

The Weekly News: Week 20



This week

Welcome back from the holidays! I hope you had time to rest and enjoy time with friends and family. I enjoyed volunteering delivering Meals on Wheels in Hillsboro with my husband and finalizing plans for my daughter's wedding in January. It was wonderful having 4 days to spend with family.

This morning our student leaders hosted Washington State Legislators at the Clark College annual legislative breakfast. They talked to our elected officials about their priorities, specifically college accessibility and affordability. We have a strong ASCC

leadership team this year, and they were excellent representatives of our college students.

Also today, we are meeting with our AACC Guided Pathways coach, Dr. Chris Hill. She is on campus today and tomorrow to review our work to date and assist us in moving this important work forward. Dr. Hill will be meeting with the Guided Pathways Core Leadership Team; Pillar 1, 2, 3 and 4 Teams; Board of Trustees; faculty; students; and professional development teams to learn more about our progress and plans for implementing Guided Pathways. Everyone is invited to attend the College Debrief at the conclusion of her two-day visit on Tuesday at 4:00 – 5:00 p.m. in GHL 213.

Career Launch at Clark College

Our Mechatronics Program has been endorsed as a Career Launch Program by the SBCTC. This is exciting news for several reasons.

- It formally acknowledges our partnership with SEH America to provide students with real work experience while pursuing their AA degree.
- It also opens the door for state grants to provide equipment for the program.
- It provides incentives for additional businesses to participate in the Career Launch program.

A formal announcement will be made next week. I wanted to give you advance notice of this great news. It signals a new chapter in our partnerships with local employers.

I want to acknowledge the work of Mohammed Maraee, who has brought the Center of Excellence for Semiconductors and Electronic Manufacturing to Southwest Washington. He is working closely with Clark College and area employers to build these important relationships.

I want to thank our team at Clark—Julie Robertson, Genevieve Howard, Armetta Burney, Sachi Horback, and the mechatronics faculty—for your work in responding to industry and moving this important initiative forward.

Presidential Search Milestone

On November 25, the Presidential Search Advisory Committee, having reviewed 65 applications, selected ten semifinalists to be considered as our college's next president!

The next step will be confidential semifinalist video interviews conducted by the Search Advisory Committee during the second week of December.

Three or four finalist candidates will then be advanced to the Board of Trustees for their approval at their December meeting.

During January, approved finalists will participate in constituent panel interviews and public forums at Clark College. Evaluation

visits to finalists' colleges will also take place in January.

It is expected that the Board of Trustees will make their selection

by the end of February 2020, and that our new President will begin onboarding

in the summer of 2020 in preparation for the 2020-2021 academic year.

Thank you everyone who is supporting this important work for the

College, our students, staff and community. More information on Clark's

presidential search can be found at www.clark.edu/presidential-search.

Grant Awards

Clark College was awarded **\$100,000** from SBCTC to expand access to the college's Student Emergency Grant Program.

This funding is \$50,000 per year for two years, starting January 2020.

This funding provides monetary assistance to students experiencing unforeseen emergencies or situations that affect the student's

ability to attend classes (e.g., paying for food, transportation, childcare, or

other goods or services needed in order for the student to continue attending

classes). This funding will provide low-barrier access for students (with no

income restrictions), even if they do not meet the traditional definition of a

"high-need" student. To date, Clark College has awarded over \$44,000 in

emergency grant assistance, and this additional funding will allow the program to prevent even more students from dropping out due to financial emergencies.

The Emergency Grant fund includes support from Clark County Community Action Fund Grant, SBCTC Student Emergency Assistance Grant, and Clark College Foundation. Combined, these funds provide approximately \$100,000 each year to support our students! Starting in January, all Emergency Grants will be administered through the Financial Wellness Program in Student Affairs.

Thank you to the team who helped write the grant: Julie Robertson, Kevin Thomas, Edie Blakely, Selena Castro and Cath Busha. Well done!

Concerts this week

The Clark College Orchestra Fall Concert is set for Wednesday evening at 7:30pm on December 4. Our congratulations to Dr. Donald Appert: This is his 30th anniversary leading the orchestra. The performance begins at 7:30 p.m. in the Skyview High School Auditorium, 1300 NW 139th St., Vancouver. Free Admission.

The Clark College Women's Choral Ensemble and Chorale, under the direction of Dr. Jacob Funk, will perform their Fall Concert on Thursday, December 5, at 7:30 p.m. in the Vancouver First United Methodist Church, 401 E. 33rd St, Vancouver. A second concert is scheduled for Saturday, December 7 at 7:00 p.m., also at Vancouver First United Methodist Church.

Admission to both
concerts is free.

The Clark College Concert Band, under the direction of Dr. Doug Harris, will perform “Fanfares & Dances” on Friday, December 6, at 7:30 p.m. in the Durst Theatre of the Vancouver School of Arts and Academics, 3101 Main St. Free admission.

I want to thank everyone in the Clark College Music Department for their talents and time in creating memorable moments for our students and our audience. Congratulations!

Giving Tuesday

Tomorrow is Giving Tuesday – a global generosity movement encouraging people to contribute time and treasure to their favorite charities. As a reminder, we have an employee giving campaign at Clark College supporting students through the Foundation.

You can choose where and how your gift is used. There is a match program ongoing for the Penguin Pantry. A generous donor has committed to a \$5,000 match for the pantry if we reach our goal of 220 donors who make a gift of \$10 or more by June 18, 2020. You can make a gift here any time.

However you choose to observe Giving Tuesday, I appreciate all the ways you support our students at Clark College.

Next

week for your planning

You are all invited to the Winter Social **Tuesday December 10, 2019** at Gaiser Student Center. The reception begins at 2:00 p.m. and the program begins around 2:30 p.m.

As is the tradition, we will honor our Clark College employees who have retired in 2019. I am looking forward to carrying on this Penguin Nation tradition.

The Weekly News: Week 18



National Honors

Clark College has been named a 2020 Best for Vets college in the Career and Technical College category by *Military Times*—just one of 19 colleges across the nation to receive this designation. It's the third year in a row Clark has earned Best for Vets status. Kudos to everyone in the Veterans Resource Center, as well as everyone across the college who helps support our student veterans!

New VP of DEI named

Please join me in congratulating Rashida Willard, who has accepted the appointment as the new Vice President for Diversity, Equity and Inclusion at Clark College. This is an important milestone for the Office of Diversity, Equity and Inclusion and a positive leap forward for the college in supporting our staff, faculty and students.

