

Q1 ACCOMPLISHMENTS IN ACHIEVING GOALS

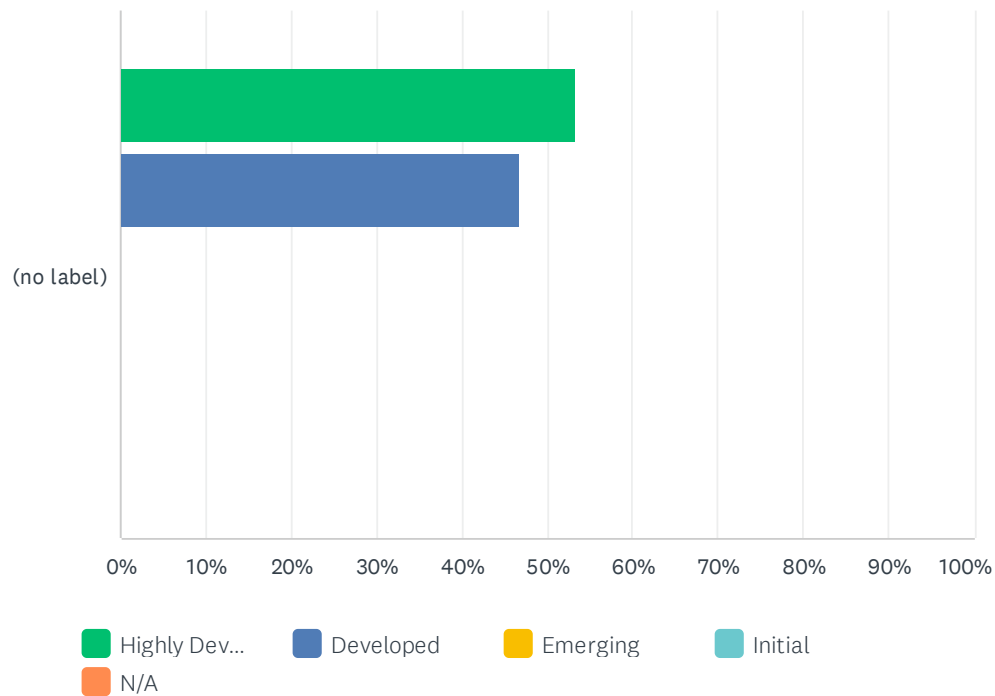
Highly Developed: Exhibits ongoing and systematic evidence of goal achievement.

Developed: Exhibits evidence of goal achievement.

Emerging: Exhibits some evidence that some goals have been achieved.

Initial: Minimal evidence that progress has been made toward achieving goals..

Answered: 15 Skipped: 0

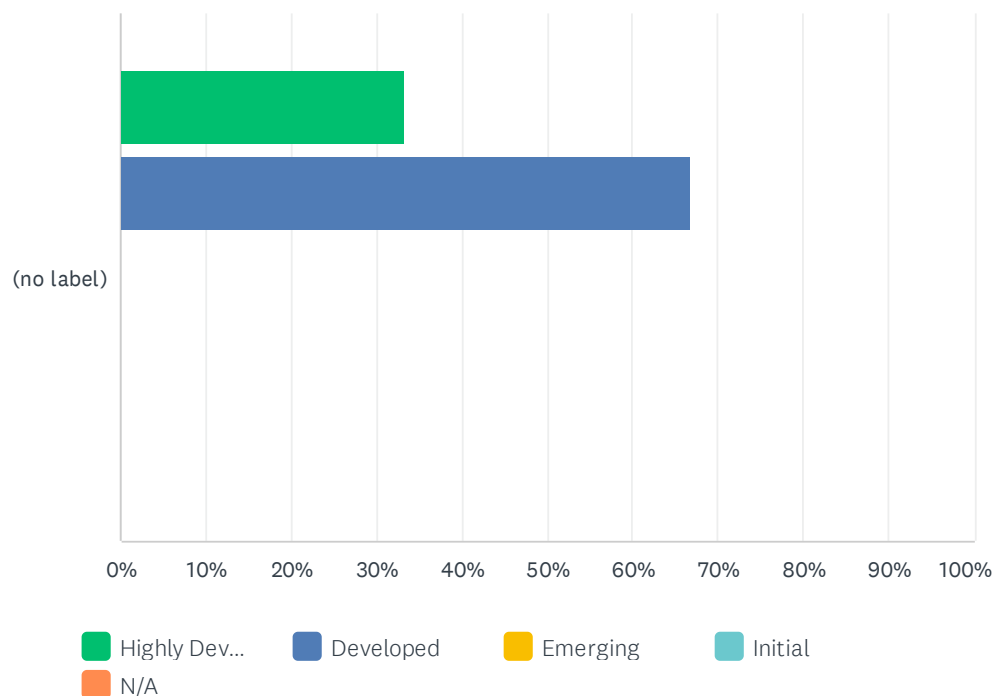


	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	53.33%	46.67%	0.00%	0.00%	0.00%	15	3.53
	8	7	0	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	I appreciate your strong focus on the advisory board and its link to career readiness and workforce train. I think you're headed in the right direction by continuing to create partnerships with industry, improve tracking of your graduates and their employment post-graduation, and continuing to refine the CJA and ADS curricula to reflect what industry needs from our graduates. What a great model.	12/2/2022 3:32 PM
2	Clear goals and good work taking place to meet them.	12/2/2022 11:03 AM
3	The criminal justice program has made commendable progress to date with its strategic goals.	11/28/2022 1:30 PM
4	Original goals were met fairly rapidly in the 5 year plan. Were any interim targets set?	11/22/2022 5:02 PM
5	CJA has been laser focuses on tackling and completing their identified goals in a thoughtful and deliberate manner.	11/22/2022 3:11 PM
6	Achieving goals, seeing positive results for students, and plotting a path toward more success!	11/15/2022 3:38 PM

Q2 LABOR MARKET PROJECTION Highly Developed: Thoroughly explains projected market demand and potential effects on program; presents highly developed plan to address projection. Developed: Explains projected market demand and discusses several possible actions to address projection. Emerging: Minimally explains projected market demand and lists one or two actions to address projection. Initial: Presents labor market demand without analysis/explanation and fails to list possible actions to address projection.

