, Educational, Guidance and Career Advisor, Associate 2—Prison Education and Community Reentry, Workforce Innovation and Strategic Engagement Division, 100 percent, 12-month assignment, Grade 13, Step 3, from Student Service Coordinator/Analyst I, CAMP, Student Affairs Division.

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Bryan Frank Norris, Instructor-Adult Basic Education 12—Prison Education and Community Reentry, Workforce Innovation and Strategic Engagement Division, 100 percent, 12-month assignment, Range F2, Step 5, from Prison Education and Community Reentry, Workforce Innovation and Strategic Engagement Division.

Marlene Sandoval, Professional Development and Special Projects Coordinator—Mid-Willamette Education Consortium, Academic Affairs Division, 100 percent, 11-month assignment, Grade 17, Step 7, from Department Specialist, Mid-Willamette Education Consortium, Academic Affairs Division.

Isaac Christopher Talley, Director of Facilities and Operations—Capital Projects and Facilities, College Support Services Division, 100 percent, 12-month assignment, Range D5, Step 8, from Manager of Technical Development, Capital Projects and Facilities, College Support Services Division

#### SEPARATIONS

Rory R. Alvarez, Director of Facilities and Operations—Capital Projects and Facilities, College Support Services Division, effective September 30, 2025.

John L. Bouwens, Maintenance/Trades Assistant—Capital Projects and Facilities, College Support Services Division, effective August 18, 2025.

Meagan Marie Usselman, Educational, Guidance and Career Advisor, Associate 2—Admissions, Enrollment, and Graduation Services, Student Affairs Division, effective September 30, 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 following items are included in the printed agenda:

- Status of Investments as of September 30, 2025

The following financial reports for the period of July 1, 2025, through September 30, 2025, will be available at the board meeting:

- General Fund Revenue and Expense Statement
- General Fund Budget Status Report
- Quarterly Update of Other Funds

**Chemeketa Community College**  
**Statement of Resources and Expenditures**  
**As of September 30, 2025**

Fund 100000 - General Fund Unrestricted

	<b>ADJUSTED BUDGET</b>	<b>YEAR-TO-DATE ACTUAL</b>	<b>% OF BUDGET</b>	<b>VARIANCE TO BUDGET</b>
<b>Resources:</b>				
Beginning Fund Balance	19,175,139	-	0.00%	(19,175,139)
Property Taxes	30,975,265	279,393	0.90%	(30,695,872)
Tuition and Fees	20,304,170	10,309,157	50.77%	(9,995,013)
State Appropriations - Current	44,487,526	20,762,908	46.67%	(23,724,618)
Indirect Recovery	1,007,908	293,823	29.15%	(714,085)
Interest	2,867,965	430,989	15.03%	(2,436,976)
Miscellaneous Revenue	286,992	53,601	18.68%	(233,391)
Transfers In	100,000	3,105	3.11%	(96,895)
<b>Total Resources</b>	<b>119,204,965</b>	<b>32,132,976</b>	<b>26.96%</b>	<b>(87,071,989)</b>
<b>Expenditures:</b>				
Instruction	42,677,958	6,797,567	15.93%	35,880,391
Instructional Support	14,329,385	4,314,347	30.11%	10,015,038
Student Services	10,926,981	3,534,707	32.35%	7,392,274
College Support Services	23,689,927	7,366,965	31.10%	16,322,962
Plant Operation and Maintenance	8,956,295	2,425,967	27.09%	6,530,328
Transfers	5,460,136	1,600	0.03%	5,458,536
<b>Total Expenditures (Excluding Contingency)</b>	<b>106,040,682</b>	<b>24,441,153</b>	<b>23.05%</b>	<b>81,599,529</b>
Contingency	13,164,283	-	0.00%	13,164,283
<b>Total Expenditures</b>	<b>119,204,965</b>	<b>24,441,153</b>	<b>20.50%</b>	<b>94,763,812</b>

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**Chemeketa Community College  
Budget Status Report  
As of September 30, 2025**

Fund 100000 - General Fund Unrestricted

Account	Account Description	Adjusted Budget	YTD Activity	Encumbrances	Available Balance	
6110	Exempt Salaries	11,000,271	3,573,031	8,202,322	(775,082)	
6120	Classified Salaries	14,785,092	5,889,306	11,486,369	(2,590,583)	
6124	Part-Time Hourly & Student Wages	1,174,403	166,875	-	1,007,528	
6130	Faculty Salaries	19,171,349	2,491,816	14,828,834	1,850,699	
6132	Part-Time Faculty	9,754,933	2,376,691	158,843	7,219,399	
6510	Fixed Fringe Benefits	15,102,547	2,504,300	-	12,598,247	
6511	Variable Fringe Benefits	18,345,966	4,750,945	-	13,595,021	
6512	Other Fringe Benefits	450,000	113,816	-	336,184	
<b>Subtotal Personnel Services</b>		<b>89,784,561</b>	<b>21,866,780</b>	<b>34,676,368</b>	<b>33,241,413</b>	<b>24.35%</b>

Account	Account Description	Adjusted Budget	YTD Activity	Encumbrances	Available Balance	
710	Materials & Services	1,670,298	150,478	12,905	1,506,915	
720	Equipment \$500-\$4,999	130,268	26,354	-	103,914	
7300	Legal Services	241,120	13,267	-	227,853	
7310	Insurance	1,204,722	1,169,558	-	35,164	
7320	Maintenance	378,386	130,490	-	247,896	
7330	Communications	937,141	74,039	-	863,102	
7340	Utilities	2,851,342	311,938	68,720	2,470,684	
7350	Staff Development	157,056	60,391	-	96,665	
7360	Travel	355,837	39,282	-	316,555	
7370	Other Services	2,369,815	531,892	287,818	1,550,105	
7550	Capital Outlay	500,000	65,084	-	434,916	
8150	Transfers Out	5,460,136	1,600	-	5,458,536	
<b>Subtotal Non-Personnel Services</b>		<b>16,256,121</b>	<b>2,574,373</b>	<b>369,443</b>	<b>13,312,305</b>	<b>15.84%</b>

8500	Contingency	13,164,283	-	-	13,164,283	
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<b>Report Totals</b>		<b>119,204,965</b>	<b>24,441,153</b>	<b>35,045,811</b>	<b>59,718,001</b>	<b>20.50%</b>
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Sunday, October 5, 2025

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**Chemeketa Community College  
Quarterly Update of Other Funds  
July 1, 2025 - September 30, 2025**

	<b>FUND #</b>	<b>RESOURCES</b>	<b>OBLIGATIONS</b>	<b>BALANCE</b>
Auxiliary Services	680	\$ 3,643,098	\$ 1,038,838	\$ 2,604,260
Self-Supporting Services	2000	18,110,347	7,896,948	10,213,399
Universal Fee Fund	8100	9,394,247	3,432,967	5,961,280
Leased Property Fund	8200	7,075,095	2,396,937	4,678,158
Intra-College Services	2800	3,268,365	2,089,353	1,179,012
Student Government & Clubs	7200	298,045	10,850	287,195
<b>TOTAL</b>		<b>\$ 41,789,197</b>	<b>\$ 16,865,893</b>	<b>\$ 24,923,304</b>

	<b>FUND #</b>	<b>BUDGET</b>	<b>OBLIGATIONS</b>	<b>BALANCE</b>
Reserve Funds	2650 & 2700	\$ 5,822,513	\$ 20,559	\$ 5,801,954
Regional Library	2600	5,241,997	3,594,981	1,647,016
Capital Projects	6000-6700	21,975,000	2,894,756	19,080,244
Student Financial Aid	4200	51,025,136	12,962,066	38,063,070
Grants & Contracts	3000	18,550,000	7,424,057	11,125,943
Debt Service	590	37,050,000	-	37,050,000
<b>TOTAL</b>		<b>\$ 139,664,646</b>	<b>\$ 26,896,419</b>	<b>\$ 112,768,227</b>

## Status of Investments

### September 30, 2025

<u>Oregon State Treasurer Investments</u>	<u>Statement Date</u>	<u>Maturity Date</u>	<u>Account Balance</u>	<u>Rate as of 9/30/2025</u>
Oregon Short-Term Fund - General	9/30/2025	On demand	\$ 8,374,379.94	4.600%
Oregon Short-Term Fund - Capital	9/30/2025	On demand	\$ 10,193,316.16	4.600%
Total Oregon State Treasurer Investments			\$ 18,567,696.10	

<u>Other Investments</u>	<u>Investment Date</u>	<u>Maturity Date</u>	<u>Amount Invested</u>	<u>Yield</u>
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%
US Treasury Note	8/4/2025	2/19/2026	\$ 1,956,178.34	4.043%
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%
Treasury Note - United States Treasury	3/28/2025	4/15/2026	\$ 2,491,650.00	4.077%
Corporate Note - Century Housing Corp	4/17/2025	4/15/2026	\$ 3,000,000.00	4.550%
Corporate Note - Westpac Banking Corp	1/23/2025	4/16/2026	\$ 2,021,440.00	4.291%
Treasury Note - United States Treasury	3/28/2025	5/15/2026	\$ 2,487,825.00	4.066%
Treasury Note - United States Treasury	2/20/2025	5/31/2026	\$ 2,401,647.39	4.076%
Certificate of Deposit - Willamette Valley Bank	9/18/2025	9/11/2026	\$ 5,282,445.22	3.750%
Gov't Agency Federal Home Loan Bank	8/15/2025	12/21/2026	\$ 2,938,900.00	3.811%
Total Other Investments			\$ 48,469,567.20	4.112% weighted average yield

13 week Treasuries 3.86% as of 9/30/2025

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

## CAPITAL PROJECTS REPORT

### Prepared by

Isaac Talley, 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**

The building 2 restoration is in the final stages and kitchen equipment is being moved back into the space. A few critical systems are still being assembled and all contractor resources are focused on these tasks. This momentum is keeping us on track for a Fall 2025 reopening, aiming to deliver enhanced, collaborative spaces for students, and staff. During renovations, food services will continue to be available in Building 8, and Building 2, near the Associated Students of Chemeketa area.