Rashida stepped into the role as interim 17 months ago while still the Director of Operations and Risk Management in Administrative Services. She has taken on additional responsibilities in service to the college and she has earned the respect of her peers, our students, and the community as a strong and effective leader.

During this interim period, she has created and developed structures, spaces, and programs to help remove barriers for students and she's leading the effort to create a culturally competent campus to help students succeed. She is deeply invested in this work and passionate about creating

inclusive, safe, and welcoming environments where *all* students have maximum opportunities to succeed.

Rashida holds a master's degree in Business Administration, a bachelor's degree in Business Administration, and an associate degree in Organizational Dynamics. She is currently attending Concordia University, pursuing a doctorate in Education with a concentration in Professional Leadership, Inquiry and Transformation.

Under Rashida's leadership, the ODEI team has built good momentum, developing new initiatives and programs that will help our college move forward.

Please join me in congratulating and thanking Rashida for accepting this role.

Penguin Power!

We did it, Penguins! We won the Walktober challenge between Clark College, Lower Columbia College, and WSU Vancouver. Our 68 Walktober participants averaged 9,694 steps during the month of October, winning us a trophy and bragging rights. Special shout-outs to our top Penguin walkers:

- 1st place: Sydney Brahmavar
(Environmental Science) – 843,756 steps
- 2nd place: Aaron McPherson
(Facilities Services) – 826,264 steps
- 3rd place: Travis Kibota
(Biology) – 720,732 steps
- Departmental winner:

Environmental Science, with an average daily total of 27,218 steps

... And, of course, to Interim Director of Talent Acquisition and Development Vanessa Neal, who led our Walktober efforts. I invite all Walktober participants to join Vanessa, Oswald, and myself at noon on November 20 at the Japanese Friendship Garden (or inside O'Connell if it's raining) for a group photo with our fabulous trophy.

Kudos to the STEM Team

Thanks to dozens of STEM Unit students, staff, and faculty volunteers who hosted the Elementary Science Olympiad on Saturday, in conjunction with the Southwest Washington Science Olympiad (WSO). Eighteen teams of third-through-fifth graders from throughout Southwest Washington participated, representing 14 schools from 8 school districts, with a total 270 students. The challenging and motivating events of WSO align with Washington State Learning Standards. The events throughout the day were designed to enhance and strengthen both science content and processing skills.

And, thanks to the Clark College Surveying and Geomatics Department, in conjunction with the United States Forest Service, for hosting Geographic Information Systems (GIS) Day on Friday. GIS is a scientific framework for gathering, analyzing and visualizing geographic data to

help us make better decisions. GIS Day included a number of speakers, displays, and interactive geospatial activities.

Also, congratulations to STEM Dean Peter Williams on his recent presentation with Dr. Carli Schiffner, SBCTC Deputy Executive Director of Education, and Dr. Gita Bangera, Dean of the RISE Learning Center at Bellevue College, on “Scaling Up Classroom Undergraduate Research Experiences Statewide” at the Association of American Colleges and Universities (AAC&U) Transforming STEM Higher Education conference in Chicago, Illinois.

Time to nominate outstanding employees

There are three employee award programs now accepting nominations. I hope you will look around you and decide to make a nomination: the Lora Whitfield Social Equity Award, the quarterly Classified Excellence Award, and the Exceptional Administrative Exempt Award.

The Lora Whitfield Social Equity Award honors a member of the Clark College community that has demonstrated a sustained commitment to advancing equity. Award recipients will receive a plaque along with \$1,000 funded by the Clark College Foundation. This award will be presented at Opening

Day before the beginning of fall quarter each year. This 2020 inaugural year, the award will be announced during State of the College in winter quarter.

For 2020, nominations should be submitted by **November 29** for the Executive Cabinet to review and select an award winner by State of the College in January.

Please nominate a Clark College Employee by visiting the Lora Whitfield Social Equity Award page and fill out the **online submission form**.

Do you know of an outstanding **Classified employee** at Clark? Have you been looking for a meaningful way to say "thank you" to that person who has gone above and beyond in their service to you, your department or the college community? Now is your chance to acknowledge that special person.

Also, nominations are being accepted for outstanding Classified employee at Clark for the **2019 Fall Quarter Award**. Please continue reading for more information. Submissions can be made by filling out the **online submission form**. Please only submit a nomination for the current quarter. The deadline is **5:00 p.m. on Friday, November 22**. For questions, contact Vanessa Neal, vneal@clark.edu in Human Resources.

And, a new award for 2020 is the **Clark College Administrator and Exempt Excellence Award** honoring two Exempt staff

members who contribute in significant ways toward building a positive climate, inclusive environment, and improving the quality of life at Clark has been created. Submissions can be made by filling out the online submission form by **5:00 p.m. on Friday, December 13**. For questions, contact Lisa Wolfson, lwolfson@clark.edu in the Office of the President.

Selection

will be based on the following criteria:

- Exemplary Work Performance
 - Excellence in work performance
 - Makes a significant impact on the College (give examples of involvement, attitude, helpfulness, etc.).
 - Contributes and demonstrates commitment to the College's mission and core values.
- Initiative and Collaboration
 - Positive interaction and engagement with all community partners (faculty, staff, students and the public)
 - Exhibits respect for fellow workers and students
- Special Achievements or Contributions to the College Community
 - Initiates or actively participates in projects for the betterment of the college community
 - Serves in leadership roles with campus groups/committees and/or external college partners
 - Displays consistent interest in and active support of diversity; seeks and promotes interaction with and between

groups with differing
ideologies, cultures, socioeconomic status, etc.

Recipients of this award will receive a glass plaque and \$1,000 funded through an anonymous donor's contributions to the Clark College Foundation. These awards will typically be announced on Open Day before the beginning of fall quarter each year. This inaugural year (2019-2020), the awards will be presented at the State of the College address during winter quarter.

To be eligible, the nominees must be a current full-time Administrative employee who has been in their current position for more than twelve (12) months. Members of the President's Executive Cabinet are not eligible to be nominated.

Congratulations, Dr. Donald Appert

The award-winning Clark College Orchestra will present its Fall concert as part of the 2019-20 season celebrating the 30th anniversary of Music Director/Conductor Donald Appert on Wednesday, December 4 at Skyview High School.

This all-orchestral extravaganza will include *La Valse* by Maurice Ravel, *Nuages* and *Fêtes* from Claude Debussy's *Nocturnes*, and Josef Suk's *Symphony No. 1 in E minor*. The performance is at 7:30 p.m. and admission is free and open to the

public. Donations to the Orchestra General Fund will be accepted at the door.

