

Run with your Penguins



Tired but triumphant, Clark's 30th annual Hood to Coast team poses at the finish line in 2016.

This addition to Employee News was submitted by Haley Tucker in Event Services.

Are you interested in running events outside of Clark? If so, we have created a Clark team with the below events. I hope you can join us.

Shamrock Run

Website: <https://www.shamrockrunportland.com>

Distances include: 4 mile Walk, 5K, 10K, 8K, 15K, and Half

Coupon code "PENGUINS" for an additional 10% off, through January 31st.

Team name: Clark Penguins

March 13, 2022

Hood to Coast

Website: <https://hoodtocoastrelay.com/htc/relay-info/>

Each of the 12 runners run 3 legs over the two-day event. Here is an info video to show you how fun this event is: https://youtu.be/1m_1Vm666bc

\$266 per runner.

We are also looking for drivers of our two 12 passenger vans.

August 26-27, 2022

If you have any questions, or are interested in joining, please send Haley Tucker an email at htucker@clark.edu.

Dr. Edwards named Aspen Presidential Fellow



The Aspen Institute College Excellence Program today announced that Dr. Karin Edwards, president of Clark College, is one of 25 leaders selected for the 2021-22 class of the Aspen New Presidents Fellowship. This program supports community college presidents in the early years of their tenure as they aim to achieve higher and more equitable levels of student success. The Fellowship's philanthropic partner is JPMorgan Chase.

The 25 Aspen Fellows, who lead colleges that collectively serve more than 280,000 students, were selected through a highly competitive process. Starting later this year, the Fellows will engage over nine months in residential sessions and virtual learning to develop strategies to meet their goals for student success and equity with data to assess challenges and progress.

"We continue to learn how the best community colleges improve outcomes for students and close persistent race- and income-based equity gaps," said Josh Wyner, executive director of the College Excellence Program. "This year's fellows have demonstrated their commitment to achieving excellent and equitable student outcomes, and we are eager to work with them as they join Aspen's network of more than 100 fellows who serve as community college presidents."

"I'm honored to join the 2021-2022 Aspen Institute New Presidents Fellowship, working with 24 other presidents nationwide to increase student success with a focus on equity and excellence here at Clark College and other campuses across the U.S.," said Dr. Edwards. "This is a tremendous opportunity."

As community colleges grapple with the impact of COVID and enrollment declines, turnover among presidents remains high. Aspen is committed to helping prepare the next generation of exceptionally capable and highly diverse leaders through its fellowship programs for new and rising presidents. This new

class of Aspen Presidential Fellows is 48 percent female, and 64 percent are people of color. Located in 18 states, their institutions too are diverse, from a tribal college with fewer than 500 students to an urban college that educates more than 35,000 each year.

“Community colleges play a critical role in helping to prepare young adults and incumbent workers for in-demand jobs of the future,” said Monique Baptiste, Vice President and Head of Jobs & Skills for Global Philanthropy at JPMorgan Chase. “Ensuring that the leaders of these institutions are equipped with the support and training they need to develop equitable student success is an integral part of building capacity over the long-run. JPMorgan Chase is proud to partner with the Aspen Institute to build the next generation of exceptional college leaders as they work to advance the prosperity of the diverse communities and students they serve.”

JPMorgan Chase funds the Aspen Presidential Fellowship as part of New Skills at Work, a five-year, \$350 million investment to prepare for the future of work and meet the growing demand for skilled workers, including support for community colleges and other pathways to great careers and economic mobility.

The 2021-22 Aspen New Presidents Fellows

- **Rebecca Ashford**, Chattanooga State Community College (TN)
- **Seher Awan**, Los Angeles Southwest College (CA)
- **Vincent Bowhay**, Independence Community College (KS)
- **J.B. Buxton**, Durham Technical Community College (NC)
- **Karin Edwards**, Clark College (WA)
- **Angélica Garcia**, Berkeley City College (CA)
- **Veronica Garcia**, Northeast Lakeview College (TX)
- **Tracy Hartzler**, Central New Mexico Community College (NM)
- **Greg Hodges**, Patrick Henry Community College (VA)
- **Stephanie Kashima**, West Valley College (CA)

- **Georgia Lorenz**, Seminole State College of Florida (FL)
- **Kimberlee Messina**, Spokane Falls Community College (WA)
- **Rachel Pokrandt**, Umpqua Community College (OR)
- **Christy Ponce**, Temple College (TX)
- **Omid Pourzanjani**, San Joaquin Delta College (CA)
- **Monte Randall**, College of the Muscogee Nation (OK)
- **Anton Reece**, West Kentucky Community and Technical College (KY)
- **Ángel Reyna**, Madera Community College (CA)
- **Claudia Schrader**, CUNY Kingsborough Community College (NY)
- **Ricky Shabazz**, San Diego City College (CA)
- **Ron Slinger**, Miles Community College (MT)
- **Willie E. Smith**, Baton Rouge Community College (LA)
- **Russell Swagger**, Lac Courte Oreilles Ojibwe College (WI)
- **Justina Wilhelm**, Iñisagvik College (AK)
- **Jermaine Williams**, Nassau Community College (NY)