#### **Building 14 Seismic Rehabilitation**

Interior construction, which includes, seismic wall reinforcement, bracing of electrical and mechanical infrastructure, and ceiling replacement, are all substantially complete. Roofing repairs and new cladding of the structure are currently underway. Coordination with local fire departments ensures uninterrupted building occupancy during construction. The project is advancing according to schedule, targeting completion in September 2025.

### PLANNING PROJECTS

#### **Lighting Retrofit Projects**

Facilities & Operations continues to advance lighting upgrades across multiple campus buildings, aligning with the latest Oregon lighting standards. These retrofits are designed to improve energy efficiency and environmental impact. We are also evaluating future opportunities for innovative lighting solutions to further enhance campus sustainability.

#### **Building 7 Remodel**

The building 7 design team continues to hold weekly meetings to clearly define the current and future needs of the programs using the space. Our focus is on gathering diverse input to ensure the remodel delivers a wellness-centered, flexible space, that meets the evolving needs of students, athletes, and the community. The conceptual design phase is nearing completion and the design team is feeling confident about meeting current design milestones.

#### **Athletic Field Improvements**

Along with the remodel of the gymnasium building, replacement of the baseball and softball fields with artificial turf is among the first bond funded projects. Slated to begin in the fall of 2025, and be completed spring of 2026, these projects will drastically expand the playability of the fields during winter months, and non-daylight hours. Featuring new lights, and expanded seating, the fields are expected to become a valuable asset to the college and community.

See Appendix-2; Campus Maps, Pages 57–58.

**INSTITUTIONAL ADVANCEMENT FOUNDATION QUARTERLY REPORT  
JULY 1, 2025 THROUGH SEPTEMBER 30, 2025**

**Prepared by**

Shawn Keebler, Development Associate—Chemeketa Foundation  
Jamie Wenigmann, Director of Development—Chemeketa Foundation  
Marie Hulett, Associate Vice President—Institutional Advancement  
Aaron Hunter, Vice President—College Support Services/Chief Financial Officer

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**NEW SCHOLARSHIPS ESTABLISHED**

There have been three new scholarships, and one new support fund established this quarter:

**Building Inspection Technology Student (BITS) Support Fund:** This fund is established to provide support of up to \$600 total per academic year to qualified students enrolled in their first year of the Building Inspection Technology Program. This fund was created to assist students with initial program expenses, and/or during a financial emergency or setback that may otherwise derail their enrollment at the college.

**Jeffrey Isbell and Marie T. Hulett Visual Communications & Media Literacy Scholarship Fund:** This fund was established initially by a gift from Jeffrey Isbell and Marie Hulett for students in the Visual Communications (VC) Program who demonstrate a fundamental understanding of the importance of critical thinking, the power and influence of media, the responsibility that comes with disseminating media to the public, and the role of integrity and honesty in storytelling.

**Kaiser Permanente Dental Assisting Scholarship:** This fund was established by Kaiser Permanente (KP) Dental to provide assistance to students in the Dental Assisting Program. This scholarship will support three full-time awards annually, representing a tremendous contribution toward the efforts of our deserving applicants. This year, KP will provide three scholarships in the amount of \$9,190 per recipient for tuition and fees, textbooks, and various lab and program expenses.

**Robert and Marjorie Humphreys Scholarship:** This fund was established by a transfer request from Mark Humphreys from the Providence Benedictine Nursing Center Foundation, in support of our students. It will go toward a student attending full-time in either the nursing or medical assisting programs. To better reflect the original intent of the fund, preference will be given to students currently working in or planning to work in a skilled-nursing, memory care, or assisted living facility within Marion County.

**2024 ANNUAL REPORT COMPLETED**

We have completed our 2024 Annual Report, which provides highlights of the past year and includes stories illustrating how our donors have made life-changing gifts in support of our students. More than 500 copies of this report were mailed to donors and supporters of the Foundation, and the report is available digitally on the Foundation's webpage on the college

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website. Photos for the report were provided by Marketing staff Terri Jacobson and Melissa Scharnagl, Foundation staff provided the content, and VC alum Noah Barrera produced the final report.

#### FOUNDATION AUDIT STATUS REPORT

Recently, Foundation staff completed its annual (voluntary) audit that is necessary for the college's annual audit. This process went smoothly and we are grateful to our college accountant, Ann Marie, who remains an invaluable resource during this annual process.

#### CLINT FOUNDATION CLOSING

For the past 13 years, John and Nancy McClintock have partnered with Chemeketa to match their pledge toward the Clint Foundation Scholarship. This has typically been a 1:2 match in which \$10,000 is donated by the Clint Foundation, \$10,000 is raised during our Giving Tuesday fundraiser, and \$10,000 is transferred from our unrestricted fund. This has been an incredible fundraising opportunity for the Foundation, however after the passing of administrator Eve McClintock this past year, the Clint Foundation plans to close its doors. Thanks to their endowed scholarship fund, we will be able to continue awarding funds for working students for years to come.

#### FOUNDATION ADMINISTRATIVE ASSISTANT POSITION UPDATE

The Foundation is hiring a Foundation Development Specialist to assist with donor development and scholarship awarding. We look forward to sharing updates on this position in the near future.

#### QUARTERLY DONATION REPORT

The total amount of cash contributions for July 1, 2025–September 30, 2025 is \$254,274.57; the total valuation of in-kind contributions during July 1, 2025–September 30, 2025 is \$9,725.

## GRANT ACTIVITIES JULY–SEPTEMBER 2025

### Prepared by

Gaelen McAllister, Director—Institutional Grant Development  
Alice Sprague, Vice President—Governance and Administration

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### GRANT APPLICATIONS SUBMITTED

Grantor	Department	Description	Amount
U.S. Department of Education—Developing Hispanic Serving Institutions	Student Affairs (SA) General Education and Transfer Studies (GETS)	The institutional development project would focus on improving services to rural students in the Woodburn, Yamhill, and Polk service areas by creating Success Centers with Success Coaches, math and writing support, as well as faculty development. Manuel Guerra and Chris Kato, Submitted 7/3/2025.	\$2,996,166
Lumina Foundation	GETS—Yamhill Valley Campus	Selected community colleges will participate in a two-year cohort experience to plan and launch institutional branding and outreach initiatives designed to increase engagement and enrollment of adult learners. Russell Jones. Submitted 7/21/2025.	Technical Assistance
Roundhouse Foundation	Career and Technical Education—Automotive, Fire	Helps students in Automotive and Fire Suppression programs to buy tools and turnout gear required for program participation. Larry Cheyne and Jordan Bermingham. Submitted 7/9/2025.	\$45,000
Oregon Department of Education HECC—CCWD	Student Affairs—Counseling and Career Services	Funds Resource Navigator services to assist students in determining eligibility and applying for federal, state and local benefit programs, as well as college financial student supports. Blanca Aguirre.	\$189,186
Confederated Tribes of the Siletz Indians	GETS—Art	The project would continue the Art department work to bring Native American artists into visual arts courses to co-teach with Chemeketa faculty. Laura Mack. Submitted 9/1/2025.	\$9,391

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Spirit Mountain Community Fund	GETS–Art	The project would continue the Art department work to bring Native American artists into visual arts courses to co-teach with Chemeketa faculty. Laura Mack. Submitted 9/1/2025.	\$6,633
Oregon Department of Veteran Affairs	Student Affairs– Veterans Resource Center	Funds activities and peer mentors for the Salem campus Veterans Resource Center. Angela Archer. Submitted 9/19/2025.	\$100,000
Yamhill Community Care Organization	Workforce Innovation and Strategic Engagement– English as a Second Language (ESL)	In partnership with McMinnville Public Library, Mid Valley Literacy, Unidos, Oregon Child Development Coalition, Mexican Consulate and McMinnville School District, the Plaza Comunitaria project helps adults complete primary, secondary and high school education. Melody Abarca–Millan.	\$20,868
Oregon Department of Education–Perkins	CTE– Mid-Willamette Education Consortium (MWEC)	Perkins Funding: The Carl D. Perkins Career and Technical Education Act grant improves career and technical education (CTE) in 33 partner schools through the Mid–Willamette Education Consortium. The grant provides funding to enhance educational programs that prepare students for high-demand careers. It focuses on increasing access to CTE, promoting alignment with labor market needs, and improving the quality of CTE programs. The goal is to equip students with the skills and knowledge necessary for success in the workforce. Ed Woods.	\$1,724,485
		<b><u>Total Grant Applications:</u></b>	<b><u>\$5,091,729</u></b>