Answered: 15 Skipped: 0



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	33.33%	66.67%	0.00%	0.00%	0.00%	15	3.33
	5	10	0	0	0		

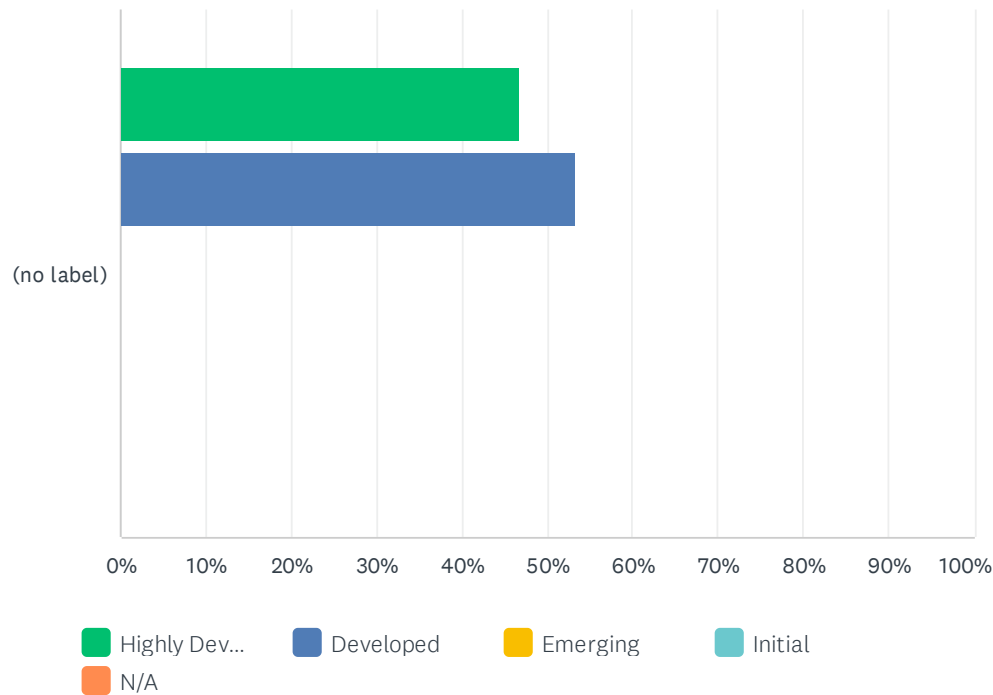
#	COMMENTS/FEEDBACK:	DATE
1	Great data- why don't we have more metrics on Klamath County specifically regarding employability?	12/2/2022 3:32 PM
2	While not necessarily reflective of other program successes or quality of content/delivery/instruction, this section felt like it could use a bit more development in terms of mechanisms to track placement (via post completion contact with students, hiring commitment from area partners like KCSD, etc. Long term job growth potential across a number of the related fields of study looks positive (an encouraging sign)	12/2/2022 2:03 PM
3	The review points out a weakness in local labor market projections and this limits the ability to fully project our local market needs. The statewide needs are apparent and bode well for the program. Information is being captured and used to the best of program ability.	12/2/2022 11:03 AM

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4	Employment pathways are being developed with local employers. Expanded options and opportunities have been added through collaborations with local employers.	11/28/2022 1:30 PM
5	You seem to show that there is a need. Are we fulfilling that need and do our students get placed? How many graduates state wide in similar programs? Page 6/53 A indicates placemat is unknow. Later in the document it refers to graduates working in the field. Specifics would help to indicate or confirm that KCC graduates have the skill level to be placed.	11/22/2022 5:02 PM
6	Thoroughly investigated. We may need to develop curricula for students to work towards a CADC II in our ADS program in addition to the CADC I since Oregon favors treatment for addiction/minor drug possession rather than incarceration.	11/22/2022 3:11 PM
7	Job projections provide insight for these occupations undergoing high-pressure societal changes. It is also very informative to see student employment tracking post-certification and graduation.	11/15/2022 3:38 PM

Q3 RESOURCES: PROFESSIONAL DEVELOPMENT Highly Developed: Exhibits ongoing and systematic support of professional development opportunities. Developed: Exhibits support of regular professional development opportunities. Emerging: Evidence of intermittent professional development opportunities. Initial: Minimal evidence of professional development opportunities.

Answered: 15 Skipped: 0



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	46.67%	53.33%	0.00%	0.00%	0.00%	15	3.47
	7	8	0	0	0		

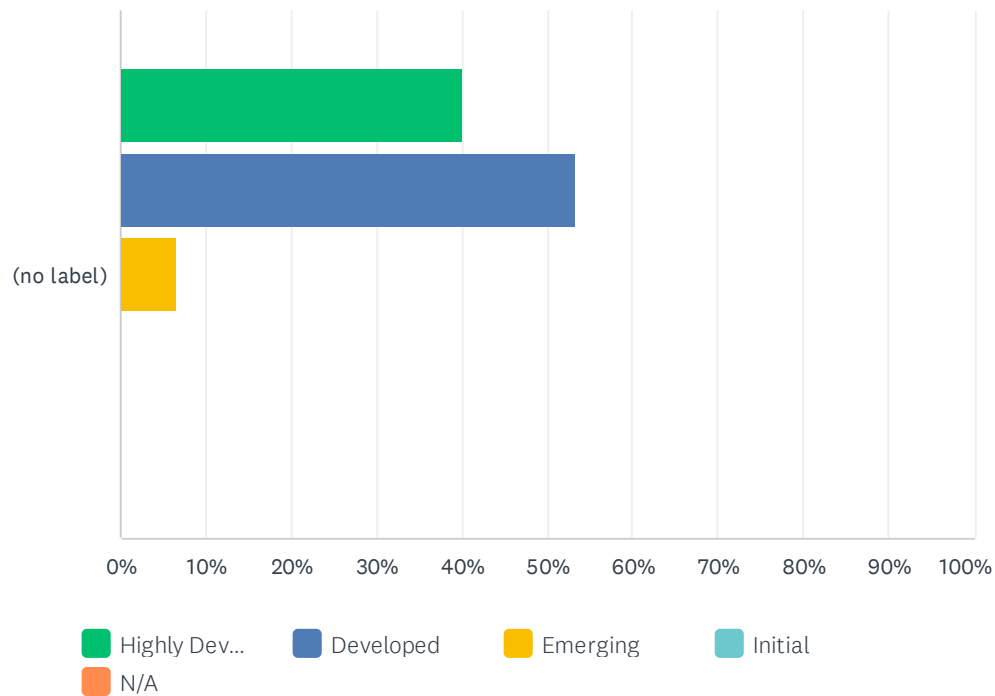
#	COMMENTS/FEEDBACK:	DATE
1	I appreciate the process-oriented onboarding process you've developed and your specific focus on making your faculty aware of the resources available to their students at KCC.	12/2/2022 3:32 PM
2	This section provided excellent context for the experiences, skills, and myriad of qualifications and prior training for instructional staff (clearly demonstrating breadth/width as contributing to the program), basic expectations for "on-boarding", and an indicated commitment to ongoing Prof. Development. The section might benefit from a description and definition of specific activities anticipated for 2023/beyond, and how these are prioritized and coordinated within the department (i.e. responding why it was indicated that Mr. Ware had NO PD opportunities available?).	12/2/2022 2:03 PM
3	Thoughtful and relevant work being done in professional development.	12/2/2022 11:03 AM
4	Evidence of extensive professional development opportunities was provided.	11/28/2022 1:30 PM
5	Appears that staff has multiple professional opportunities.	11/22/2022 5:02 PM