Founded in 1933, **Clark College** provides residents of Southwest Washington with affordable, high-quality academic and technical education. It is a public community college offering more than 100 degree and certificate programs, including bachelor's and associate degrees; professional certificates; high school diplomas and GED preparation; and non-credit community and continuing education. Clark serves a wide range of students including high school students, displaced workers, veterans, parents, non-native English speakers, and mature learners. Approximately three-quarters of its students are in the first generation of their families to attend college. Learn more at www.clark.edu.

The Aspen Institute College Excellence Program aims to advance higher education practices and leadership strategies that significantly improve student outcomes. Through the Aspen Prize for Community College Excellence, the Aspen Presidential Fellowship for Community College Excellence, and other

initiatives, the College Excellence Program works to improve colleges' understanding and capacity to teach and graduate students, especially the growing population of low-income students and students of color on American campuses. For more information, visit highered.aspeninstitute.org and follow us on Twitter at @AspenHigherEd.

The Aspen Institute is a global nonprofit organization committed to realizing a free, just, and equitable society. Founded in 1949, the Institute drives change through dialogue, leadership, and action to help solve the most important challenges facing the United States and the world. Headquartered in Washington, DC, the Institute has a campus in Aspen, Colorado, and an international network of partners.

About JPMorgan Chase

JPMorgan Chase & Co. (NYSE: JPM) is a leading global financial services firm with assets of \$3.7 trillion and operations worldwide. The Firm is a leader in investment banking, financial services for consumers and small businesses, commercial banking, financial transaction processing, and asset management. A component of the Dow Jones Industrial Average, JPMorgan Chase & Co. serves millions of customers in the United States and many of the world's most prominent corporate, institutional and government clients under its J.P. Morgan and Chase brands. Information about JPMorgan Chase & Co. is available at www.jpmorganchase.com.

From the Board of Trustees:

Remembering Jane Jacobsen



Jane Jacobsen addressing the Class of 2019 at Commencement.

Dear College Community,

As members of the Board of Trustees, we want to add our voices to the many who are expressing sorrow at the passing of our fellow Trustee, Jane Jacobsen.

Those who knew Jane will remember her warmth, her kindness, and her seemingly limitless capacity for positive energy. Jane would show up with fresh baked shortbread cookies just because she was thinking of us. Whenever there was a college event, you could count on Jane to be in attendance, joyfully participating in any activity offered. Whenever we had the opportunity to engage with students, Jane was the first to congratulate them on their successes and let them know she believed in their capacity to build better futures for themselves.

She also unwavering when it came to making difficult

decisions. When there was critical work to be done, Jane would diligently roll up her sleeves and get to it.

Whatever your role at the college, you have probably been touched by Jane's work. During her two terms as a trustee at Clark College, she served in many roles, including Board Chair from 2019 to 2020. She also served on the college's Presidential Search Advisory Committee, Social Equity Advisory Council, Guided Pathways Committee, and as an alternate Legislative Action Committee Representative to the Washington State Association of College Trustees.

Perhaps what we will miss most about Jane is her foundational belief in the power of community. She was always there to remind us that whatever decisions we made about Clark College would have profound effects on the entire Southwest Washington region. The Clark College Board of Trustees commits to honoring Jane's memory by holding her love for our community at the center of all we do.

It was a true honor and privilege to work with Jane. Her presence will be truly missed.

With loving memories,

Clark College Board of Trustees

- Rekah Strong, Chair
 - Jeanne Bennett, Vice Chair
 - Cristhian A. Canseco Juarez
 - Paul Speer
-

Domestic Violence Awareness Month



Students are spending more time at home during the COVID-19 pandemic. But it may be an unsafe situation for students who are targets of domestic violence. October is recognized as Domestic Violence Awareness Month. In the United States, 1 in 3 women and 1 in 4 men have experienced some form of physical violence by an intimate partner.

While in remote operations, Clark College has amplified its online services for students who may be victims or witnesses of domestic violence. The Clark College Supports Survivors web page outlines the resources that are available for students.

“We continue to find ourselves engaged in vital conversations focused on the importance of acknowledging and effectively responding to sexual, gender-based, and intimate-partner violence and harassment,” said Cath Busha, Dean of Student Engagement. “In this spirit, we reaffirm our support of all survivors, as we explore new ways of creating a safer and more caring community that does not tolerate violence of any

kind, especially as we learn and work remotely.”