GRANTS PENDING NOTIFICATION			
Grantor	Department	Description	Amount
National Science Foundation S–STEM	GETS–STEM	Provides scholarships and supportive services to low-income students pursuing STEM transfer degrees. Keith Schloeman and Shannon Othus–Gault. Submitted 3/4/2025.	\$1,999,946

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U.S. Senators Merkley and Wyden Community Directed Spending	CTE– Behavioral Health, Facilities	Request for congressional earmark in the 2026 budget for the Building 7 renovation to support increased access to Behavioral Health and physical therapy assistant training spaces. Shaunah Steele. Submitted 2/23/2025.	\$2,000,000
National Science Foundation Engine	CTE– Agricultural Science and Technology	In partnership with Oregon State University’s Frontiers of Advanced Semiconductor Technology (FAST) project would support semiconductor industry training in the Electronics program. Tim Ray. Submitted 1/30/2025.	\$527,390

**GRANTS DECLINED—July–September 2025**

Grantor	Department	Description	Amount
Childcare Infrastructure	GETS	Renovation of Child Development Center to increase quality of care and capacity to serve ECE students. Isaac Talley. Submitted 4/30/2025.	\$435,301
Oregon Community Foundation–Latino Partnership	Student Affairs–CAMP	To support leadership training at the CAMP summer bridge program to support emergent student leaders. Liliana Landa Villalba.	\$10,000
Yamhill Community Care Organization (YCCO)	Yamhill CTE– Medical Assisting	Collaboration with McMinnville High School to offer dual enrollment Medical Assisting certification training to high school seniors. Paul Davis. Submitted 4/11/2025.	\$99,909
Lumina Foundation	GETS–Yamhill Valley Campus	Two-year cohort experience to plan and launch institutional branding and outreach initiatives designed to increase engagement and enrollment of adult learners. Russel Jones. Submitted 7/21/2025.	Technical Assistance

**COMPETITIONS CANCELLED**

Grantor	Department	Description	Amount
U.S. Department of Education (ED), College Assistance Migrant Program (CAMP)	Student Affairs, College Access Programs	Supports students from migrant and seasonal farm worker backgrounds during their first year in college. Funds Success Coaches, tutoring, and student assistance. 5 years. Liliana Landa Villalba. Submitted 11/13/2024.	\$2,375,000
U.S. ED, High School Equivalency Program (HEP)	Workforce Innovation and Strategic Innovation,	Supports students earning high school equivalency diploma (HSED), transitioning into postsecondary education or training program, upgraded	\$2,374,406



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	Academic Development	employment or the military. 5-year Renewal grant. Laura Leon Cipriano. Submitted 11/13/2025.	
U.S. ED– Developing Hispanic Serving Institutions	Student Affairs (SA) General Education and Transfer Studies (GETS)	The institutional development project would focus on improving services to rural students in the Woodburn, Yamhill, and Polk service areas by creating Success Centers with Success Coaches, math and writing support, as well as faculty development. Manuel Guerra and Chris Kato. Submitted 7/3/2025.	\$2,996,166

<b>ACTIVE GRANT Projects Terminated</b>			
U.S. ED, English Language Acquisition National Professional Development	General Education and Transfer Studies (GETS)– Education	The 5-year project provided tuition and advising enabling bilingual teacher candidates to join the teaching profession. Partners include school districts across the region, universities and Oregon Teacher Standards and Practices Commission (TSPC). Karla Hale. Awarded 9/2024.	\$3,497,047
U.S. Department of Education–Perkins Innovation and Modernization	Regional Education and Academic Development (READ)–High School Partnerships	5-year project created a regional consortium with rural high schools and Oregon Coast Community College to bring career pathway aligned dual enrollment opportunities to high school students. Sara Hastings. Awarded 1/2024	\$4,424,240

<b>GRANTS AWARDED—July–September 2025</b>			
<b>Grantor</b>	<b>Department</b>	<b>Description</b>	<b>Amount</b>
U.S. Department of Education–TRIO Student Support Services (SSS)	Student Affairs–College Access Programs (CAP)	TRIO SSS Salem Provides supports for first- generation, low-income students to complete a degree and transfer to 4-year school. Funds Success Coaches, tutoring, student support. 5 years. Liliana Landa Villalba and Hayley Gibbs. Submitted 7/12/2025.	\$1,690,515
U.S. ED TRIO SSS YVC and Woodburn	General Education and Transfer Studies	TRIO SSS Yamhill Valley Campus and Woodburn Center. New project application to provide supports for first-generation, low-income students to complete degree and transfer to 4-year school. Funds Success Coaches, tutoring, student support. 5 years. Danielle Hoffman and Elias Villegas. Submitted 7/14.	\$1,361,715

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Oregon Department of Education– Educator Advancement Council Grow Your Own	General Education and Transfer Studies (GETS)– Education	Renewal application. Designed to increase the diversity of the teacher workforce, this grant funds recruitment and support of teachers through including adults working as teaching assistants, dual enrollment students, and general education students to education careers. Karla Hale. Submitted 1/15/2025.	\$491,427
Roundhouse Foundation	Career and Technical Education– Automotive, Fire	Helps students in Automotive and Fire Suppression programs to buy tools and turnout gear required for program participation. Larry Cheyne and Jordan Bermingham. Submitted 7/9/2025.	\$45,000
Oregon Department of Education HECC–CCWD	Student Affairs– Counseling and Career Services	Funds Resource Navigator services to assist students in determining eligibility and applying for federal, state and local benefit programs, as well as college financial student supports. Blanca Aguirre.	\$189,186
Yamhill Community Care Organization	Workforce Innovation and Strategic Engagement– ESL	In partnership with McMinnville Public Library, Mid Valley Literacy, Unidos, Oregon Child Development Coalition, Mexican Consulate and McMinnville School District, the Plaza Comunitaria project helps adults complete primary, secondary and high school education. Melody Abarca–Millan.	\$20,868
Oregon Department of Education–Perkins	CTE–MWECC	Perkins Funding: the Carl D. Perkins Career and Technical Education Act grant improves career and technical education (CTE) in 33 partner schools through the Mid-Willamette Education Consortium. It increases access to CTE, promotes alignment with labor market needs, and improves the quality of CTE programs. The goal is to equip students with the skills and knowledge necessary for success in the workforce. Ed Woods.	\$1,724,485
U.S. ED–TRIO Disability Student Support Services	Student Affairs– CAP	TRIO D-SSS provides supports for students with disabilities to complete a degree and transfer to a 4-year school. Funds Success Coaches, tutoring, student support. 5 years. Liliana Landa Villalba and Hayley Gibbs. Submitted 7/12/2025.	\$1,460,305
Oregon Center for Nursing–RENEW	CTE–Nursing	Creates faculty recruitment and retention innovations to increase capacity of Nursing program. Sandi Kellogg. Submitted 5/2/2025.	\$277,273

Standard Report-5  
October 15, 2025

Oregon Youth Development Division (YDD) Reengagement	WISE–High School Partnerships	Expands Youth GED options by adding classes in Spanish. Sarah Whisenhunt. Submitted 6/9/2025.	\$200,000
Oregon YDD Jobs	WISE–High School Partnerships	Creates a Youth Workforce Readiness HUB to connect youth to career pathways, essential employability skills, and industry recognized credentials. Sara Whisenhunt. Submitted 6/23/2025.	\$300,000
U.S. HHS–Health Resources and Services Administration (HRSA)	CTE–Behavioral Health	Funds recruitment and support for students seeking credentials as Qualified Mental Health Associates and to obtain cross credentials in both Certified Alcohol and Drug Counselor and QMHA. Shaunah Steels. Submitted 4/1/2025.	\$1,399,876
		<b>Total Grant Funding Awarded</b>	<b>\$9,160,650</b>