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6	Kudos to the Program Lead for his commitment to life-long learning. He is also engaging in statewide committee work. Would like to see more intentional PD in teaching and learning for our adjuncts in addition to their CEU requirements for their primary professions.	11/22/2022 3:11 PM
7	An intentional approach to integrating opportunities for professional development is evident.	11/15/2022 3:38 PM

Q4 RESOURCES: FACULTY MEETING INSTRUCTIONAL NEEDS Highly Developed: Employs a sufficient number of highly qualified faculty to meet instructional needs. Developed: Employs an adequate number of qualified faculty to meet instructional needs. Emerging: Has a plan to employ an adequate number of qualified faculty to meet instructional needs. Initial: Faculty numbers and/or qualifications are insufficient to meet instructional needs.

Answered: 15 Skipped: 0



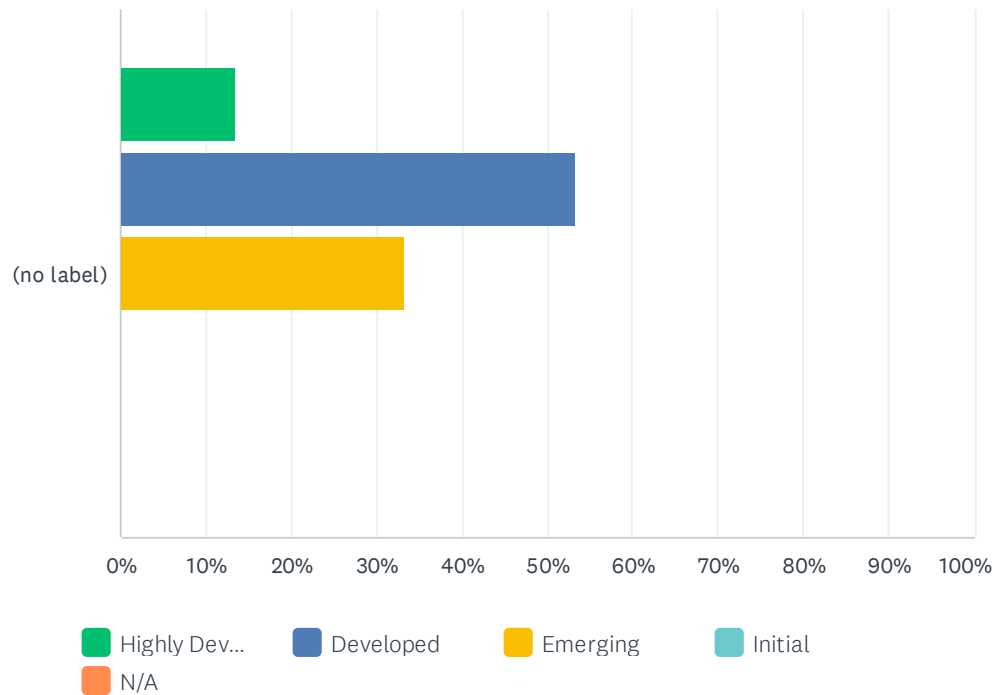
	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	40.00%	53.33%	6.67%	0.00%	0.00%	15	3.33
	6	8	1	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	Great robust group of educators focused on student success with the expertise to cover all areas of the CJA discipline.	12/2/2022 3:32 PM
2	Clearly demonstrated impacts via provided CLO information	12/2/2022 2:03 PM
3	Fairly large adjunct pool has been developed. This program also added a ERO ,5 FTE coordinator o support the development of workforce training.	11/28/2022 1:30 PM
4	Large adjunct faculty resource with wide range of expertise.	11/22/2022 5:02 PM
5	Robust group of professionals from our community. Jim Gravely should be commended on the work he has done to recruit well-positioned adjuncts from our local CJA community.	11/22/2022 3:11 PM
6	Addition of a full-time ADS faculty lead, with the ability to advise individual students, would greatly benefit KCC's Addictions Studies students, leading to higher retention and certificate	11/15/2022 3:38 PM

attainment.

Q5 RESOURCES: FACILITIES AND EQUIPMENT Highly Developed: Facilities and resources meet current and future needs. Developed: Facilities and resources meet current needs. Emerging: Evidence of a plan to have facilities and resources meet current and future needs. Initial: Minimal evidence that facilities and resources meet current and future needs.