For complete information about all the Clark College Music Department concerts including the orchestra, concert band, jazz ensemble, and choirs, please see <http://www.clark.edu/campus-life/arts-events/music/music-concerts>.

We are fortunate to have such treasures at Clark College.

Student Enrollment

Clark College began registering students for Winter quarter this past week for priority registration. While Clark's ctcLink Project Management team works to provide access to queries that will help manage enrollment, I ask for your patience. Planning and Effectiveness is working to redevelop our enrollment management tools in Tableau to be available to all during winter quarter.

Open Enrollment for employees

It's that time – a chance to review and make changes to your public employee benefits. Open enrollment ends Saturday, November 30. To make changes go to *My Account* on the PEBB website. If you have questions about your benefits or account, please contact one of our benefits team members:

- Thao Schmidt, tschmidt@clark.edu, ext. 2628
- Amy Harrington, aharrington@clark.edu, ext. 2325
- Guisela Eberle, geberle@clark.edu, ext. 2119

Reflections from this past week and looking ahead

Once again, I want to share my appreciation for the Clark ctcLink team, who have done an amazing job throughout the goLive conversion. I am inspired by the dedication of all the staff that I've seen across the campus in Finance, HR, Student Services, Instruction, Planning and Effectiveness, and IT who have been problem-solving throughout the week. Change is hard, and this has been exhausting and frustrating work. This amazing team has risen to the challenge. The whole state community college system has been watching us to see how this is done. Congratulations again, Penguin Nation. You've got this!

This next week I look forward to my first quarterly meeting between the WSUV Executive Team and Clark College Executive Team. The following day the Clark College Executive Team is participating in a daylong retreat with Dr. Kathy Obear, continuing to work on improving ourselves as a team.

Congratulations to the Penguin Men and Women who are running

the

NWAC Cross Country Championship in Lacey today (Monday, November 18). Go Penguins!!

I will be in Seattle the remainder of the week with Shanda Haluapo, Associate Vice President of Planning and Effectiveness and Clark College Accreditation Liaison Officer, at the Northwest Commission on Colleges and Universities Annual Conference on Student Success, where I look forward to learning more about the new Eligibility Requirements and Accreditation Standards for 2020. I plan to stay in Seattle for the weekend to have an early holiday with my family.

This coming weekend will be a busy one on campus, with performances of "A Bright New Boise" in the Decker Theatre in Frost Arts Center Thursday, Friday and Saturday evenings at 7:30 p.m.; Men's and Women's Basketball games in O'Connell Sports Complex; and the Clark College Jazz Band, under the direction of Dr. Doug Harris, presenting its "A Salute to the Big Bands" on Saturday at 7:30 p.m. in Gaiser Student Center.

And just because Walktober is over, that doesn't mean we Penguins should stop being active: Get ready for the Fall Free Fun Run and Walk next Tuesday, November 26, at 1:15 p.m. in front of the Cannell Library. Registration is free and starts at 1:00 pm.

The Weekly News: Week 17



Veterans Day

Thank you to our student and employee Veterans who have served our country. We have 304 Veterans enrolled at Clark College this fall. I'm so proud of our Veterans Resource Center that is available to help veterans and their dependents get connected with the resources and networks of support available to them at Clark College and in the local community. The Center provides welcoming staff, mentoring from other student veterans, and tools to succeed academically and personally including subsidized dental care, a Books for Vets program, and tutoring.

ctcLink Success

Congratulations and thank you to our amazing ctcLink team!

89% of our staff have now activated their accounts. 47% of our students and 55% of our faculty have activated their accounts. Here's a helpful link for students with step-by-step instructions on how to activate their new accounts. The timing is important because registration starts this week with eligible student veterans, and continues in waves through next week.

It's the beginning of the third week and while we've made tremendous progress, and there is still considerable work to be done. **I ask for your continued patience** right now.

Staff are not able to respond to requests because they are very busy making sure the information is correct in ctcLink. It's hard on everyone. Our staff want to respond to questions and yet they don't have the bandwidth at this moment.

Thank you for your continued patience and let's give grace to one another in every way possible, knowing everyone is doing the best they can.

Congratulations, Athletic Director Laura LeMasters!

What great news to see that our own Laura LeMasters has accepted the position of athletic director at Clark College. Laura joined Clark College as assistant athletic director in 2016 and most recently served as interim athletic director since June. She has a master's degree in Kinesiology with an option in Sport Management from California State University – Long Beach and a bachelor's degree in Sport Management with an emphasis in Communication from WSU Pullman.

Laura brings a wealth of experience in student success, college athletics, marketing, operations, and recreation from her prior roles at Occidental College, Central Wyoming College, and Lewis & Clark College. Laura is a strong student advocate and has played an important role in ensuring our compliance with state, federal and NWAC regulations. Laura is committed to continuing our focus on academic and athletic excellence in our athletic department.

Go Penguins!

I watched the Clark College women's soccer team play hard on Saturday in the rain. The No. 4- ranked Penguins were upset by Tacoma Community College for the NWAC quarterfinal round. It was a tough ending, but much respect to Tacoma and best of luck going forward. Clark Penguins finished the season 11-4-1. Congratulations to our Penguins! You make us proud.

Time for nominations

Do you know of an outstanding Classified employee at Clark? Have you been looking for a meaningful way to say "thank you" to that person who has gone above and beyond in their service to you, your department or the college community? Now is your chance to acknowledge that special person.

We are pleased to announce that nominations are being accepted for the **2019 Fall Quarter Award**. Please continue reading for more information. Submissions can be made by filling out the **online submission form**. Please only submit a nomination for the current quarter.

Nominations will be reviewed by the Classified Staff Awards Committee and will be evaluated entirely on the basis of the information submitted on the nomination form. The deadline is **5:00 p.m. on Friday, November 22, 2019**. For questions, contact Vanessa Neal, vneal@clark.edu in Human Resources.

Student enrollment

Each week I'd like to share with you enrollment facts that paint a picture of our student body.

Under the Guided Pathways model, all new, degree-seeking students entering fall 2019 identified their Program of Study, under the six Areas of Study. Here are the paths our students have chosen:

- 16% Creative & Communication Arts
- 17% Business & Entrepreneurship
- 27% Healthcare & Biosciences
- 3% Advanced Manufacturing & Mechanical
- 13% Public Service, Society, & Education
- 23% Science, Technology, & Engineering

We'll continue to work on program mapping and other vital tools within the framework of Guided Pathways to help our students choose their path and stay on the path. Thank you to the Guided Pathways team for all you do.