## **GRADUATION AND TRANSFER REPORT**

### **Prepared by**

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

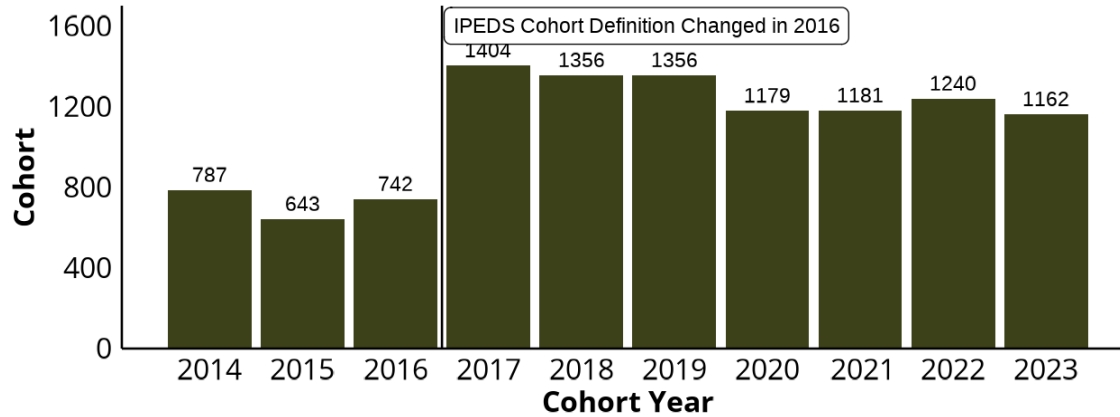
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Items included in this report:

- Cohort sizes since 2014
- Graduation rates since 2014
- Comparison of 150% graduation rate to Oregon peers, similar peers, and national peers
- 6-Year transfer rate

# Chemeketa Community College AY 2024-25 Graduation and Transfer Report

## Cohorts (Full-Time) since 2014



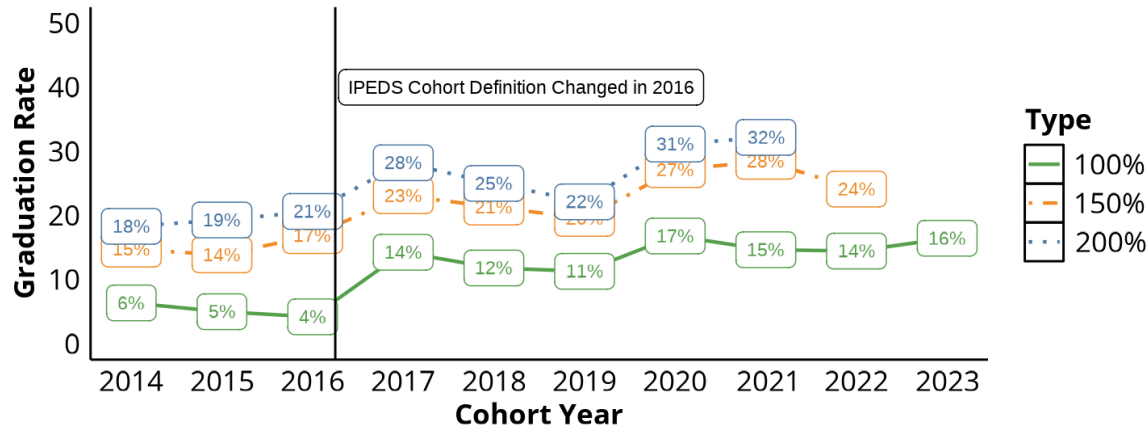
This graph displays the cohorts from 2014 through 2023. To be included in the cohort, students are:

- 1) first-time,
- 2) full-time,
- 3) degree-seeking, and
- 4) enrolled in Fall term.

Between the 2016 and 2017 cohort years, the definition of the cohort changed to include students with prior College Credit Now experience.

As enrollment has changed over time, so too has the number of incoming first-time, full-time students.

## Graduation Rates (Full-Time) since 2014



This graph displays the full-time graduation rates from 2014 through 2023. There are three different graduation rates:

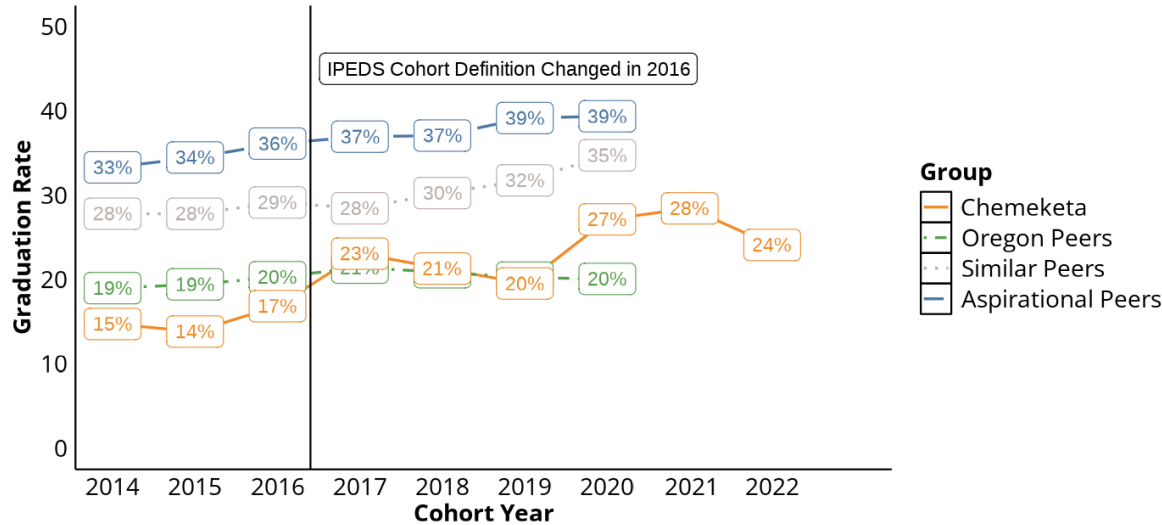
**100%** - this rate measures the percentage of students that completed a degree in 2 years or a certificate in 1 year.

**150%** - this rate measures the percentage of students that completed a degree in 3 years or a certificate in 1.5 years.

**200%** - this rate measures the percentage of students that completed a degree in 4 years or a certificate in 2 years.

# Chemeketa Community College AY 2024-25 Graduation and Transfer Report

**150% Graduation Rates (Full-Time) since 2014**



This graph displays the full-time **150%** graduation rates from 2014 through 2022. There are three different graduation rates:

**Chemeketa** - this rate includes students from Chemeketa Community College.

**Oregon Peers** - this rate includes students from Chemeketa's list of peer institutions in Oregon (Lane, Linn-Benton, Clackamas, PCC, and Mt. Hood). Source: IPEDS

**Similar Peers** - this rate includes students from Chemeketa's list of similar peer institutions. Source: IPEDS

**Aspirational Peers** - this rate includes students from Chemeketa's list of aspirational peer institutions. Source: IPEDS

Graduation rates have been increasing steadily over time for each level.

## 6-Year Transfer Rate (2019 Full-Time Cohort)

27%

## Top Transfer Destinations

- 1) Oregon State University
- 2) Western Oregon University
- 3) Portland State University
- 4) Oregon Institute of Technology
- 5) University of Oregon

## Top Transfer Majors

- 1) Psychology
- 2) Computer Science
- 3) Education
- 4) Business
- 5) Dental Hygiene

The 6-Year Transfer Rate measures the percentage of full-time students that transfer to a four-year institution within six years after starting at Chemeketa.

## **GENERAL EDUCATION OUTCOMES REPORT**

### **Prepared by**

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

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Items included in this report:

- General Education Outcomes Report

**Chemeketa Community College**  
**AY 2024-25 General Education Outcomes Report**

In Spring 2024, Chemeketa faculty and administration adopted new [General Education Outcomes \(GEOs\)](#) for our general education curriculum: Communication, Competence, Compassion, Curiosity, Creativity, and Critical Thinking. These outcomes articulate what we hope all students who have completed the general education curriculum know and can do. These outcomes also help us clearly communicate the value of a Chemeketa education to students, families, and external stakeholders.

**Curiosity**

Students are curious about the world and their role in it. They actively seek out opportunities for discovery and growth by exploring the ideas of others, trying new things, and asking meaningful questions.

**Creativity**

Students apply ingenuity and imagination to what they learn and experience. They work with others to make connections between different subjects, test new approaches, find original solutions, and express their ideas creatively.

**Critical Thinking**

Students carefully and objectively examine the information they encounter and the world around them. They challenge assumptions, evaluate the credibility of sources, and reflect on their own understanding. They develop problem-solving skills and habits of thinking that reduce bias, using logic and data to form well-reasoned conclusions.

**Communication**

Students clearly and effectively communicate their thoughts and ideas in ways that match the needs of different audiences and situations. They listen actively and read carefully with the intent to understand others. They develop the ability to hold thoughtful discussions that welcome an open exchange of ideas.

**Competence**

Building on their unique backgrounds and strengths, students gain the knowledge and skills they need to be successful in their careers, education and everyday lives. They manage their time, prioritize tasks, meet deadlines, and prepare for future opportunities. They learn and grow from challenges and feedback, developing the ability to work effectively with others, solve problems and apply what they've learned to real-life situations.