At Clark College, employees are encouraged to make a report when they hear about situations a student may be involved in that includes domestic/dating violence, sexual assault, stalking or sexual misconduct. Students can also make a report on their own behalf. To report instances and access support, visit the Title IX reporting link.

The Washington State Coalition against Domestic Violence says domestic violence is a pattern of behavior that one person uses to gain power and control over the other. These behaviors can include:

- isolation from friends and family
- emotional abuse
- monitoring
- controlling the finances
- physical and sexual assault

Issues of domestic and dating violence are extremely serious and often difficult to discuss and report.

“When we play a role and speak out against harmful attitudes and actions, we all help reduce stigma and domestic/dating violence,” said Christina Longo, Director of Compliance at Clark College. “We must be dedicated to ending violence as a social problem, as we continue to support each individual student and community member in need of resources.”

Clark College believes all students deserve to be **safe**. They deserve to be **respected** and they deserve to be **heard**.

This article was written by Clark College Office of Student Affairs.

Winter 2020 Classified Excellence Award Recipient: Jennifer Stone



Jennifer Stone. *Photo courtesy of Jennifer Stone*
Congratulations to **Jennifer Stone**, recipient of the 2020 Winter Quarter Classified Staff Excellence Award.

As a Program Coordinator for Instructional Design/eLearning, Stone works hard to support the many events her program presents for Clark College and other SBCTC faculty. She is described as someone with strong communication skills that are inclusive, regardless of job or position or role at the college. “Her personal mission is to individualize experiences with kind, non-challenging intentions,” wrote a nominator. “She meets with others on campus, creating a personal

connection with each individual. For example, when learning how to submit purchase requisitions, she walked across campus to introduce herself in person to the Purchasing department.”

Stone is also praised for promoting the work of eLearning and the value it brings to students, faculty, and the institution as a whole.

Faculty members shared the following experiences:

- “I especially appreciate Jenny’s personal assistance when I am using the Canvas Lab to prepare my online courses each term. As soon as I sit down at a computer station, especially if the other eLearning instructional designers are busy helping others, she watches to make sure that the hardware and software I am using is working properly. If it is not going well, she works with me until all is functioning efficiently. I never have to ask, as Jenny expertly oversees this computer lab with a positive attitude and uplifting comments. From my encounters with Jenny Stone, she exemplifies the best in terms of her initiative, knowledge, cooperative attitude, and team spirit!”
- “One time when I was coming in for help in setting something up in Canvas (this was probably the very first time I came for private help), Jenny not only welcomed me, but she remembered my name and spoke to me as if I were an insider to eLearning, right when I was feeling so much an outsider that I felt like I could never take myself seriously.”
- “Jenny keeps track of what the other team members are doing and finds ways to be helpful in a very relevant way. If any of us are out or seemingly delayed, she double-checks to make sure all is well. Sometimes when people do this kind of thing, it feels like nagging. Jenny somehow makes it feel like we are cared for, and empowers us to move forward.”
- “Jenny has elevated the Instructional Design Team with

her professionalism, dedication, and resourcefulness. Here is an example: Jenny was always at my training sessions early getting to know the instructors, helping them get logged on, and getting comfortable with the technology. This was especially vital for new instructors who had many questions and oftentimes were unsure who to ask. Jenny would make phone calls and emails during the training session so that, by the end, she would have either an answer for them or a confirmed person to contact. This allowed new instructors to focus their time on their students and getting their classes prepared.”

Congratulations as well to the other Winter 2020 nominees:

- **Connie Anderson**
- **Meleani Bates**
- **Peg Estes**
- **Mira Olenin**
- **Amani Tovar-Brackett**
- **Jennifer Ward**

Connie Anderson, Library & Archives Paraprofessional 4, Library

Connie Anderson has provided quality and dependable Access and Reference services at Clark College Libraries for 10 years. As the Access Services Specialist who has managed the CTC iCommons, she has provided students and faculty with support, which has equipped them to obtain their educational and professional goals. She oversees the networked computers, laptops, and databases in the iCommons that provide access to services and resources. She always keeps library personnel updated on CTC operations. During the recent ctclink transition, she advocated for increased staffing in the iCommons to make sure all students had access to troubleshooting assistance.