Open Enrollment for employees

It's that time – a chance to review and make changes to your public employee benefits. Open enrollment ends Saturday, November 30. To make changes go to *My Account* on the PEBB website. If you have questions about your benefits or account, please contact one of our benefits team members:

- Thao Schmidt, tschmidt@clark.edu, ext. 2628
- Amy Harrington, aharrington@clark.edu, ext. 2325
- Guisela Eberle, geberle@clark.edu, ext. 2119

Reflections from this past week

This past week I joined Dr. Sachi Horback and Mohammed Maraee, Associate Director of the Southwest Washington Center of

Excellence for Semiconductors and Electronics Manufacturers, at Portland Community College's Swan Island Center to discuss with PCC leadership opportunities to collaborate to meet our regional workforce needs in welding. I enjoyed the McClaskey Culinary Institute's Tapas Fiesta Bar with the Executive Council last Tuesday. It was delicious! I loved hearing from the students about how they prepared the creative menu selections. I continued my listening tour with a tour of some of the WPTC Programs. Thanks to Interim Dean Armetta Burney and the amazing faculty in Welding, Machining, and Diesel who shared the exciting work they are doing in these areas. I joined Rashida Willard at the Vancouver Education Diversity and Inclusion Committee to discuss with community leaders how we can partner to "grow our own" systemically non-dominant K-12 teachers. It was an interesting discussion with PSU Dean of Education, Dr. Marvin Lynn, sharing information about the Portland Teachers Program that has been a leader in this work for over 30 years. I ended the week with two of our Board of Trustees (Chair Jacobsen and Trustee Bennett) at the statewide Association of College Trustees Legislative Action Committee and Fall Conference in Seattle and was sorry to miss Bingo for Vets Thursday evening.

This week I am looking forward to meeting with the newly formed Clark College Community Equity Council, celebrating November birthdays with you, meeting the President of WSU at the WSUV Advisory Council, and recognizing the ctLink team at the Board of Trustees meeting on Wednesday evening.

Once again, I want to share my appreciation for the Clark ctLink team, who have done an amazing job throughout the goLive conversion. I am inspired by the dedication of the leadership team and the problem-solving that I've seen across the campus in Finance, HR, Student Services, Instruction, Planning and Effectiveness, and IT throughout the week. Change is hard, and this amazing team has risen to the challenge. The whole state community college system has been watching us to

see how this is done. Congratulations again, Penguin Nation. You've got this!

The Weekly News: Week 15



CtcLink: It's here!

ctcLink went successfully live at 7:30am this morning. Yahooo!

Kudos to the entire ctcLink team for making this a success. I especially want to acknowledge myClark ctcLink Steering Team members who have led this extraordinary effort over the past five years:

- Susan Maxwell, myClark ctcLink Project

Director

- Sabra Sand, Director of Business Services and Financial Management Pillar Lead
- Mirranda Saari, Associate Dean of Enrollment Services and Registrar and Campus Solution Pillar Lead
- Guisela Eberle, Human Resources Assistant Director and Human Capital Management Pillar Lead
- Genevieve Howard, Associate Vice President of Instruction and Instructional Lead
- Andy Barsotti, Director of Data Services and ITS Lead
- Tanya Kerr, ctcLink Internal Controls and Business Analyst (Campus Solutions and Financial Management)
- Jennifer Ward, Program Manager for myClark ctcLink
- Shanda Haluapo, Associate Vice President of Planning and Effectiveness and myClark ctcLink Executive Sponsor

In addition to over 30 staff and managers who spent this weekend validating data to assure the transition was successful.

Thank you ALL!

I'm

so proud to be part of the Clark team. **We've got this!!!**

I am grateful to the entire ctcLink team who have been walking us through this major undertaking along with SBCTC team. I want to affirm something that Shanda Haluapo said last week in her email to you. She acknowledged that this week will be full of rewards and challenges as we learn to do our work differently.

She reminded us to have compassion and patience with ourselves and those around us, because we all do the best we can do.

We'll have access to the PeopleSoft system starting tomorrow, October 29. You will get an email with the link and instructions on how to log into the system. People from the State Board for Community and Technical Colleges (SBCTC) will be here to help support us in the transition. We have resources to support your transition. Please review the employee resources.

We also have student resources you can help share with students.

Penguin Pantry Growing

I enjoyed attending the second anniversary open house at the Clark College Penguin Pantry.

It provides students with a safe, comfortable place to get something to eat, pick up a necessity, and connect with additional resources and services such as counseling, public benefits, community food banks and other resources. There's a great article in the Indy this month about the pantry and its growth on the campus. Thanks to student reporter Sandra Fachiol for the story: "Clark's food pantry strives to reduce student hunger."

Also a very special thank you to the Penguin Pantry program assistant, Estancia Cota. As the Penguin Pantry founding staff member, she is

passionate about holistically meeting students' needs and understands the larger role that the Penguin Pantry plays in success, retention and completion. Her work and commitment to the Penguin Pantry makes a positive difference in the lives of our students. Here's the link to find out more about how you can help and how you can help connect our students with the Penguin Pantry. Estancia and student/volunteer Megaera Jarvis presented at the Board of Trustees meeting that evening on the impact the pantry has made on our students who are experiencing food insecurity.

Enrollment Update

From the first day of fall quarter to census day, 281 students left the college, representing more than 100 FTES. A quarter (25%) of these students were dropped for nonpayment. The students who left were more likely to be low income, employed, first generation, and students of color. How can we, as a college, work together to support these students before they silently leave?

Employee Giving Campaign

There are many ways to support students with your time, effort and

resources. Just a reminder the Foundation has launched its annual Employee Giving Campaign. You can choose where your donation goes and you can help make sure we get a \$5,000 corporate match for Penguin Pantry.

Visit

the foundation's Employee Giving website for more details and to make your

secure online donation:
www.clarkcollegefoundation.org/campaign/ways-to-give/employee-giving

As

an added incentive, the department with the highest giving participation will win a catered meal from Clark College Foundation.

You

also have an opportunity to give to the Phi Theta Kappa Thanksgiving Basket

Fundraiser. Each year the Penguin community is asked to make cash donations to

help buy items for a Thanksgiving dinner for our students in need. The dinner

includes a 10-14 pound turkey, mashed potatoes and gravy, stuffing, yams, green

beans, cranberry sauce, dinner rolls, and a pie. Cash and check donations can

be accepted at the Cashier's Office until Friday, November 22.