**Compassion**

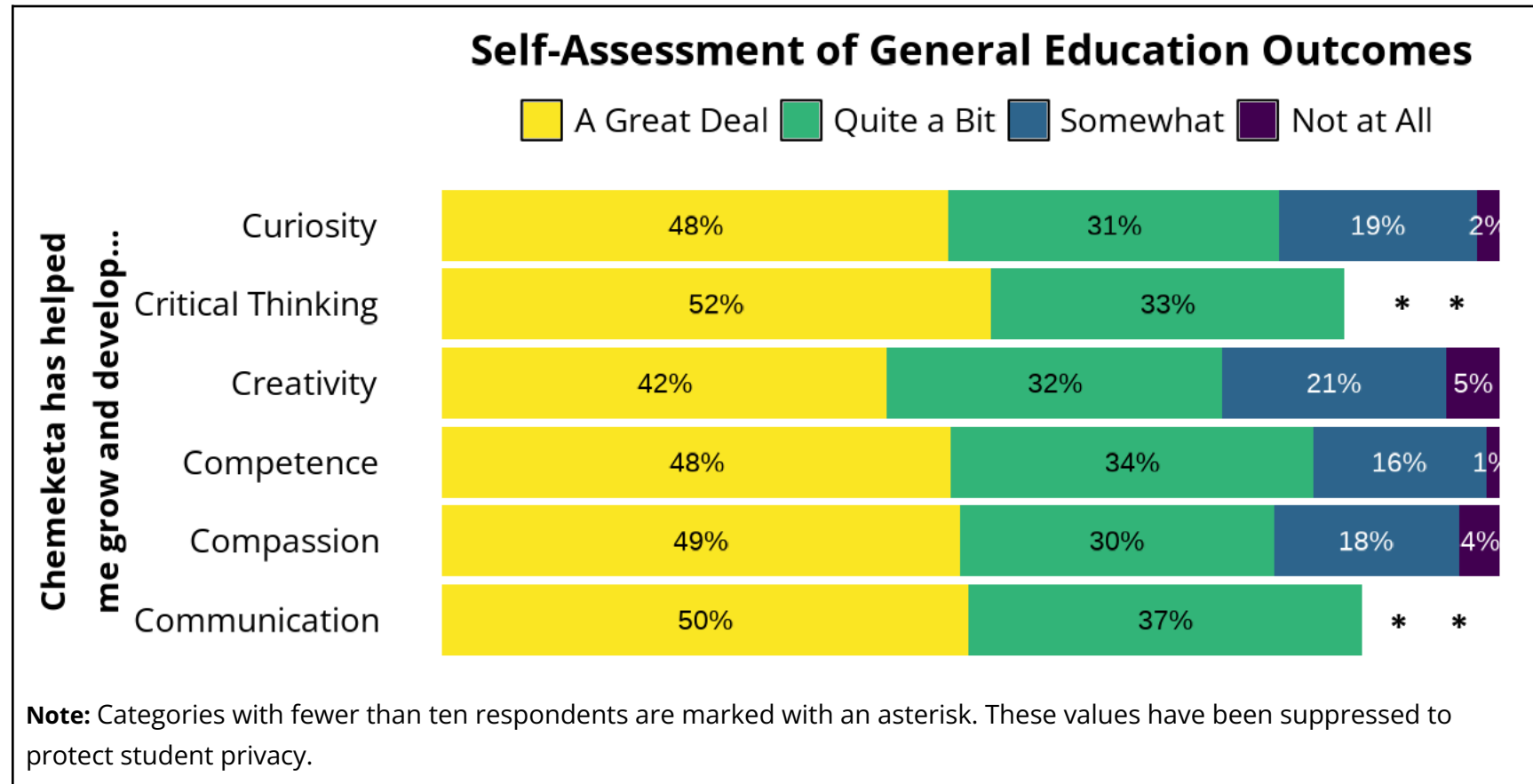
Students develop concern for themselves, for others, and their surroundings, recognizing the importance of well-being in their lives and communities. They show empathy and compassion toward all people and consider the potential impacts of



**Chemeketa Community College**  
**AY 2024-25 General Education Outcomes Report**

their words and actions. They strive to make a meaningful difference in the world through responsible choices and civic engagement.

Over the last year, Chemeketa piloted an assessment plan aligned with practices implemented by other colleges. This assessment plan involved a student self-assessment of their growth and development in relation to each of the six General Education Outcomes.



Standard Report-7  
October 15, 2025

**Chemeketa Community College**  
**AY 2024-25 General Education Outcomes Report**

The results demonstrated that between 74 and 87% of respondents (approximately 240 students) reported that they have grown and developed either a “A Great Deal” or “Quite a Bit” in relation to each of these outcomes. Very few respondents reported that they did not grow or develop these skills at all while they were at Chemeketa.

Over the 2025-26 academic year, students will continue to report on their growth and development in these key areas. The Learning Outcomes Assessment Committee (LOAC) – a faculty-led committee that governs Chemeketa’s approach to outcomes assessment – will continue to monitor the results and will report and respond as the need arises.

## **SUMMER TERM ENROLLMENT REPORT**

### **Prepared by**

Beth Holscher, Operations Research Analyst II  
Colton Christian, Dean—Academic & Organizational Effectiveness  
Jessica Howard, President/Chief Executive Officer

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### Items included in this report:

- Student, FTE and Enrollment Profile
- Summer Term Enrollment vs. Prior Years
- Summer Term Cumulative Enrollment

Chemeketa Community College  
**Summer 2025**  
 Student, FTE and Enrollment Profile

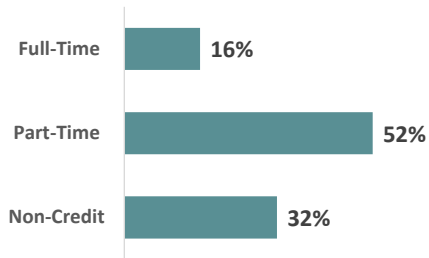
**Students: 4,516**

Student Headcount by Student Status

Full-Time	Part-Time	Non-Credit
717	2,353	1,446
16%	52%	32%

\*Students refers to unduplicated headcount

Distribution of Students

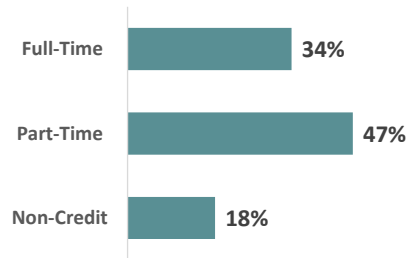


**Total FTE: 725**

Total FTE by Student Status

Full-Time	Part-Time	Non-Credit
249	343	133
34%	47%	18%

Distribution of FTE



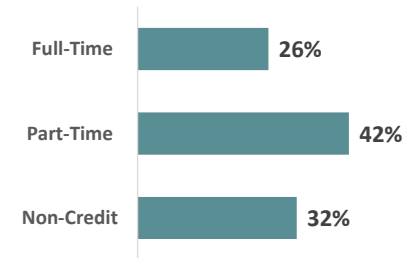
**Enrollments: 10,494**

Enrollments by Student Status

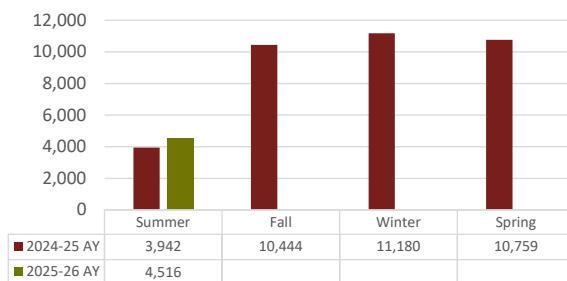
Full-Time	Part-Time	Non-Credit
2,737	4,426	3,331
26%	42%	32%

\*Enrollment refers to duplicated headcount

Distribution of Enrollments

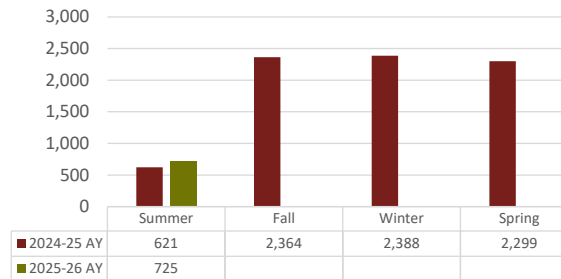


Student Headcount Year-to-Year



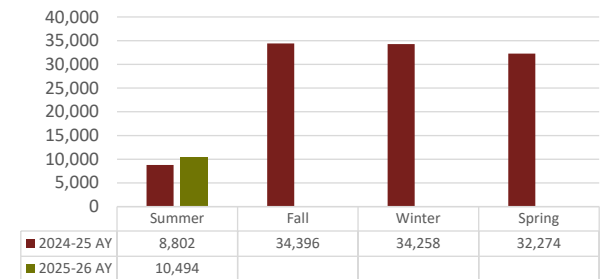
% Change 15%

Total FTE Year-to-Year



% Change 17%

Enrollments Year-to-Year



% Change 19%

Standard Report-8  
 October 15, 2025

**Chemeketa Community College**  
**Summer 2025**  
 Student, FTE and Enrollment Profile

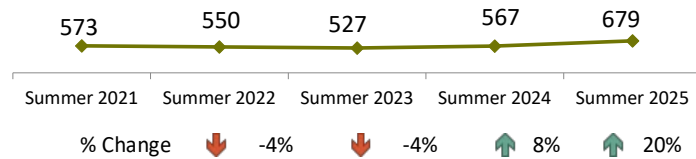
**Summer-to-Summer Comparison**

Summer Term FTE and Headcount	Summer 2024	Summer 2025	% Change
Reimbursable FTE	567	679	19.6%
Non-Reimbursable FTE	54	46	-14.1%
Total FTE	621	725	16.7%
Unduplicated Headcount	3,942	4,516	14.6%