Answered: 15 Skipped: 0



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	13.33%	53.33%	33.33%	0.00%	0.00%	15	2.80
	2	8	5	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	I love the vision of having a dedicated space.	12/2/2022 3:32 PM
2	The program lead indicated needs are being met "somewhat" and work will be continuing in this area.	12/2/2022 11:03 AM
3	Expressed needs for a dedicated space with simulators.	11/29/2022 4:51 PM
4	some discussion of needed additional facilities were included. It is unclear whether these facilities are needed to continue to offer this program or if this for expansion of the programming.	11/28/2022 1:30 PM
5	Although not mentioned in the Review, the spaces in Building 4 are vital for continued trainings	11/23/2022 1:26 PM
6	Numerous times in the document you mention the need for dedicated space, additional FT instructor, simulators and other nebulous needs. I don't think you made the case. How do these things impact our program? What will the expense of these things be? Can the program	11/22/2022 5:02 PM

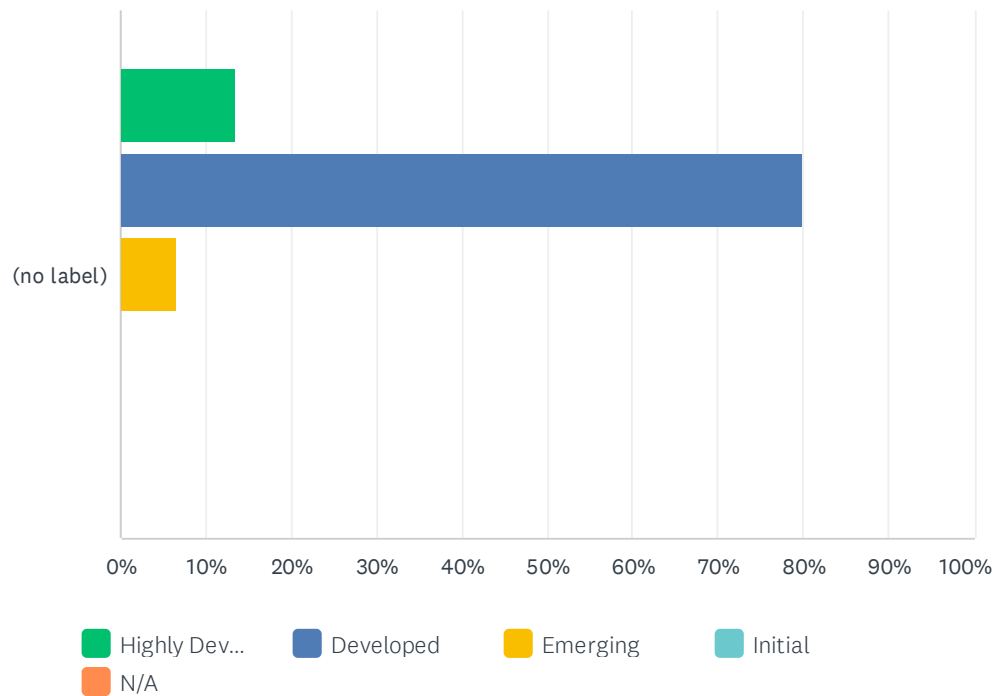
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be sustainable with this investment and will it increase cohort numbers, completion of the program, and placement of graduates in the field?

7	Simulators would be an excellent idea to bring in real life experiences for the students.	11/22/2022 3:11 PM
8	Current facilities and equipment somewhat meet current needs. However, high-quality simulators, hands-on and in-depth learning experiences for students and regional law enforcement will require updated technology, equipment, and facilities. Providing these elements would put KCC closer to the long-term goal of providing a regional training academy	11/15/2022 3:38 PM

Q6 EFFECTIVENESS: STUDENT LEARNING OUTCOMES ASSESSMENT
 Highly Developed: Exhibits ongoing and systematic SLO assessment to adjust instruction.
 Developed: Exhibits student learning outcomes assessment and uses results to change instruction.
 Emerging: Has a plan to engage in ongoing and systematic SLO assessment, including using results to change instruction.
 Initial: Minimal evidence of SLO assessment.

Answered: 15 Skipped: 0



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	13.33%	80.00%	6.67%	0.00%	0.00%	15	3.07
	2	12	1	0	0		

#	COMMENTS/FEEDBACK	DATE
1	Great work in this area, and I appreciate the direction you're headed in with creating questions that will spark more feedback from students in order to improve the course experience for students.	12/2/2022 3:32 PM
2	Clearly provided data informed by incorporation of student/stakeholder inputs	12/2/2022 2:03 PM
3	Based on student surveying outcomes are being met.	12/2/2022 11:03 AM
4	Evidence of making curriculum changes to align with student needs has been provided.	11/28/2022 1:30 PM
5	Student feedback is important and it appears you have positive feedback. What does your advisor board and employment tell you about the preparedness of our graduates? Are we getting agencies recruiting our graduates. Internship requests etc. ?	11/22/2022 5:02 PM
6	Nice amount of assessments have been completed with related changes to the curriculum as	11/22/2022 3:11 PM

the results of assessment indicate needed to occur.

Q7 EFFECTIVENESS: STUDENT SUCCESS

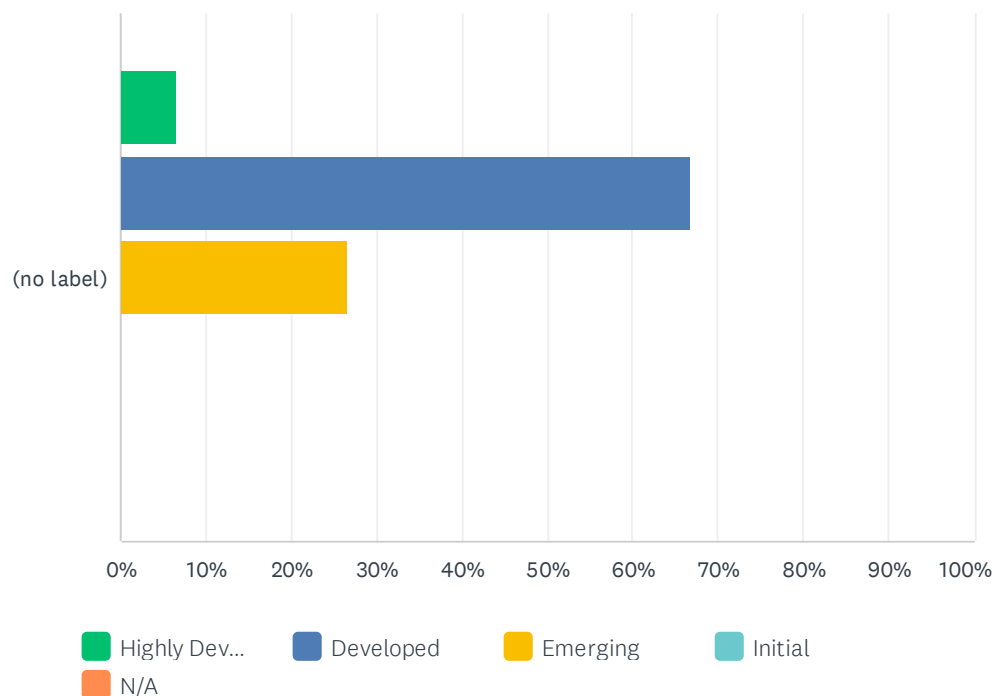
Highly Developed: Thoroughly analyzes trends in enrollment, degrees awarded, time-to-completion rates, and formulates comprehensive plans to address them.