This year's goal

is to raise \$3,000 to provide 100 Thanksgiving dinners, with your help.

Reflections from this past week

This past week was filled with inspiring presentations and learning about Clark. At the Students with Disabilities Luncheon, Alyssa Voyles shared her personal journey and inspired us all with her courage.

At the Board of Trustees work session we heard four students who were nominated to represent Clark College for the Washington Transforming Lives Award. Jorge Maravilla was selected by the Board to represent Clark College. His journey as a student began 2015 in the High School 21+ program and he earned a Certificate of Proficiency in Supervisory Management. He shared a very moving story of how his life has been transformed by attending Clark College.

In addition, the Board of Trustees heard from two amazing faculty about their recent sabbaticals at their work session. Jill Darley-Vanis and Erin Staples each shared their sabbatical experience and the projects that were a result of having time to dive deep into a subject. I was inspired to hear the impact of their projects on teaching and learning at Clark. And, Samuel May-Varas was the Faculty Speaker with welding/machining student, Gloria Razinski, at this month's Board of Trustees meeting, presenting on the Welding I-BEST Program.

I wrapped up the week continuing my “Listening Tour” at the CLASS Unit meeting. I appreciated hearing their passion for serving students in the Library, Tutoring, and TLC, and everyone’s candor in sharing the challenges they are facing.

I was honored speak at the Foundation Scholarship Reception. The O’Connell Sports Center was filled with donors, event sponsors, scholarship recipients and their support team, families and loved ones celebrating our students who are on promising pathways. Talented Clark musicians (Colin Hunt, Ian Engelsman and Riley Lyons) entertained the group and ASCC President Evans Kaame shared his extraordinary journey to Clark College.

Finally, I’ve walked 120,971 steps this Walktober around the college and on the weekends in my neighborhood. Keep on walking, Penguin Nation!

The Weekly News: Week 14

Reflections from this past week



Last week I had the opportunity to meet with our Nursing faculty, Associate Dean of Health Sciences, Dean of Business & Health Sciences, and Vice President of Instruction to learn more about the Nursing Program and the Clark College building at WSUV. Shortly after our meeting, we received confirmation of the Clark College Nursing Program's continued accreditation with Accreditation Commission for Education in Nursing (ACEN). Congratulations to everyone in our Nursing program for receiving the largest window of time regarding the next site visit (2019-2027) and for being recognized by ACEN for "Achievement of Quality and Excellence in Nursing Education."

We

celebrated Clark College at Columbia Tech Center's 10th anniversary last week, and I was inspired by remarks made by Clark College Associated Student President Evans Kaame. Thank you to the instructors, staff and students at Columbia Tech Center who helped host a fun 10-year anniversary party. Attendees were able to tour the building and get a glimpse of the learning that happens there in Mechatronics, Business, and Economic & Community Development classes. We joined with the Greater Vancouver Chamber of Commerce to hold a ribbon cutting. Thanks to all who helped. Read more about the event in this *Columbian* article.

I was honored receive gifts this week on behalf of Clark College from Vancouver's sister city of Joyo, Japan, presented by Nami Inoue, a faculty member in our Japanese language program who grew up in Joyo. And, thanks to all who stopped by for a cupcake to celebrate your birthday in October. I look forward to celebrating the months ahead!

I just returned from attending the 50th annual Association of Community College Trustees (ACCT) Leadership Congress in San Francisco with Board Chair Jane Jacobsen and Trustee Jada Rupley along with 1,850 trustees, presidents, staff,

and other community college stakeholders. Throughout the conference we promoted the Clark College President Search.

I was inspired by the words of ACCT Chair Connie Hornbeck: "All of higher education and industry is changing at a breakneck pace. Community colleges lie at the nexus of both. We in this room are charged with sustaining the community college sector no matter what changes come... We can't predict, but we can and must be as prepared as possible, as nimble as possible, to keep our institutions strong for our students."

Keynote

speaker Barry Posner focused on the key leadership practices trustees and others need to manage these complex times. Co-author of the book *Leadership in Higher Education*, Posner focused on five key strategies based on research involving 150,000 college and university leaders, ranging from modeling and inspiring a shared vision to upending existing processes, leading from the heart, and enabling others to act.

Leaders

of three state community college systems emphasized the importance of local leadership in navigating a challenging landscape that includes declining state support and growing student needs. I enjoyed learning along with our trustees about best practices in presidential searches, recruiting, and

onboarding from
other colleges.

All voices needed

Today is the last day to fill out the **Clark College 2019 Climate Survey**. The deadline is tonight at 5:00 p.m.

This is so important to our work at Clark College. The Board of Trustees has identified improving the college climate and employee morale as one of its priorities. Your input is critical to the process. This year we have added incentive: Everyone who submits a survey has the option sign up to win one of three \$50 gift certificates to Amazon. Please note that your responses on the Clark College Climate Survey will NOT be connected to your name if you wish to enter the drawing.

ctcLink – one week away

Please take a minute to get your new your new ctcLink ID (open in Chrome) and get a sneak peek into the ctcLink PeopleSoft testing environment using a Clark College computer at one of the campuses or using a VPN. To get into the ctcLink PeopleSoft testing environment you will use your new ctcLink ID and preset password. Your password is your last name – capitalize the first letter only – and add the @ sign at the end, e.g., Fowlerhill@ is my password.

As

for training? Some people have inadvertently deleted or declined the invitation for the SBCTC Canvas training. If you did that, please contact Jennifer Ward or call her extension at 2077 so she can reregister you. Thank you!

We are confident the result will be a positive for students and employees; far more user friendly and efficient. But we recognize change presents challenges.

I want to call out the sustained efforts of everyone on the ctcLink team led by Project Manager Susan Maxwell and Associate Vice President of Planning and Effectiveness Shanda Haluapo. Shanda's next update for us is Wednesday this week: Please watch for them as they contain vitally important information about our process now underway!

ctcLink and our students

All student online systems are unavailable as of October 17 through October 30 while the college upgrades to the state's new software system.

Our messaging to students? "Please bear with us as we work to improve your online experience. You'll be signing into the new improved My Clark on October 31. In the meantime, if you need assistance with student services, we are here for you."

- **In person:** Stop by the Information Desk in Gaiser Hall.
- **By phone:** Call 360-992-2107
- **By email:** Contact registration@clark.edu

What

do students need to know? On October 31, they need to go to myclark.edu. Once

they sign in, they will be given a **new ctcLink ID. They need to write it**

down. It will be needed to log in to access their information.