Other comments about Connie Anderson:

- “Connie demonstrates natural leadership abilities and advocates for programming to support student learning including displays, accessible technologies, and staying late to assist in instructional sessions. She has a problem-solving-oriented approach to doing tasks and has a pleasant personality that attracts people who naturally follow her example.”
- “Connie has been a fierce advocate for students at the Columbia Tech Center for more than 10 years. She has always been an employee and coworker you can count on. Connie works to ensure that everyone who walks through the doors of the iCommons feels welcome.”
- “Her work habits are superior; she adheres to organization goals, is punctual, has excellent time management skills, and highly organized. Connie is an individual who sets a goal and gets the job done. Connie has been a great team player, working well with students, staff, and faculty. She possesses excellent people skills. Connie is able to form admirable relationships with diverse groups at Clark College and strives to understand and respect everyone’s viewpoints and opinions in the workplace. ... She works with the right attitude, emanating enthusiasm, leaving a positive impression on students, staff, and faculty.”

Meleani Bates, Program Manager A, Career Services

Meleani Bates is said to be an extremely kind and understanding person whose mature and supportive attitude increases team functionality. Colleagues praise her for setting aside time to check in with each of her employees to ensure they’re happy in life, successful in their classes (in the case of student employees), if they need additional

support in any way, and to provide opportunities for students to acquire skills needed for their future. She facilitates many Student Success Workshops on topics involving employment practices and internships. Most recently, she has developed “Identities at Work” to teach how to honor and embrace different identities in the workplace.

Other comments about Meleani Bates include:

- “Meleani brings constant open-minded thinking to assist the department in increasing equitable practices; some ideas that are so fresh and outside-of-the-box and brings forth an opportunity to teach other perspectives not yet considered. She challenges the staff to be the best they can be and reach all students with its resources. Career Services and Clark College is so lucky to have her on board.”
- “Meleani constantly shows incredible support and compassion to everyone who walks through her door—whether it be students, community members, staff, and faculty. The way she helps clients demonstrates a genuine care for the livelihood and success of them. She is willing to take on new things, despite her ever-growing pile of responsibilities with a “can do” attitude. No matter how busy she is, she’s always happy to help. She is never too busy to help anyone who walks through her office door and is easily-approachable and understanding. Meleani’s key phrase is, ‘How can I support you?’”

Peg Estes, Program Specialist 2, Credential Evaluations

Peg Estes is described as someone who shows initiative, positive spirit, adaptability, participation in college activities, and willingness to support not only students, but also the greater college community. She is also known as

being highly knowledgeable and accurate in her work evaluating applications for program completion at Clark College. Described as “the rock of the Credentials Department,” Estes has been a key figure in the department’s switch to ctcLink—not just learning the new software herself, but teaching it to others in the department.

Other comments about Peg Estes include:

- “I have worked with Peg for about four years now and I am grateful to work with such an outstanding employee. I have never witnessed such tireless dedication to doing a job and doing it exceptionally. She has supported other’s work without question, she has thoroughly examined policies and procedures to ensure best practice for employees and students alike, and she has done it all with a smile on her face. Her commitment and positive attitude throughout endless campus changes and stepping up during times of high turnover is a prime example of Peg’s exemplary work performance. She is creative and efficient in everything that she does. I am honored to work with her and I could not think of a more respected and deserving person to receive such an award. #teampeg.”
- “Throughout continuous college changes, Peg has been unflinching in her forward-thinking and positive spirit. Credentialing work is endless; the deadlines are tight, and the stakes are very high. Peg can have stacks of work in front of her and yet she’s still the first in the office to pick up the phone to help a student out. She has always been very student-focused and I know I never have to worry about Peg giving insufficient or inaccurate guidance. Each students she works with gets exceptional individualized support. Peg displays an empathetic and understanding perspective, while still adhering to college and departmental policies and procedures. She is a great mentor to me and consistently

shows leadership qualities in all that she does. She sets a positive example of how to delicately problem-solve with students under mounting daily tasks. I cannot say enough how happy and grateful I am that she is part of the Credentials team.”

- “Peg has been so helpful to our office with all of the training that she has provided not only to new staff, but helping with the training of staff in new business processes in the new People Soft environment. She is always so patient, courteous and helpful even though she is constantly interrupted with questions both from within our department, and while assisting other departments. Peg goes above and beyond to help solve problems no matter how busy she is at that time. She always has such a positive attitude even during these trying times with having to learn a new computer system, learning new business processes and dealing with staffing shortages. Our office wouldn’t be so functional without Peg’s great knowledge of the department and the willingness to help others.”

Mira Olenin, Program Specialist 2, Financial Aid

Mira Olenin has worked in the Office of Financial Aid since 2004. During the office’s conversion to ctclink, she served as a leader in helping manage the change to new software and processes.