Developed: Describes trends in enrollment, degrees awarded, time-to-completion rates, and formulates plans to address them.

Emerging: Describes trends in enrollment, degrees awarded, time-to-completion rates, and makes an attempt to plan to address them.

Initial: Minimal description of trends and/or fails to formulate plan to address them.

Answered: 15 Skipped: 0



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	6.67%	66.67%	26.67%	0.00%	0.00%	15	2.80
	1	10	4	0	0		

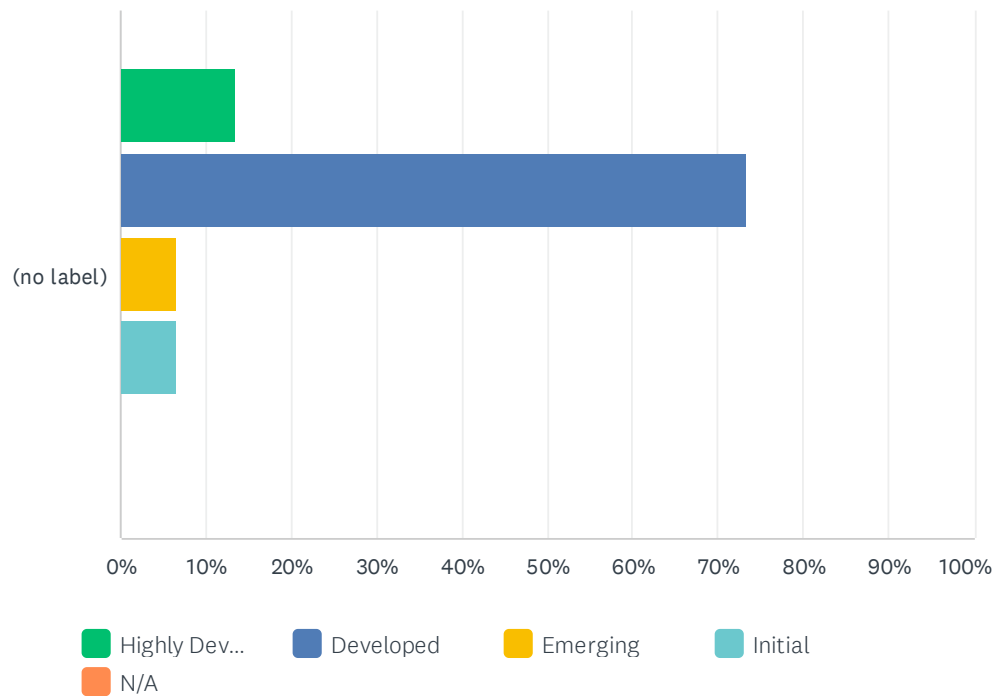
#	COMMENTS/FEEDBACK:	DATE
1	I appreciate your review of the data, and I look forward to discussing with you ways that TRIO can support your efforts with retaining and graduating students in the ADS certs.	12/2/2022 3:32 PM
2	Presented both enrollment trends, and defined process for ongoing internal evaluation/analysis and applied revisions to be implemented	12/2/2022 2:03 PM
3	Positive results in this area and still some work on data capture to be done.	12/2/2022 11:03 AM
4	Well documented enrollment trends and the reasons for those trends.	11/29/2022 4:51 PM
5	Enrollment, completion and retention rates are satisfactory and met or exceed college wide student success rates.	11/28/2022 1:30 PM

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6	Analysis of trends is good, but comprehensive plans to address them are lacking.	11/23/2022 1:26 PM
7	Average of 11 graduates the past 4 years in CJ and 4.5 for he past 4 years in ADS. What is completion percentage of students who start the program? Are we losing students along the way or not enough interest in the program?	11/22/2022 5:02 PM
8	The Program Lead does a good job of tracking completers. Recommend implementing a formalized graduate/completers survey 6 mo. post completion and graduate/completer employer surveys that provide meaningful data.	11/22/2022 3:11 PM
9	The proposal to add a full-time ADS faculty member to provide stable advising and instruction to improve student success shows effective analysis of student needs.	11/15/2022 3:38 PM

Q8 BUDGET Highly Developed: Financial resources meet current needs and are projected to meet future needs. Developed: Financial resources meet current needs. Emerging: Evidence of a plan to acquire financial resources to meet current needs. Initial: Minimal evidence that financial resources meet current needs.

Answered: 15 Skipped: 0



	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	13.33%	73.33%	6.67%	6.67%	0.00%	15	2.93
	2	11	1	1	0		