Here's

the great news for students: The **new and improved MyClark** will offer a

simple, easy pathway for students to register for classes, apply for financial

aid, request unofficial transcripts, and use the schedule planner at Clark

College.

Clarks supports for students

The

Counseling and Health Center is continuing their support groups this fall term!

Please feel free to share the information below with any students you think

would benefit.

- **Running Start Support Group**

- Wednesdays 11:00 a.m. – 12:00 p.m., October 16 – November 20 at the

- Counseling and Health Center, HSC 124. This is a space to connect with

- other Running Start students navigating the complicated worlds of family,

- high school, and college.

- **Parent Support Group**

– Wednesdays 1:00 – 2:00 p.m., October 16 – November 20
at the Counseling
and Health Center, HSC 124. This is an ongoing support
group for students
balancing school, life, and parenting.

Both

groups are facilitated by CHC counselors Beth VanBuecken and
Valentina

Pishchanskaya-Cayanan. Students can contact Valentina at
vcayanan@clark.edu to sign up, or with any

questions. As always, the Counseling and Health Center
provides free mental

health counseling and low-cost health services to Clark
students. Appointments

can be made by calling 360-992-2614, or by email at
chc@clark.edu.

Penguin Pantry turns two!

You

are all invited to the Penguin Pantry second anniversary open
house on **Wednesday,**

October 24, from 12:00 p.m. – 4:00 p.m. I want to encourage
everyone to

bring a donation of canned or boxed food to the open house. As
you probably

know, demand for food resources has increased significantly on
campus. It may

be that word is getting out among students about this vital
resource. Thank you

to everyone who supports it. The Penguin Pantry is in the
Science Building

(SCI) in Room 101.

Expanding RAVE

For years, our RAVE alert system has been sending Clark College employees and students emergency text and email messages whenever the college experienced a closure, lockdown, etc. I'm pleased to announce that this service has just been expanded to include families, parents and visitors to Clark College.

Now everyone can opt in. All they have to do is text the word "Penguins" to the number 67283.

This feature is for any Clark Community member (parent, visitor, etc.) who is not automatically entered into the system.

There will be a formal rollout for this feature, as well as a new app called RAVE Guardian, coming soon. In the meantime, please feel free to share the keyword and number. Thank you to our emergency management team for your work on this.

Presidential Advisory Committee

I'm excited to announce significant progress in the search for your next college president.

The Presidential Search Advisory Committee met for the first time Friday, October 11

for an all-day session that included implicit bias training. They worked through the wording of the position profile and talked about the upcoming resume screening process. As a result of their work, the Board of Trustees has approved the position profile, and it's up on the website as active recruitment begins. Among the members of the committee are Clark College students, employees, faculty and community representatives. Thank you for serving!

- Co-chairs: Paul Speer, Clark College Board of Trustees Presidential Search Lead
- and Jane Jacobson, Clark College Board of Trustees Chair
- Al Schauer, Founder PointNorth Consulting
- Brian Taylor, Industrial Sales Manager Siemens
- Catharine Keane, Associate Director of Career Services
- Christhian Canseco, Account Manager ESCO Corporation
- Danielle Plesser, Office Of Instruction – Program Support Supv 1
- Dannie Nordsiden, Automotive Technology – Instructor (WPTE)
- Donivee Randall-Jones, Nursing – Professor (BHS)
- Dr. Siri Wickramaratne, Geography – Instructor (SOFA)
- Eric Merrill, Clark College Foundation Board Chair
- Evans Kaame, ASCC President
- Heather Adams, Office Of VP Student Affairs – Administrative Services Manager A
- Justin Flint, ASCC Club Coordinator
- Rashida Willard, Interim AVP of Diversity, Equity, and Inclusion
- Suzanne Southerland, Communication Studies – Professor (BEECH) (CCAHE President)
- Tanisha Harris, CASA Program Specialist YWCA Clark County

- Tanya Kerr, CtcLink Internal Controls and Business Analyst
- Vicki Sovold-Prendergast, Mount Pleasant School District Superintendent

Kudos to faculty

Congratulations to William Goforth, our newly appointed adjunct instructor of Voice! He was one of three finalists chosen on Sunday at the Oregon District Met auditions. On to Seattle for the Northwest Regionals in January.

This week I'm looking forward to attending the Penguin Pantry Open House, as well as the Board of Trustees work session, where they will be hearing sabbatical presentations from two faculty members (Jill Darley-Vanis and Erin Staples), and interviewing four students for the Transforming Lives Award. I'm continuing my Listening Tour with the Library Faculty and WPEA this week, and celebrating our students and donors at the Foundation Scholarship Reception on Friday.

Keep walking through this Walktober, Penguin Nation!

The Weekly News: Week 13



Reflections from this past week

I enjoyed meeting many of you this past week and learning more about the great things faculty are doing in your programs as I stopped in at the STEM, BEECH, and WPTE Unit Meetings and the Economics Department Brown Bag. Tuesday evening I welcomed Ridgefield community leaders and donors to the Foundation's "Conversations: Boschma Farms" at Windy Hills Winery. Thanks to Kevin Witte, Sachi Horback, Armetta Burney and Lisa Gibert for sharing the exciting vision for Advanced Manufacturing in North Clark County. I also met with the Foundation staff at their regular monthly meeting and heard about the success of the Alumni Phone-athon and the Promising Pathways Campaign.

Kudos to Lora Jenkins of Workforce Education Services (WES) for coordinating a very successful Foster Care Partnership Event. In my opening remarks, I shared my excitement for the

changes in our Passport to College program that expands eligibility to include more types of foster care. This summer, the state Legislature improved access for unaccompanied homeless youth. Since 2007, Clark has assisted 120 foster youth. Fifteen of them have graduated with degrees and/or certificates.

The former Clark College Community Advisory Committee has been expanded and convened this week as the Equity Advisory Council at Bridgeview Resource Center. Twenty-one leaders in the community have accepted my invitation to meet monthly to build and maintain community connection; inform about what Clark College is doing around diversity efforts; and provide counsel as the college engages in purposeful, institutional-level change that fosters social equity and eliminates systemic disparities among students, faculty and staff.

I appreciate everyone who took time out of your busy schedule to meet with Dr. Preston Pulliums this past week to share your thoughts and ideas about the college and next president. You can follow the Presidential Search process on the Clark Presidential Search website.