Other comments about Mira Olenin:

- “Mira does far more than what her job requires. She really stepped up when we converted to CTCLink. Whenever there was a question, Mira is there to help. This led to our entire department feeling more confident. Mira is always willing to help. She explains complex financial aid processes with patience. She is clearly an expert in

her field, but still manages to explain it in a way anyone can understand. Great communication with staff and students.”

Amani Tovar-Brackett, Program Coordinator, Advising

While Amani Tovar-Brackett has been an Advising employee for just a few years, already she has gathered so much knowledge about her work that a nominator wrote, “She has an understanding of every system we work with, to such a level that it means [that] no matter what question someone might have about ctcLink, Insight, or anything obscure in our day-to-day duties, she will have an answer or a way to get an answer.”

Other comments about Amani Tovar-Brackett include:

- “I have tears in my eyes as I think about how much Amani has done for the students here at Clark, the number of times that students have gone out of their way to thank her for her amazing efforts to aid them through anything and everything. ... Oftentimes, when answering phone calls, I am told that people want to speak with Amani directly because of her wonderful character and helpful demeanor; other times people just love telling me how much they loved talking to her the last time they were here and how much she helped them. She is invaluable to the campus community and is one of the main reasons some students leave our offices feeling taken care of and pleased.”
- “She functions to such a level that she could have multiple tasks to complete, but will always know what is going on and have her ears peeled to help anyone else, she always gets things done on time and is always able to teach others what she knows. ... Even in the midst of troubling news or complicated technical matters and

switch overs, Amani keeps her calm and cool and ensures everyone around her feels the same way.”

Jennifer Ward, Program Manager A, Planning & Effectiveness

Jennifer Ward has been instrumental in Clark College’s conversion to ctcLink. She currently leads the ctcLink Stabilization Advisory Committee, a group dedicated to identifying strategies to improve the transition to ctcLink (change management) and empowering people with the tools and information to learn to do their jobs differently. At the state level, she is serving on a group that is researching and pursuing alternatives for the continuing education platform within ctcLink. She is also working with a small team to redesign the ctcLink website to make it more useful for students and employees.

As part of her work, Ward has coordinated all of the ctcLink labs for faculty, staff, and students to provide assistance for navigation of the new system, a supportive environment to ask questions, and solution-oriented approaches to addressing problems. As she hosted open labs, she gathered feedback and then modified documentation as needed. To ensure that all members of the college community receive one-on-one support to navigate the new ctcLink system, Ward collaborates with subject-matter experts who have knowledge in specific areas, such as advisors and enrollment staff, to help in student labs, and ctcLink security administrators to help in employee labs. She ensures that labs are available outside of typical “business day” hours, and at CCW and CTC.

Other comments about Jennifer Ward:

- “Jennifer takes pride in all of the work that she does. Her exemplary work performance is combined with her greatest strength—working with people. Whether it is

one-on-one or with a group of people, Jennifer always does her best to provide people with the information they need to do their work. If Jennifer does not know the answer, she researches and contacts others until she understands the process and can provide that feedback.”

- “When Enrollment Services did not have the resources to provide staff for open student labs, Jennifer coordinated with them to have staff available via Skype.”
- “Jennifer Ward came up to assist me with fixing some of the issues that I was having and things are going much better. She really has a way with fixing the default issues that I was having!”
- “Again, I appreciate all you have done, Jennifer, to organize, create and plan to communicate the upcoming registration labs.”
- “Especially during the ctcLink GoLive, Jennifer maintained a positive, solutions-oriented approach to navigating the system. While recognizing the frustration of individuals, her positive attitude ensured that individuals felt that there was someone who was researching, advocating, and helping to find solutions to their problems.”

Let your Voice be Heard



ASCC President Evans Kaame

LET YOUR VOICE BE HEARD

We the people of this college, community, and the nation have been impacted by the wave of horrific events of unrest sweeping across the nation, beginning with the COVID-19 global pandemic and now the tragic death of George Floyd in the hands of police officers—those who have sworn to protect and serve the community. As student leaders, we share your grief and uncertainties. Some of us are wondering, why are thousands of people protesting and expressing their concerns in different cities across the nation?

Therefore, **LET YOUR VOICE BE HEARD** is the theme to explain the reasons for the protests and unpack the long history of injustices that the minorities have been experiencing.

LET YOUR VOICE BE HEARD, that our political system has been less functioning to meet the demands of creating a just justice system which has resulted in an exponential increase in incarceration that restoration.

LET YOUR VOICE BE HEARD, that the justice department needs absolute change and complete reformation to serve our society equitably.

LET YOUR VOICE BE HEARD, that our history has been distorted to reflect the reality of our justice department.

LET YOUR VOICE BE HEARD, that there has some reluctance in changing the policies that drive the police department's priorities when they issue stops, searches, and arrests.