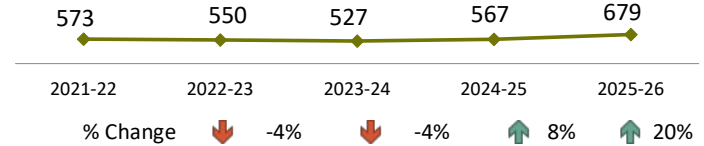
**Year-to-Date**

Year-to-Date FTE and Headcount	2024-25	2025-26	% Change
YTD Reimbursable FTE	567	679	19.6%
YTD Non-Reimbursable FTE	54	46	-14.1%
YTD Total FTE	621	725	16.7%
YTD Unduplicated Headcount	3,942	4,516	14.6%

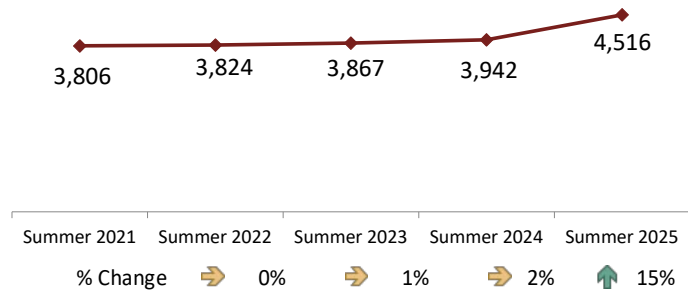
**Summer Reimbursable FTE**



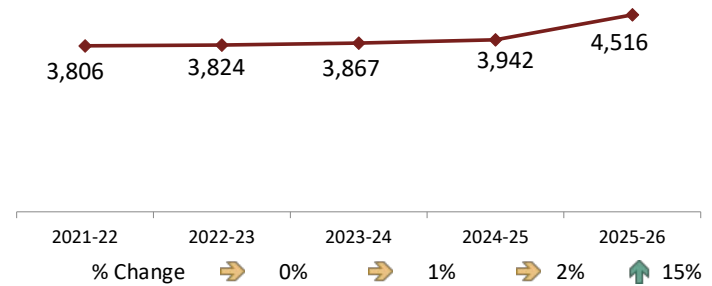
**YTD Reimbursable FTE**



**Summer Unduplicated Headcount**



**YTD Unduplicated Headcount**

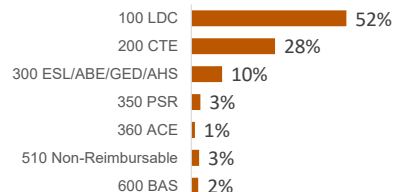


**Chemeketa Community College**  
**Summer 2025**  
**Student, FTE and Enrollment Profile**

This page provides a breakdown of enrollment by activity, race/ethnicity, and gender. The percentage of the population in our district from each demographic group (race/ethnicity and gender) is provided alongside the student percentages. This allows the reader to compare the percentage of students to the percentage of people in the population from each demographic group to determine whether these percentages align. If the percentages align, this indicates that people in the district are accessing Chemeketa Community College at a rate that's proportionate to their representation in the district. If the percentages don't align, this indicates that people in the district are accessing Chemeketa Community College at a rate that's disproportionate to their representation in the district.

### FTE by Activity

Activity	FTE	%
100 Lower Div Collegiate	378	52%
200 Career Tech Educ	204	28%
300 ESL/ABE/GED/AHS	75	10%
350 Post Secondary Rem	22	3%
360 Adult Cont Educ	9	1%
510 Non-Reimbursable	19	3%
600 Bachelor of Appl Science	17	2%
<b>Total</b>	<b>725</b>	<b>100%</b>



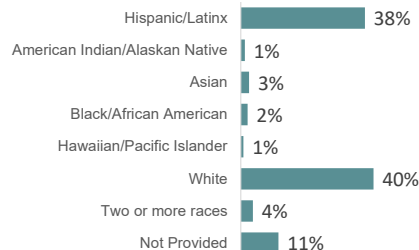
#### Activity Codes

All courses at Community Colleges are assigned ACTI (activity) Codes to categorize sections into specific educational activities.

**100** Lower Division Collegiate (WR121 Intro to Composition , MTH112 Precalculus 2: Trigonometry)  
**200** Career Technical Education (NUR106 Fundamentals of Nursing , WLD159 Ornamental Iron Work)  
**300** ESL/ABE/GED/AHS (This consists of several groups, which include English as a Second Language (XCEE0517B English Now!), Adult Basic Education (XABE0793J ABE Skills Lab), General Education Development (XGED0793J GED Skills Lab) , and Adult High School (XHSC0911G Grammar & Punctuation))  
**350** Post Secondary Remedial (MTH070 Elementary Algebra, WR090 Fundamentals of Writing)  
**360** Adult Continuing Education(XDRV0001H Motorcycle eRider Basic, XEMT0571A EMT/Paramedic Skills Lab)  
**510** Non-Reimbursable (XMUP0001F Chamber Chorus, XSSP0001X Use Memory Strategies Workshop)  
**600** Bachelor of Science (BAS ) (ABF402 Public and Private Sector Business Finance, MLD481 Applied Leadership 1)

### Race/Ethnicity

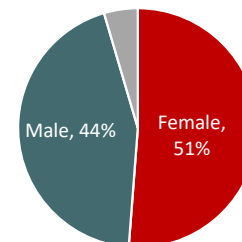
Race/Ethnicity	Chemeketa		District
	Headcount	%	
Hispanic/Latinx	1,708	38%	25%
American Indian/Alaskan Native	55	1%	3%
Asian	113	3%	3%
Black/African American	93	2%	2%
Hawaiian/Pacific Islander	37	1%	1%
White	1,826	40%	63%
Two or more races	166	4%	4%
Not Provided	518	11%	0%
<b>Total</b>	<b>4,516</b>	<b>100%</b>	<b>100%</b>



### Gender

Gender	Chemeketa		District
	Headcount	%	
Female	2,313	51%	50%
Male	1,997	44%	50%
Not Provided	206	5%	0%
<b>Total</b>	<b>4,516</b>	<b>100%</b>	<b>100%</b>

\*District demographics from 2023 Census.



## RECOGNITION REPORT

### Prepared by

Jessica Howard, President/Chief Executive Officer

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

We are proud to recognize COREY CLARK of the Pharmacy Technician program for his recent interview publication with [Healthcare Degree](#). This helped shine a spotlight on the Chemeketa Pharmacy Technician program and highlight its value as a gateway into all areas of the health sciences.

Congratulations to JOHN DEDRICK from the Financial Aid Office who passed his comprehensive knowledge exam and met the criteria to be recognized as a Certified Financial Aid Administrator (FAAC). John is one of fewer than 1,000 financial aid administrators nationwide to complete the education, experience, ethical standards and knowledge exam to earn this designation.

KELSIE POWELL led a dedicated group, including ANNETTE GORREMANS, REBEKKAH BARNETT, ABBY GREWATS, DEBRA VANHOUTEN, AMANDA BECKNER, ELAINE MOH-BROWN, ERIKA COKER, MIKE ZUNIN, LINDA RINGO-REYNA, PARKER DEMING, NADEGE ARMSTRONG, AMANDA RIVERA, SANDI KELLOGG, AND VIVI CALEFFI PRICHARD to create a holistic admissions process for nursing. This new process eliminates the need for students to retake courses for acquiring more competitive grades, requiring only a passing grade for pre-requisite courses. Instead of focusing primarily on GPA and grades, the application will be scored on experience, attributes, the Kaplan entrance exam, as well as essays and interviews. This holistic application model ensures a more comprehensive evaluation of the diverse strengths of students. The new application will be in place for the 2027 academic year.

Congratulations to faculty members RASCHEL LARSEN, JENNIFER SCHRAMM, and DEBRA VANHOUTEN for completing Chemeketa's Excellence in Teaching Certificate. This group represents the inaugural cohort of faculty who participated in a comprehensive program of professional development activities and created a professional portfolio showcasing how they demonstrate Chemeketa's Excellence in Teaching Competencies in their practice. These portfolios stand as inspiring testimony to the hard work and dedication Chemeketa's faculty commit to our students' achievement.

Congratulations to KIM COLANTINO, LAURA MACK, and JAMIE TATUM on achieving Chemeketa's Quality Online Instruction (QOI) certification. All three instructors engaged in a peer review process of one of their online (asynchronous) courses to meet Chemeketa's QOI standards addressing organization and design, instructional design, learner support, regular and substantive interaction.

