



August 10, 2021

Chair Roper, Commissioners and Executive Director Cannon,

I want to clearly convey that Southern Oregon University supports the one-year “hold harmless” adjustment to the SSCM as developed by the HECC staff with input from the SSCM Task Force.

The SSCM Task Force worked very hard to “fine tune” the SSCM in ways that would maintain its original intent while correcting inequities that became clear after full implementation. These inequities have negatively impacted SOU students and employees for the past six years. We are pleased that the Task Force recommended adjustments and corrections reflecting a shared understanding that the model has been operating with significant flaws.

SOU students and employees have been required to wait five full years before issues in the model could be discussed; the review period was slow and deliberate over 18 months; and we agreed to an extra one-year hold harmless already. To extend the hold harmless period further would maintain flaws even after they have been clearly recognized.

We encourage you to adopt the recommendation made by your staff and to proceed with the implementation of a one-year “hold harmless” approach.

Respectfully,

A handwritten signature in cursive script that reads 'Linda Schott'.

Linda Schott
President
Southern Oregon University