LET YOUR VOICE BE HEARD, that injustices have been prone to the minorities due to unconscious biases, economic status, disproportionate representation, lack of adequate legal assistance, and the reinforcement of one race is superior and just than the other.

LET YOUR VOICE BE HEARD, that a significant population of the minorities have been incarcerated.

LET YOUR VOICE BE HEARD, that the Private Prison System in America is detrimentally impacting the lives of the minorities and those with less economic status.

LET YOUR VOICE BE HEARD, that we all as a society has been reluctant to acknowledge the existence of these impacts and take the responsibility to address them and be willing to create change from ourselves, to our families, communities, and the nation.

RACISM IS ALIVE

All Lives Matter Vs Black Lives Matter is not the issue but the reactions that are evidenced when injustices are done in the limelight over the Black people due to racism.

RACISM IS ALIVE when citizens who exercise their First Amendment protesting that BLACK LIVES MATTER are labeled as domestic terrorists.

RACISM IS ALIVE when it takes protestors to initiate the arrest of those who killed **Ahmaud Arbery, George Floyd, Breonna Taylor**, and other Black people.

RACISM IS ALIVE when BLACK LIVES MATTER Protestors are threatened by the head of state to invoke the Insurrection Act because they don't matter to the system.

RACISM IS ALIVE when minorities are perceived as a threat in the stores, streets, cities, etc.

RACISM IS ALIVE when people of color call for change and are perceived as radicals and troublemakers in our institutions.

RACISM IS ALIVE when one race is perceived as wrongdoers.

The roots of racism are historic and systemic; woven into the fabric of our country. As people of color, we experience racism in all its many forms. We want people to acknowledge it and be willing to talk about it, willing to make changes, so we, as one nation, can move forward.

AS SOMEONE WHO LEANS TOWARD HOPE, I strongly believe in humanity and in the conviction that racism is solvable. Our generation has seen the racial inequalities experienced in our society today—and now those who believe in change are stepping up to voice their quest for reformation. No single instrument can measure our progress toward ending racism. However, I assure you that you have the power and capability to influence others by doing what is just, right, and good for others. We have a long way to go, but we will get there.

We all possess the virtues of love, respect, and compassion—the determinants of our behavior in treating others. It is through love, respect, and compassion that people from different backgrounds are taking to the streets en masse across the country to demand justice for those who cannot. I believe in these virtues. Together, we can address these challenges. Together, we can create a society in which

every individual feels they belong and have a place to exercise their inalienable rights and privileges enshrined in the Constitution.

Let your voice be heard.

Sincerely,

Evans Kaame, ASCC President

**Clark College Theatre
presents "Bare"**



Clark College Theatre continues its 2019-2020 season with the musical *Bare* by Jon Hartmere and Damon Intrabartolo.

Bare is a coming-of-age rock musical that features a group of high school seniors at a Catholic boarding

school who face issues of sexuality and personal identity. As they struggle to come to terms with who they are, and who the world thinks they should be, they seek answers from their church, their friends, and ultimately, from within themselves.