Looking for your voice

We've sent out the 2019 Climate Survey this past week. I encourage everyone to participate. Here is the link: **Clark College 2019 Climate Survey**

This is so important to our work at Clark College. The Board of Trustees has identified improving the college climate and employee morale as one of its priorities. Your input is critical to the process. This year we have added incentive: Everyone who submits a survey has the option sign up to win one of three \$50 gift certificates to Amazon. Please note that your responses on the Clark College Climate Survey will NOT be connected to your name if you wish to enter the drawing.

Shanda Haluapo is happy to answer any questions you may have about the survey or the process. Thank you for your help!

ctcLink – countdown 17 days!

I'm interested as to how your trainings are going for ctcLink. We all get to take the employee self-service course to make sure we can submit our time and get paid. As a reminder, SBCTC Canvas sent all of us an email September 30. I clicked "get started" and it took me to the list of courses I need to complete prior to October 28, which is our GoLive date. If you have not received the email, please contact Jennifer Ward.

It's vital that we know our part of using the new system so that we can turn our focus to the students to help them make the transition. Many of us have some contact with students and we can be that helpful resource for them.

What do students need to know? On October 31, they need to go to myclark.edu. Once they sign in, they will be given a **new ctcLink ID. They need to write it down.** It will be needed to log in to access their information. Here's the great news for students: The **new and improved MyClark** will offer a simple easy pathway for students to register for classes, apply for financial aid, request unofficial transcripts, and use the schedule planner at Clark College.

The October 31 date is important for students to sign in and get their **newctcLink ID**. If they have questions, you can give them the email ctcLink@clark.edu. We'll also have teams set up at Gaiser to walk them through the changes.

Faculty are a tremendous resource in getting the message to students. We appreciate everyone using all our communications tools to help our students navigate the change.

Exciting Alumni News

The *New York Times* published a story Thursday about ways that states and institutions are expanding access to college. They highlighted one of our own: Vita Blanco, who graduated from Clark College this spring. Here's the link to the story: <https://www.nytimes.com/2019/10/10/education/learning/bulletin-board.html>. I recently had the honor of joining Vita at the same table at the WSUV Scholarship Reception. She is attending classes now at WSU Vancouver and continuing to be engaged as a student leader.

Enrollment News

For fall 2019, almost half of our students (48%) are enrolled in at least one eLearning class – which includes online and hybrid classes. And eLearning classes have a 7 percentage point higher fill rate (91%) compared to face-to-face and web-enhanced classes (84%). Here's a question to consider: "Do our students prefer to take eLearning courses or is a function of convenience in fitting their busy schedules?" It's part of the conversation in the Guided Pathways framework, creating program pathways that schedule courses to meet student needs.

Meet the candidates

This week you have a chance to meet the Director of Athletics finalists on campus. The forums have been set. Resumes and links to provide feedback will be provided on ClarkNet before each forum. Feedback will be gathered for a 48-hour period for each finalist.

Anthony Stone

Tuesday, October 15, 2:00 p.m. – 3:00 p.m. in SHL 214

Laura LeMasters

Thursday, October 17, 10:00 a.m. – 11:00 a.m. in GHL 213

Our Great Clark College Staff

If you have three minutes, there is a great new video circulating out in the community that highlights one of our own: **Jennifer Purinton** in the Transitional Studies Department at Clark College. Clark County produced the video to encourage equitable hiring practices under the Americans with Disabilities Act. Jennifer is a great spokesperson for inclusion at Clark – both for what we are doing well *and* what we can do to improve our practices. Thank you, Jennifer!

Honors for our Alumni Program

Clark College Foundation's Alumni relations program was acknowledged last week as one of the seven best in the country for the last five years. This is a new nationwide initiative by the Council for Advancement and Support of Education (CASE). The metrics consider fundraising, boards, alumni awards programs; quality and types of communications like the foundation's magazine, electronic newsletter, podcasts; affinity programs like the athletics hall of fame and graduation, as well as student-alumni interactions such as career services involvement and mentoring. The foundation hit it out of the park for alumni fundraising—16%—that's the average annual amount raised over the past five years. Compare that to the national average of about 4%. Congratulations!

Next Week

We have several events next week that I want to make sure you know about. You are all invited.

Ten year celebration at Columbia Tech

You're invited to join us for a Chamber of Commerce ribbon cutting at our Columbia Tech Campus **today 3:00 p.m. – 4:00 p.m.** The Chamber is helping us celebrate our 10-year anniversary at Columbia Tech Center. The ribbon cutting will be outside (weather permitting) at 3:30 p.m. We'll have light refreshments and we hope to see you there!

Ready for an emergency?

In the event of a major emergency, it is very possible that we will be our own first responders. On **Thursday, October 17, 1:00 – 3:00 p.m.** in PUB 258C, the Emergency Management Planning Committee will hold an Emergency Preparedness Training.

Certified emergency workers will provide this training. We'll learn the top five priorities for our families in case of an emergency, we'll have a chance to make our own emergency kits. Thank you, Jeff Kaliner, for bringing this training to Clark College.

And, Clark College is hosting the Indigenous Peoples' Day Celebration **today** on the main campus, **starting at 1:00 p.m.** in Gaiser Student Center – with a panel discussing Missing and Murdered Indigenous People.

I'm also looking forward to seeing the Archer Gallery's new exhibit of the Art Faculty Biennial Exhibition this week and celebrating **October birthdays** with you on Tuesday, 2:30 – 3:30 p.m. in the President's Conference Room. I will be traveling to San Francisco to attend the American Community College Trustees Leadership Convention Congress with Trustee Rupley and Chair Jacobsen on Wednesday. We plan to promote the search for the next president and learn more about national issues

facing community colleges.

Keep walking, Penguin Nation! I got in 54,301 steps so far in October. Happy Walktober!

The Weekly News: Week 12



Reflections from last week

As fall quarter moves forward, I hope your classes and programs are going well. We continue to watch enrollment to see the impact on the college of both the economy and the improvements made to our enrollment processes. (Fall to-date totals: 7,350 FTES and

11,446 student headcount.) There continues to be decline based upon this morning's enrollment report of -1% than what we have projected in this year's budget. It is more important than ever to focus our efforts on retention and completion strategies to keep students enrolled who have chosen to study here. I appreciate all the work you are doing to provide our students the supports they need to thrive at Clark.