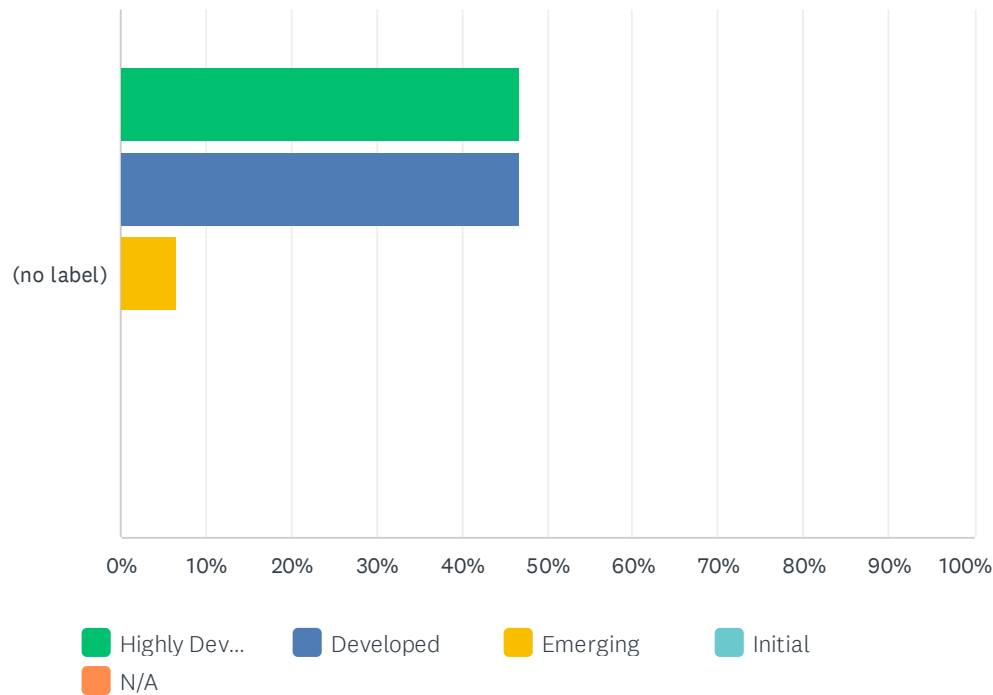
#	COMMENTS/FEEDBACK:	DATE
1	Again, data suggests strong program viability with COVID impacts apparent as with most programs.	12/2/2022 3:32 PM
2	Recognizing space/capacity to grow are challenges for many on campus, the department seems to have continued success even with existing resources	12/2/2022 2:03 PM
3	Areas of future budget needs are being identified and planned for.	12/2/2022 11:03 AM
4	Has a strong budget, and has identified needs for future growth.	11/29/2022 4:51 PM
5	Request for additional instructional supports for the ADS programming was included. Additional evidence should be provided during annual budget presentations.	11/28/2022 1:30 PM
6	Analysis and possibilities are addressed, but comprehensive plans to address future needs is lacking	11/23/2022 1:26 PM
7	One of the few areas of the report where you did not go in depth. With small cohort size expenses need to be tacked and presented clearly.	11/22/2022 5:02 PM

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8	Thanks for keeping the lights on for ERO.	11/22/2022 3:11 PM
9	The CJA and ADS programs are primed for growth. Program expansion for hands-on practice would benefit students, the law enforcement community, and the college.	11/15/2022 3:38 PM

Q9 STRENGTHS AND WEAKNESSES Highly Developed: Strengths and weaknesses are described accurately and thoroughly. Developed: Most strengths and weaknesses are described accurately and thoroughly. Emerging: Some strengths and weaknesses are described accurately and thoroughly. Initial: Minimal evidence that strengths and weaknesses are described accurately and thoroughly.

Answered: 15 Skipped: 0

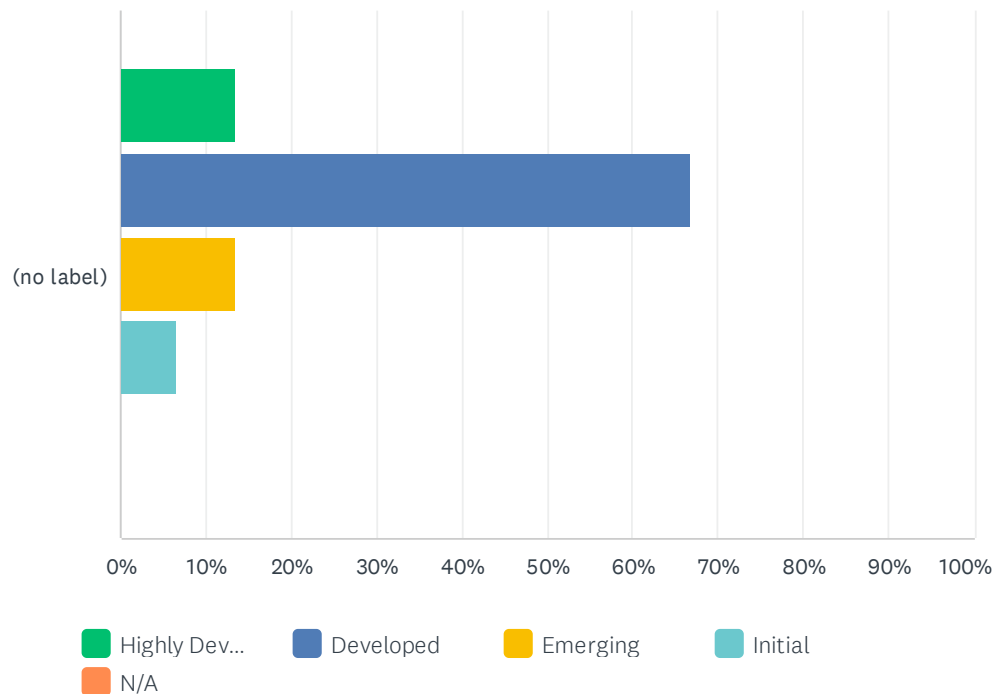


	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	46.67%	46.67%	6.67%	0.00%	0.00%	15	3.40
	7	7	1	0	0		

#	COMMENTS/FEEDBACK:	DATE
1	Your comments on this section are on par with your programs should be headed next.	12/2/2022 3:32 PM
2	Good work being done in this area. Staff has a handle on what is working well and where the challenges are. Needs are being considered and made part of short term planning.	12/2/2022 11:03 AM
3	The program has become a strong and stable academic offering. This is due to the commitment of the program lead and the faculty associated with this program. The program lead has developed strong community relations that leads to employability of the graduates, and continuation of the program.	11/29/2022 4:51 PM
4	This program has excellent advisory committee participation. This program has strong student success metrics. The faculty program lead is doing an excellent job of updating the curriculum of the program to be relevant to workforce requirements.	11/28/2022 1:30 PM
5	Strengths and weakness are outlined. The program on paper checks a lot of boxes. Enrolment, completion, and placement. are the key indicators.	11/22/2022 5:02 PM

Q10 NEW GOALS AND PLAN Highly Developed: Multiyear planning process with evidence of use of assessment data in planning. Developed: Multiyear planning process with some assessment data. Emerging: Short-term planning process recently implemented. Initial: Minimal evidence of planning process.