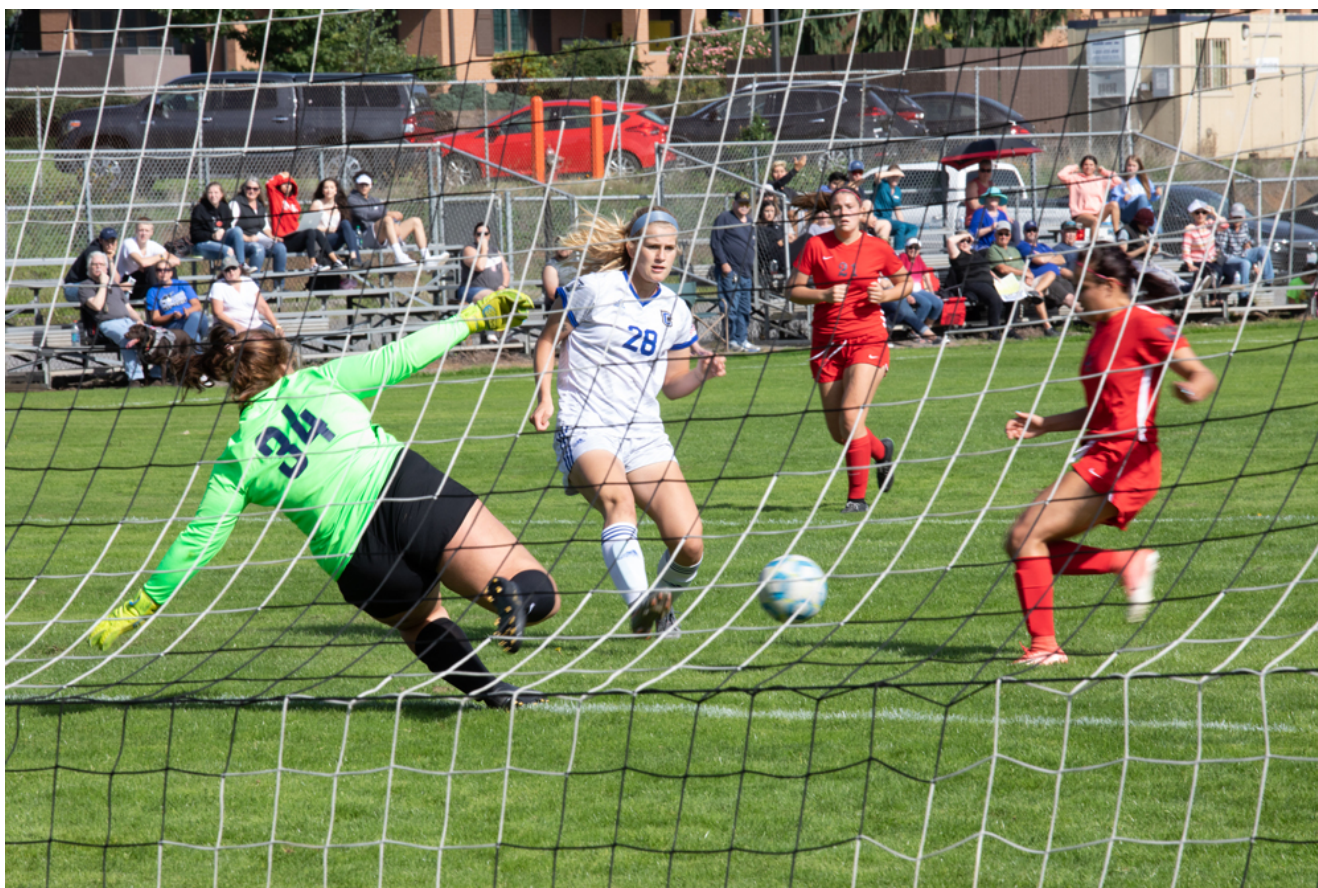
The cast for Clark College's production includes *Kloe Catchpole, *Sandra Fachial, Pearson Kunz, *Siniva Lee, *Kaila Ludvigson, *Sebastian Miranda-Givens, Aidan Nolan, **Linda Owsley, **Jared Pengra, *Laurence Sinclair, *Trinity Stegall, *Derek Slade Tucker, *Dea Whitley, **Sammy Williams, and *Natalie Worthy: The director is H. Gene Biby and April Brookins Duvic provides vocal direction. *Note: Cast member names marked with a single asterisk are current Clark College students; double asterisks indicate Clark College alumni.*

Show Dates: February 21, 22, 28, 29 and March 5-7. All show times are at 7:30 p.m. in the Decker Theatre, Frost Arts Center, on Clark College's main campus.

Ticket Information: Students (with ID) \$10; Alumni (with membership) \$10; Senior Citizens \$16; General Admission \$20. Tickets may be purchased online at http://www.clarkbookstore.com/site_theatre.asp or call 360-992-2815. View the entire Clark College Theatre season at www.clark.edu/cc/theatre.

If you need accommodation due to a disability in order to fully participate in this event, contact Clark College's Disability Support Services Office at 360-992-2314 or 360-991-0901 (VP), or visit Gaiser Hall room 137, as soon as possible.

Women's soccer heads to tournament



Sophomore Hannah Eakins takes a shot on the goal in the Penguins' win during a September 2019 game against Southwestern Oregon.

The Clark College women's soccer team concluded their 2019 regular season on Saturday, October 26. With the 3-1 win over Clackamas, the Penguins went undefeated in Southern Region play.

This continues a near-historic winning streak for Penguin women's soccer: They have now gone 64 league games without a loss, dating back to October 17, 2014. With this win, the team has claimed their fourth NWAC Southern Region title in a row and have earned a bye for the first round of the conference

tournament.

The Penguins are set to host the NWAC quarterfinal round at Kim Christensen Field on Clark College's main campus at noon on Saturday, November 9. They will be host to the winner of the Tacoma Community College vs. Columbia Basin Community College game, to be held on Wednesday, November 6 at 1:00 p.m.

Photo: Clark College/Jenny Shadley

ctcLink update: Kudos and training



We are moving closer to GoLive with the primary ctcLink technology solution – PeopleSoft – on October 28.