Standard Report-9  
October 15, 2025

Congratulations to KELA KRUSE from Business Services who was awarded Chemeketa's inaugural Exempt Employee Excellence Award. Kela's demonstration of Chemeketa's values is well represented with her service to students, staff, and the general public.

Congratulations to TAYLOR CANTONWINE from Marketing who was just selected the 2025 Rising Star by the National Council for Marketing and Public Relations, District 7. NCMPR presents an annual Rising Star Award in each of its seven districts to an innovative and progressive professional who has demonstrated special creativity and ability in marketing and PR and shows evidence of a promising future in the field. (Award winners must have worked full time in college marketing for at least one year and no more than five years.) As the District awardee, Taylor is now being considered for the national award and will be competing against the six other district awardees. This is a tremendous honor, and we are so proud of Taylor.

We are proud to share that FRANCES ROBBINS, Nursing faculty member, has been elected by the Governor to serve on the Workforce & Talent Development Board (WTDB). The WTDB brings together leaders from across Oregon, including representatives from business, labor, local workforce development boards, community-based organizations, the legislature, local government, and state agencies. Frances will represent not only the nursing profession, but also serve as an important advocate for nursing education that will make a valuable impact at the state level.

We are pleased to announce that FRANCISCO SALDIVAR, CTE Executive Dean, has been elected by the Governor to serve as a member of the Oregon State Apprenticeship and Training Council (OSATC). The OSATC serves as the governing body responsible for approving new apprenticeship committees, programs, and policies across the state. Francisco's election to this important council is a testament to his deep expertise, commitment to workforce development.



Separate Action-1  
October 15, 2025

**APPROVAL OF BOARD OF EDUCATION GOALS FOR 2025–2026  
[25-26-115]**

**Prepared by**

Alice Sprague, Vice President—Governance and Administration

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During the Board of Education’s professional development on August 27, 2025, members completed self-assessments, and reviewed their guiding principles and 2024–2025 board goals. The Board Goals committee consisting of board chair Diane Watson, and board members Iton Udosenata and Neva Hutchinson, met on September 30, 2025. Board planning and drafted goals for the 2025–2026 calendar year were discussed with the plan to bring forward a recommendation to the Board of Education at the October meeting.

It is recommended that the Board of Education approve the Board Goals for 2025–2026.

**BOARD OF EDUCATION  
2025–2026 Board Goals**

The board will:

1. Engage in college-sponsored professional development to focus on NWCCU expectations for college boards relating to institutional mission fulfillment and student success.
2. Through delivery of information about trends impacting higher education and college operations, work with the president to facilitate the board's role in understanding and guiding Chemeketa's strategic direction.
3. Through financial sustainability, long-range facilities planning, and academic program offerings, work with the president and her senior executive administration to support the work of the college and ensure maximum student success.
4. Identify and maintain a strong practice of involvement with partners, legislators, and community stakeholders in alignment with the college's strategic initiatives and in relation to our rapidly changing environment.
5. Work with the president to identify and engage in activities that demonstrate and grow support for the community's understanding of and support for the college.
6. Support and celebrate the concept of "Adaptability," the institutional value upon which the college will focus for the academic year.

Action-1  
October 15, 2025

**APPROVAL OF COLLEGE POLICY: EDUCATION SERIES 4000—  
ACADEMIC FREEDOM—#4310  
[25-26-116]**

**Prepared by**

David Hallett, Vice President—Academic and Student Affairs

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**ACADEMIC FREEDOM — POLICY #4310**

This policy was last reviewed by the board in May 2019. The Academic Freedom policy is unique from other policies, as it is driven by negotiated faculty contract language. The policy has been updated to reflect new contract language that was ratified in April 2025. The changes to policy 4310 are not substantive in nature, rather they are reflective of the evolving collaborative discussions between the College and the Chemeketa Faculty Association during the bargaining process.

These changes were reviewed and approved by the Academic Standards Advisory Council on June 6, 2025.

It is recommended that the College Board of Education approve the Academic Freedom policy (policy 4310).



## **POL #4310**

### **Academic Freedom**

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- A. The purpose of this statement is to promote public understanding and support of academic freedom and professional responsibility to the students, to the community, and to Chemeketa Community College. This institution is being operated for the common good and not to further the interest of either the individual instructor or the institution as a whole. The common good depends upon the free search for truth and its free expression.
- B. Academic freedom is essential to these purposes and is applied to teaching and other college-related activities. Academic freedom in its teaching aspect is fundamental for the protection of the rights of the faculty member in teaching and of the student to freedom in learning. It carries with it duties correlative with ~~the faculty member's rights; in discussing the subject in the classroom, in research and in the publication, as a citizen, as a member of their institution, and as a member of their community.~~
1. ~~A-f~~**Faculty members is are** entitled to freedom in the classroom **or on campus while acting in a professional capacity** ~~in discussing the subject, but they should be careful not to introduce into their teaching controversial matters, which is not related to their subject-limit the amount of class time spent on matters that are unrelated to the course objectives.~~
  2. **Each faculty member is entitled to and responsible for moderating the free exchange of ideas in the classroom.**
  3. ~~A-f~~**Faculty members is are** entitled to full freedom in research and in the publication **and presentation** of the results, subject to the adequate performance of their other academic duties and in concert with existing college policies and publications and printing.
  4. ~~A-f~~**Faculty members is are** ~~a citizen, a members of a learned profession, and a members~~ of the educational institution. When they speak or write as ~~an citizen-individual~~, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As **faculty members** ~~a person of learning and as an education member~~, they should remember that the public may judge their profession and their institution by their ~~utterances~~ **word and actions**.
  5. As a member of their institution, the faculty member seeks above all to be an effective teacher. Although they observe the stated regulations of the institution, they maintain their rights to criticize and seek revision.
  6. As a member of their community, the faculty member has the rights and obligations of any ~~citizen~~ **community member**. They determine the amount and character of the civic and community involvement outside the institution with due regard to their responsibilities within it. As ~~an citizen individual~~ engaged in a profession that depends upon freedom for its health and integrity, the faculty member has a particular obligation to promote conditions of free inquiry and to further public understanding of academic freedom.

February 18, 2015  
*Adopted College Board of Education*

May 15, 2019  
*Revised College Board of Education*

**ACCEPTANCE OF PROGRAM DONATIONS  
JULY 1, 2025, THROUGH SEPTEMBER 30, 2025  
[25-26-117]**

**Prepared by**

Shawn Keebler, Development Associate—Chemeketa Foundation  
Jamie Wenigmann, Director of Development—Chemeketa Foundation  
Marie Hulett, Associate Vice President—Institutional Advancement  
Aaron Hunter, Vice President—College Support Services/Chief Financial Officer

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These items were donated to Chemeketa Community College from July 1, 2025, through September 30, 2025. It is recommended that the College Board of Education accept these donations.

<b>Item:</b>	1998 Toyota Tacoma
<b>Donor:</b>	Gregory Oldham
<b>Declared Value:</b>	\$5,900
<b>Program:</b>	Automotive Technology Program

<b>Item:</b>	2004 Subaru Forester
<b>Donor:</b>	Pamela Hagaman
<b>Declared Value:</b>	\$3,800
<b>Program:</b>	Automotive Technology Program

<b>Item:</b>	11 Spanish Children's Books
<b>Donor:</b>	Heather Simpson-Howell
<b>Declared Value:</b>	\$25
<b>Program:</b>	Library Collection

**APPROVAL OF GRANTS AWARDED  
JULY 2025–SEPTEMBER 2025  
[25-26-118]**

**Prepared by**

Gaelen McAllister, Director—Institutional Grant Development  
Alice Sprague, Vice President—Governance and Administration

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These grants have been awarded to the college from July–September 2025. It is recommended that the board accepts these grant awards.