Answered: 15 Skipped: 0

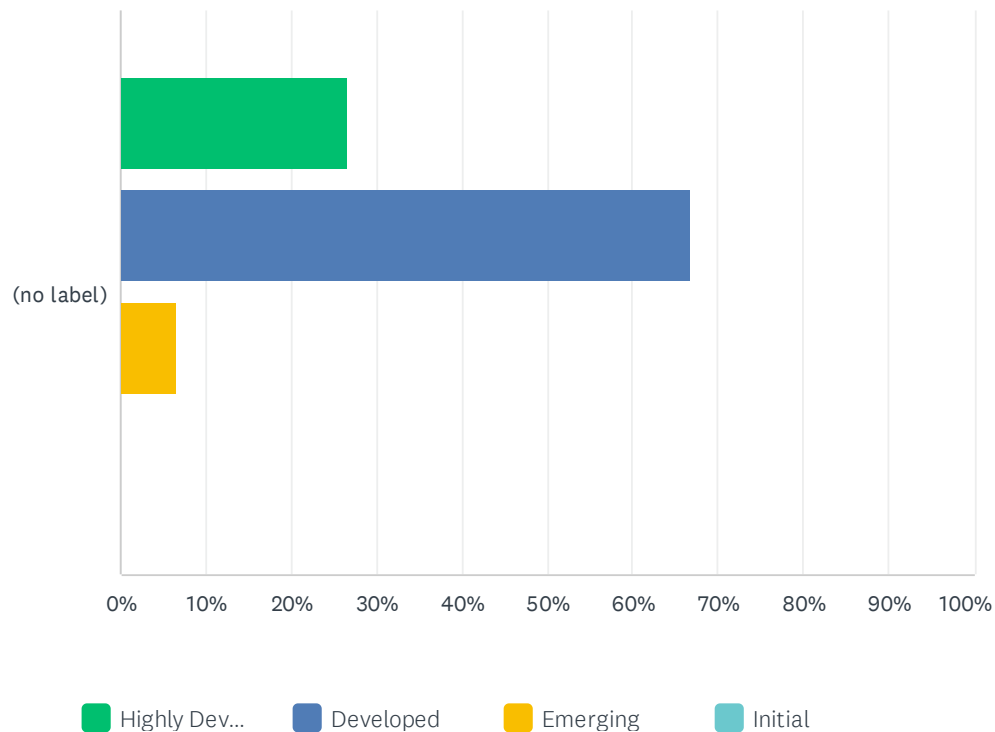


	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	13.33%	66.67%	13.33%	6.67%	0.00%	15	2.87
	2	10	2	1	0		

#	COMMENTS/FEEDBACK:	DATE
1	Great goals- I appreciate your vision.	12/2/2022 3:32 PM
2	The broad goals seem clear, but this area would substantially benefit by more defined metrics/targets (i.e. in Goal 2, what percentage of new recruitment would be retained/complete?).	12/2/2022 2:03 PM
3	Thoughtful goals that will move the program forward are described.	12/2/2022 11:03 AM
4	Strategic goals support both short term and long term programming needs.	11/28/2022 1:30 PM
5	New goals linked to plan is a weak section, just providing the committee with the entire ERO plan is not a helpful analysis	11/23/2022 1:26 PM
6	Goals do not address key indicators noted in #9.	11/22/2022 5:02 PM
7	Make sure goals are SMART - specific, measurable, achievable, relevant and time bound.	11/22/2022 3:11 PM
8	Goals show plan to meet workforce and employer needs.	11/15/2022 3:38 PM

Q11 OVERALL PROGRAM EVALUATION Highly Developed: Evidence of ongoing systematic use of planning in selection of programs and services. Developed: Program exhibits evidence that planning guides program and services selection that supports the college. Emerging: There is evidence that planning intermittently informs some selection of services to support the college. Initial: Minimal evidence that plans inform selection the of services to support the college's mission.

Answered: 15 Skipped: 0

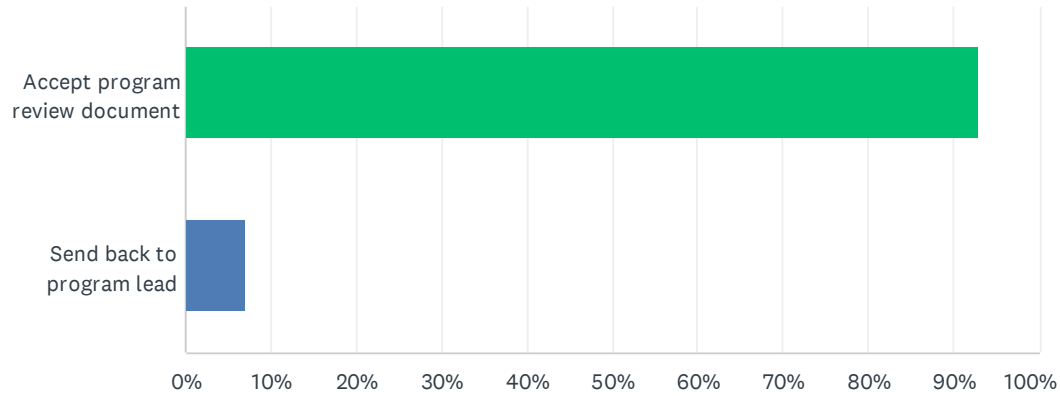


	HIGHLY DEVELOPED	DEVELOPED	EMERGING	INITIAL	TOTAL	WEIGHTED AVERAGE
(no label)	26.67%	66.67%	6.67%	0.00%	15	3.20
	4	10	1	0		

#	COMMENTS/FEEDBACK:	DATE
1	Thank you for taking the time to complete this review, and I appreciate your attention to creating story around what you're seeing in the data.	12/2/2022 3:32 PM
2	This program is well thought out and implementated.	11/29/2022 4:51 PM
3	This program review was well prepared and developed.	11/28/2022 1:30 PM
4	I think new goals do not address enrolment and job placement.	11/22/2022 5:02 PM
5	This program review was exceptional done and demonstrates that successes are not accidental, but rather the result of a lot of hard work and thoughtful planning.	11/22/2022 3:11 PM
6	Programming assessment and goals show intentional insight and planning.	11/15/2022 3:38 PM

Q12 Should this academic program review be accepted by CIIC or sent back to the program lead for further work?

Answered: 14 Skipped: 1



ANSWER CHOICES		RESPONSES	
Accept program review document		92.86%	13
Send back to program lead		7.14%	1
TOTAL			14

Q13 Please highlight the strengths of the program.