KUDOS

Thank you to the **Credentials** staff! In early August, they worked with a team from the Washington State Board for Community and Technical Colleges (SBCTC) ctcLink project to build the rules that allow us to transfer in courses from other institutions into the PeopleSoft database. When we GoLive, we expect to have over 7,000 transfer-in courses set up in the PeopleSoft databases. This work allows staff to accept electronic and paper transcripts from schools and process them quickly for students.

TRAINING OPPORTUNITIES

Teaching and Learning Days offered opportunities to learn more about myClark ctcLink training opportunities, including “ctcLink NEW Orientation Introducing ‘Fluid,’” “What to Expect in PeopleSoft – Student Focus,” and the August 14 keynote address, “What to Expect with MyClark ctcLink.”

The SBCTC is the process of finalizing the training plans and materials for end-user training in PeopleSoft. (Many of the primary users are receiving training in User Acceptance Testing.) Most of the end-user training will be available online and many will be offered as a self-paced course. As of today, listed below are the major training categories, schedule, and number of sessions for end-user training. I have included the number of unique training sessions, just to put into context the amount of training time required for some of our colleagues. More to come about this in the next few weeks!

Category of Training	Dates (excluding self-paced courses)	Approximate Number of Different Training Sessions (including self-paced courses)
-----------------------------	---	---

Campus Solutions Core	September 5 – October 17, 2019	17
Financial Aid	September 3 – October 16, 2019	9
Student Financials	September 3 – October 7, 2019	7
Finance	September 4 – October 16, 2019	21
Human Capital Management	September 3 – October 22, 2019	10

The original version of this message was sent as an email from Associate Vice President of Planning and Effectiveness Shanda Haluapo to all college employees on August 7, 2019.

Message from the President: College budget update



College community,

On May 22, I shared information about the 2019-2020 budget with the Board of Trustees. I heard the concerns that faculty and staff expressed at the Board meeting about being transparent regarding the budget. To that end, I want to fully share with you the same information that was provided to the Trustees.

The budget decisions that have been made were difficult. Many of them directly impact our faculty, staff, administrators and therefore our students. I want you to know that these decisions were made with care and consideration. I understand that you didn't receive as much information as you would have preferred earlier in the process. It was because we wanted to ensure that the employees directly impacted by budget reductions were informed first. Those employees received official notification today.

In making these budget decisions, Executive Cabinet operated with the following objectives and understandings:

- Prioritize our employees and their professional development first.
- Sustain our commitments to Guided Pathways and the Social Equity Plan.

- Be conservative in our projections for student enrollment and in our estimates for tuition and Running Start reimbursement revenue.
- Consistent with feedback from the Budget Committee, be frugal – don't commit every dollar.
- Set aside a portion of our anticipated new revenue for contingency.

Starting from this basis, EC established the following framework for our budget discussions:

- Leave the 5% reductions in place. These reductions made it possible to not only cover the \$1.5 million shortage in next year's must-fund costs but also offset the loss of \$800,000 in our base state funding due to changes in the allocation model.
- Move ahead only with the additional revenue we believe we have now, and not try to guess what may come later from the state.

This new revenue is currently projected at \$1,425,489 and is comprised of:

- \$438,009 in unallocated permanent funding made available by the 5% reductions.
- \$987,480 from higher-than-expected tuition and Running Start revenue, and from un-committing the local funding we no longer need to cover 35% of next year's mandatory state wage adjustments.

Within this framework, EC made the following budget decisions:

- Fund the first five requests on the Reallocation List as recommended by the Budget Committee:
 - \$37,926
for the Veterans Resource Center Manager
 - \$63,043
for the Instructional Accessibility Tech
 - \$30,760
for the Cybersecurity BAS program
 - \$63,043
for the Enrollment Navigator
 - \$147,764
for the Palo Alto Firewall.

- Support employees and their professional development, including funding for two additional requests on the Reallocation List:
 - \$16,000
for the annual Teaching and Learning Days
 - \$40,000
for ongoing Power, Privilege and Inequity training (from the Reallocation List)
 - \$53,000
for Teaching and Learning Center programming (from the Reallocation List)

- Dedicate funding for faculty salary improvements:
 - \$600,000

- Support teach-outs in Instruction
 - \$200,000

After accounting for these commitments, \$173,953 remains in unallocated contingency. It's a small cushion but will provide some flexibility should our tuition and Running Start revenue

projections fall short, or if unexpected needs emerge during the course of the year. We also haven't ruled out using this contingency to go further down the Reallocation List.

We expect to see our initial allocation from the state board in the next few weeks. Once we have those numbers I will send out another message describing not only the amount we received but also any rules or restrictions on how those dollars may be used. Our goal remains having a 2019-20 budget to present to the Board of Trustees for approval on June 12.

I appreciate your patience as we have worked through a very difficult and complex budget development process.

Bob Knight

President