<b>GRANTS AWARDED—JULY–SEPTEMBER 2025</b>			
<b>Grantor</b>	<b>Department</b>	<b>Description</b>	<b>Amount</b>
U.S. Department of Education TRIO Student Support Services (SSS)	Student Affairs–College Access Programs (CAP)ju	TRIO SSS Salem Provides supports for first-generation, low-income students to complete a degree and transfer to a 4-year school. Funds Success Coaches, tutoring, student support. 5 years. Liliana Landa Villalba and Hayley Gibbs. Submitted 7/12/2025.	\$1,690,515
U.S. Department of Education (ED) TRIO SSS YVC and Woodburn	General Education and Transfer Studies	TRIO SSS Yamhill Valley Campus and Woodburn Center. New project application to provide supports for first-generation, low-income students to complete degree and transfer to 4-year school. Funds Success Coaches, tutoring, student support. 5 years. Danielle Hoffman and Elias Villegas. Submitted 7/14.	\$1,361,715
Oregon Department of Education–Educator Advancement Council Grow Your Own	General Education and Transfer Studies (GETS)–Education	Renewal application. Designed to increase the diversity of the teacher workforce, this grant funds recruitment and support of teachers through including adults working as teaching assistants, dual enrollment students, and general education students to education careers. Karla Hale. Submitted 1/15/2025.	\$491,427
Roundhouse Foundation	Career and Technical Education–Automotive, Fire	Helps students in Automotive and Fire Suppression programs to buy tools and turnout gear required for program participation. Larry Cheyne and Jordan Bermingham. Submitted 7/9.	\$45,000

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Oregon Department of Education HECC–CCWD	Student Affairs– Counseling and Career Services	Funds Resource Navigator services to assist students in determining eligibility and applying for federal, state and local benefit programs, as well as college financial student supports. Blanca Aguirre.	\$189,186
Yamhill Community Care Organization	Workforce Innovation and Strategic Engagement– English as a Second Language (ESL)	In partnership with McMinnville Public Library, Mid Valley Literacy, Unidos, Oregon Child Development Coalition, Mexican Consulate and McMinnville School District, the Plaza Comunitaria project helps adults complete primary, secondary and high school education. Melody Abarca-Millan.	\$20,868
Oregon Department of Education–Perkins	CTE–MWEC	Perkins Funding: the Carl D. Perkins Career and Technical Education Act grant improves career and technical education (CTE) in 33 partner schools through the Mid-Willamette Education Consortium. It increases access to CTE, promotes alignment with labor market needs, and improves the quality of CTE programs. The goal is to equip students with the skills and knowledge necessary for success in the workforce. Ed Woods.	\$1,724,485
U.S. ED TRIO Disability Student Support Services	Student Affairs CAP	TRIO D-SSS provides supports for students with disabilities to complete a degree and transfer to a 4-year school. Funds Success Coaches, tutoring, student support. 5 years. Liliana Landa Villalba and Hayley Gibbs. Submitted 7/12.	\$1,460,305
Oregon Center for Nursing–RENEW	CTE–Nursing	Creates faculty recruitment and retention innovations to increase capacity of Nursing program. Sandi Kellogg. Submitted 5/2.	\$277,273
Oregon Youth Development Division (YDD) Reengagement	WISE–High School Partnerships	Expands Youth GED options by adding classes in Spanish. Sarah Whisenhunt. Submitted 6/9.	\$200,000
Oregon YDD Jobs	WISE–High School Partnerships	Creates a Youth Workforce Readiness HUB to connect youth to career pathways, essential employability skills,	\$300,000

Action-3  
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		and industry recognized credentials. Sara Whisenhunt. Submitted 6/23.	
U.S. HHS–Health Resources and Services Administration (HRSA)	CTE– Behavioral Health	Funds recruitment and support for students seeking credentials as Qualified Mental Health Associates and to obtain cross credentials in both Certified Alcohol and Drug Counselor and QMHA. Shaunah Steels. Submitted 4/1.	\$1,399,876
		<b>Total Grant Funding Awarded</b>	<b>\$9,160,650</b>



Action-4  
October 15, 2025

**APPOVAL OF CONTRACT AWARD FOR BOND PROJECT COORDINATOR  
[25-26-119]**

**Prepared by**

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

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**BOND PROJECT COORDINATOR**

A Request for Proposal for a Bond Project Coordinator was advertised on the college's Procurement Services website, in the Daily Journal of Commerce, and in the Statesman Journal on August 28, 2025. A recommendation for contract award will be made to the College Board of Education at its October meeting.

Action-5  
October 15, 2025

**APPROVAL OF PURCHASE OF PROPERTY ADJACENT TO CHEMEKETA  
CENTER FOR BUSINESS AND INDUSTRY (CCBI)  
[25-26-120]**

**Prepared by**

Tom Howard, Manager—Real Estate Services  
Aaron Hunter, Vice President—College Support Services/Chief Financial Officer

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The college and the property owner, Cliff and Barbara Moeller DBA High Street Co. LLC, have negotiated for the purchase of 660 High Street NE, Salem, OR. Real Estate Broker, Ian Levin of NLCO, has represented the Moellers in the transaction. The parcel consists of one building directly adjacent to the college containing 4,148 square feet of interior space and a lot size of 12,944 square feet. The property is zoned MU-1 (Mixed Use-1) as is our current CCBI property. The parking lot contains approximately 20 parking spaces.

The college's intention is to further educational access to the community and local business using this property in conjunction with the college's adjacent property at 626 High Street. The subject property also provides valuable parking which is much in need in downtown Salem.

It is recommended that the Board of Education approve the purchase of 660 High Street NE in Salem, Oregon, for \$850,000.



# VISION • MISSION • VALUES

## **VISION** *(Our shared future)*

Chemeketa will be a gathering place for lifelong learning.

## **MISSION** *(Why we exist)*

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

## **VALUES** *(How we work together)*

### **ADAPTABILITY**

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

### **BELONGING**

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

### **COMMUNITY**

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

### **OPPORTUNITY**

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

### **QUALITY**

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



Appendix-2  
October 15, 2025



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



**Legend**

- Bus Stop
- Charging Station
- E** Elevators
- Food
- Public Safety

Building directory on reverse side

## Appendix-2 October 15, 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

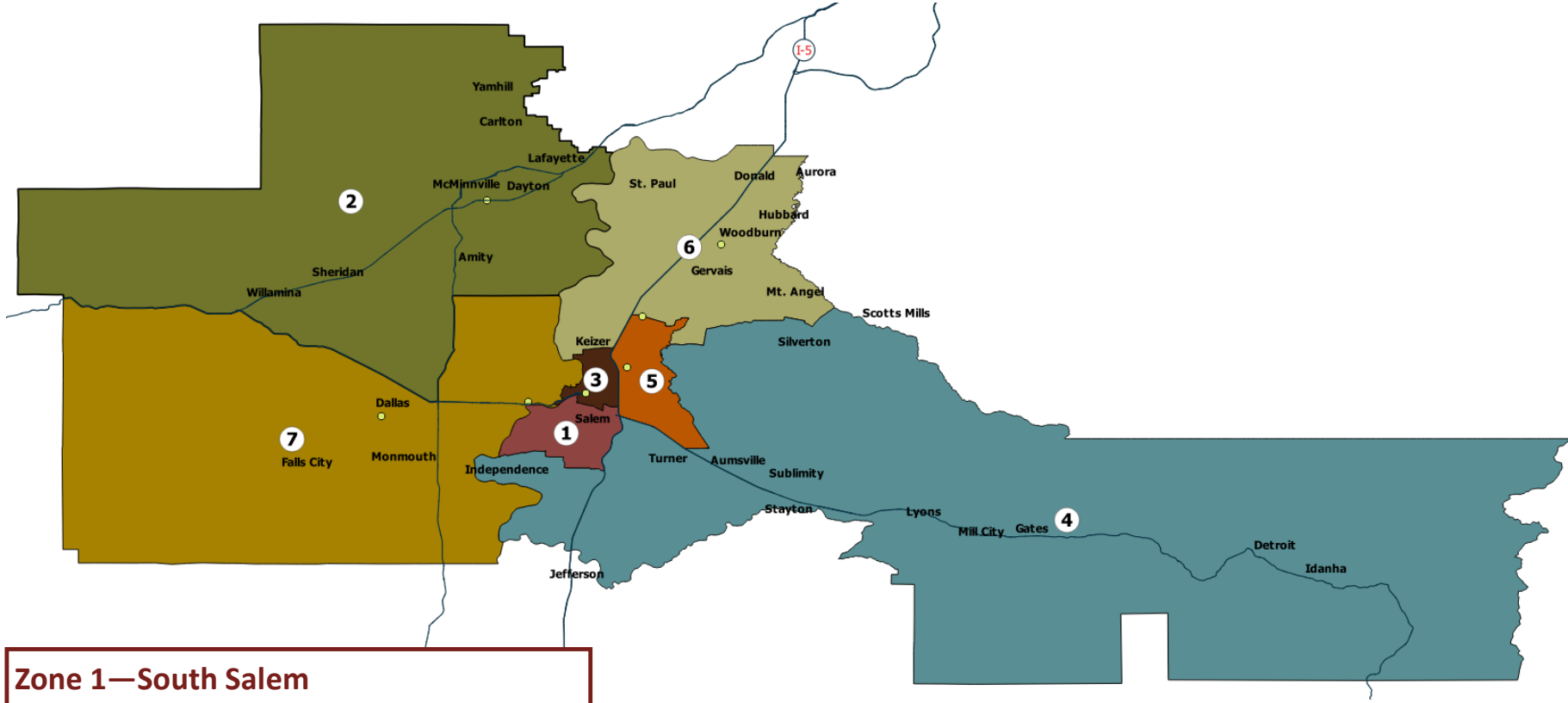
#### Lactation/Wellness Room

- 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 Birgitte Ryslinge**

**ZONE 3 Neva Hutchinson**

**ZONE 4 Ken Hector**

**ZONE 5 Jackie Franke**

**ZONE 6 Diane Watson, Chair 2025-2026**

**ZONE 7 Betsy Earls, Vice Chair 2025-2026**