Answered: 15 Skipped: 0

#	RESPONSES	DATE
1	Clear vision for how to continue supporting CJA and ADS students become workforce ready or transfer to a four-year university.	12/2/2022 3:32 PM
2	Incredibly qualified faculty, highly developed collaborations across the community (i.e. with KCSD/Fire District One), and quality program delivery.	12/2/2022 2:03 PM
3	Dedicated staff and thoughtful planning	12/2/2022 11:03 AM
4	Supportive program lead. Program is valuable to KCC.	12/2/2022 8:48 AM
5	Strong enrollment patterns exist. The program has a history of trying new ideas.	12/2/2022 8:29 AM
6	Consistent number of completers. Strong budget. Students are well advised.	11/29/2022 4:51 PM
7	Draws upon faculty with a high degree of real-life experience.	11/28/2022 3:42 PM
8	Strong lead faculty and excellent advisory board	11/28/2022 2:44 PM
9	Very committed program lead, adjunct faculty, and staff. Actively engaged advisory committee. Relevant curriculum. Strong ties to workforce development and employment opportunities.	11/28/2022 1:30 PM
10	Excellent partnership with local law enforcement, excellent potential not yet in place	11/23/2022 1:26 PM
11	Dedicated FT instructor, passionate about the program. Adjunct experience, large advisory board.	11/22/2022 5:02 PM
12	Program Lead who is actively involved in making improvements and staying abreast of statewide activities.	11/22/2022 3:11 PM
13	Jim's years of experience, dedication to teaching, and knowledge of current trends in the job market are huge strengths.	11/17/2022 1:57 PM
14	CJA/ADS have strong partnerships that help to support student success. The programs have numerous qualified, dedicated faculty members/support employees.	11/16/2022 2:47 PM
15	Understanding student's needs, and potential for future program development.	11/15/2022 3:38 PM

Q14 Please outline weaknesses of the program.

Answered: 15 Skipped: 0

#	RESPONSES	DATE
1	Opportunities for growth regarding the ADS certs and how to continue positively impacting retention and graduation for that program.	12/2/2022 3:32 PM
2	Needed additional full time faculty, additional space, and simulators.	12/2/2022 2:03 PM
3	Some faculty needs to fully support curriculum and assessment work, dedicated space needed to meet growing needs.	12/2/2022 11:03 AM
4	The need for full time faculty.	12/2/2022 8:48 AM
5	A future growth plan for ADS portion of the program would be of benefit.	12/2/2022 8:29 AM
6	Future growth is limited by dedicated space and equipment.	11/29/2022 4:51 PM
7	There is no dedicated full-time faculty for ADS.	11/28/2022 3:42 PM
8	N/A	11/28/2022 2:44 PM
9	Are there opportunities for dual credit in local high schools? What is the employment outlook for ADS graduates?	11/28/2022 1:30 PM
10	program is divided against itself in CJA vs ADS. There is tremendous growth potential in CJA statewide with the Academy that is not addressed here. Potential financial impact of program growth is not discussed.	11/23/2022 1:26 PM
11	Student numbers are a concern. Trend is flat.	11/22/2022 5:02 PM
12	Need more support for and expansion of the ADS program.	11/22/2022 3:11 PM
13	Advertising his program is an issue for this program as well as many others.	11/17/2022 1:57 PM
14	The ADS program has staffing challenges and is requesting additional support (a full-time faculty member). Hands-on learning experiences also appear to be limited due to lack of dedicated space.	11/16/2022 2:47 PM
15	Needs a full-time ADS faculty member, ability to have a dedicated hands-on instruction space.	11/15/2022 3:38 PM

Q15 Please make recommendations for program improvement.

Answered: 15 Skipped: 0

#	RESPONSES	DATE
1	Continuing to work closely with all of the stakeholder CJA/ADS program has cultivated to continue improving the program and achieving its new goals/objectives.	12/2/2022 3:32 PM
2	more definition around future professional development activity. Numerical values associated with new goals (at least by percentages)	12/2/2022 2:03 PM
3	None.	12/2/2022 11:03 AM
4	Continue looking for ways to improve.	12/2/2022 8:48 AM
5	A marketing plan for students which includes what career options exist for someone who pursues these degrees	12/2/2022 8:29 AM
6	None at this time.	11/29/2022 4:51 PM
7	Continue to pursue funding to create more realistic training scenarios.	11/28/2022 3:42 PM
8	N/A	11/28/2022 2:44 PM
9	Can ADS coursework align with credit for prior learning opportunities?	11/28/2022 1:30 PM
10	Better plans going forward	11/23/2022 1:26 PM
11	With the small graduate numbers every single one should be contacted directly to see if they are working in their field 6 to 9 months after graduation. If not then where is the deficiency? If yes then you will have data to back up program expansion requests.	11/22/2022 5:02 PM
12	Expand ADS into higher credentials and perhaps a 2 year degree and/or 2 +2 for a BS and hire a dedicated ADS Program Lead.	11/22/2022 3:11 PM
13	With only so many hours in the day to work, Jim may struggle to grow his program even more. Having more help to accomplish his goals may be needed.	11/17/2022 1:57 PM
14	Keep up the excellent work! Continue working toward a dedicated space and simulators for the programs (both sound like excellent goals). Consider researching grant funding opportunities that may be available for these types of projects.	11/16/2022 2:47 PM
15	Keep on with the great work, and keep pursuing the goal for a regional public safety training center.	11/15/2022 3:38 PM

Q16 Please enter your name.

Answered: 15 Skipped: 0

#	RESPONSES	DATE
1	Zach Jones	12/2/2022 3:32 PM
2	Peter Lawson	12/2/2022 2:03 PM
3	Charles Massie	12/2/2022 11:03 AM
4	EW	12/2/2022 8:48 AM
5	Bill Jennings	12/2/2022 8:29 AM
6	Paul Breedlove	11/29/2022 4:51 PM
7	Jeanne LaHaie	11/28/2022 3:42 PM
8	Rick Ball	11/28/2022 2:44 PM
9	Jamie Jennings	11/28/2022 1:30 PM
10	Tom Nejely	11/23/2022 1:26 PM
11	Mike Homfeldt	11/22/2022 5:02 PM
12	Allison Sansom	11/22/2022 3:11 PM
13	Joni Hansen	11/17/2022 1:57 PM
14	Rochelle Daniel	11/16/2022 2:47 PM
15	Holly Owens	11/15/2022 3:38 PM