Recently, I joined the Clark Team at the American Association of Community Colleges' Pathways 2.0 Institute (Dr. Sachi Horback, Bill Belden, Shanda Haluapo, Dr. Judith Hernandez-Chapar, Jill Darley-Vanis, and Board Chair Jane Jacobsen). We worked with Dr. Chris Hill (our new Pathways Coach) to address creating a culture of teaching and learning at Clark. One of the session highlights from Odessa Community College described the "Caring Side of Guided Pathways": creating a culture of caring by interacting with students by name, closely monitoring student progress, and scheduling one-on-one conferences with students outside of the classroom. I look forward to supporting a culture of teaching and learning and moving this important work forward while I am here.

This past week the Executive Cabinet worked with a consultant to improve how we lead

the college. We had honest conversations on how we lead as a team during this intense retreat. I look forward to continuing to work with this team of talented and exceptional individuals to lead Clark College into the future.

I spent the end of the week with the other college presidents at the Washington Association of Community & Technical Colleges (WACTC) at Peninsula College's beautiful Longhouse, where we discussed the System's Vision and Strategic Priorities, ctcLink's implementation, and the 2020 Supplemental Capital Budget Request (Clark College's North County Satellite building is No. 5 on the New Appropriations list) among many other topics facing our state system right now.

This next week I look forward to convening the Clark College Equity Advisory Council. This includes over 25 community leaders whom I've invited to *"build and maintain community connections; inform about what Clark College is doing around diversity efforts; and have the community provide counsel as the College engages in purposeful, institutional-level change that fosters social equity and eliminates systemic disparities among students, faculty and staff."* I am continuing my "Listening Tour" by attending unit meetings this fall. The

STEM Unit is up next on my calendar. And, I'll will look forward to an engaging conversation with donors at the Foundation Conversations event. Finally, I'll proudly represent Clark College at the WSUV Scholarship Recognition and WSUV Advisory Council this week.

ctcLink

– countdown 21 days!

The entire state is watching us to successfully goLive. Our most important training is this week. We're setting aside time on Friday October 11. Clark College will be **closed** to the public and to internal customers for the day. October 11 is an in-service day for faculty so there will be no classes. You have two options for training.

Option One:

In-person training at the Student Center in Gaiser Hall.

- 8:30 a.m. – fundamentals for all staff
- 9:30 a.m. – fundamentals for all managers
- 10:30 a.m. – financials for anyone who travels or submits expense reports

Please watch for Shanda Haluapo's email this week with details on all the sessions for Friday October 11.

Option Two: A self-paced Canvas course

Access

the course via the following link: <https://www.sbctc.edu/colleges-staff/it-support/ctclink/ctclink-training-registration.aspx>. (Registration for self-paced courses is available on the right side of the page.)

You

should have all received an email from “SBCTC Canvas” for the Fundamentals and Employee Self-Service courses. If you have not received the email, please contact Jennifer Ward.

Faculty

members (any status, as long as you teach a class) will receive an invitation to complete *CF100: Faculty Self-Service* from SBCTC Canvas. Questions? Please contact Jennifer Ward.

ctcLink and Students

We are sending messages out to students as to how the changes impact them. I want you to be aware so you can help students as they navigate through the change. Here’s what we’re asking them to do these next few weeks.

- Change their student information (online or in-person) by Thursday, October 17.
- myClark will not be available from Friday, October 18 until Thursday, October 31.
- Learn how to access their new and improved myClark by

going to www.clark.edu/faculty-staff/ctclink/student.php.

- Access the new and improved myClark on Thursday, October 31.

Very

important – they can email ctcLink@clark.edu

with questions. Thank you to the teams across campus who are making this their

No. 1 priority to help our students make the transition.

ctcLink and stress

With this major transition, it's not

uncommon to feel overwhelmed, stressed or anxious. We always want to encourage

you to seek out assistance through our Employee Assistance Program.

Do you want to know more about how to use your EAP? Here are three upcoming

orientation webinars.

October 9, 2019	2:30 p.m. – 3:00 p.m	Register Now		
November 13, 2019	10:30 a.m. – 11:00 a.m.	Register Now		
December 11, 2019	10:30 a.m. – 11:00 a.m.	Register Now		

I

encourage you to check out your EAP benefits and collectively we'll keep an eye

out on our teams and peers supporting one another.

President Search

New this week, an opportunity for you to

weigh in on the college president search. As you know, I am serving in the interim role for this academic year only. I won't be a candidate for the next president. The search firm (Gold Hill Associates) that is working with our college is looking for input from you as we develop the job description for the president search.

We have an open house underway now (Monday, October 7) until noon in GHL 213. But we also have time set aside Thursday

October 10^t from 5:00 p.m. – 7:00 p.m. [Click here](#) for more information.

We'll have announcements over the next several weeks about the process as it gears up. We'll have numerous opportunities for you to engage and be a part of this process. We need all voices to be heard. Dr. Preston Pulliums of Gold Hill Associates will be on campus all week soliciting feedback to inform our process in selecting the next president.

Faculty award

Congratulations to Instructor Donna Aase, who will receive the Excellence in Teaching Award from the Washington Association for the Education of Speakers of Other Languages at their annual conference coming up this month. Donna teaches ESL students. She's been directly involved in the curriculum design of nearly all Clark's ESL offerings. She's designed an On-Ramp to Business class

for ESL students. She's helped pilot ESL Foundations, Fast Track 1, and classes in IELP.

I'll share with you a quote from her nomination. Colleague Catherine Johnston wrote, *"Perhaps the most remarkable aspect of all of Donna's achievements and contributions is that she does all of it with such quiet pride. She is somehow calm yet enthusiastic, organized yet flexible, and self-confident yet receptive. Her dedication to her students, colleagues, and profession is unsurpassed. I am fortunate to have Donna as an outstanding colleague, and I am enthusiastic in nominating her for the WAESOL Excellence in Teaching award."* Well said, Catherine, and thank you, Donna, for your exceptional service.

B.U.I.L.D Training Program Success

Thank you everyone at Clark who expressed interest in the B.U.I.L.D Training Program. The response has been overwhelming and positive. It appears we have our first cohort ready to begin the year-long program. That's exciting!

The purpose of the **B.U.I.L.D. Training Program** is to build intercultural competency and equity leadership in Clark College staff, faculty and students. This program will provide power, privilege, and inequity opportunities through listening, learning and

practicing social equity, in alignment with Clark College's Strategic and Social Equity Plan.

Thank you to Rashida Willard, Interim AVP of the Office of Diversity, Equity and Inclusion and your team for developing this new program. It recognizes that we will all make mistakes along the way but we are committed to build culturally humble employees and broaden understanding, intercultural leadership, and development around social equity

Clark College Grants

Your good work has resulted in three new grants awarded to Clark College. Here are the latest awards.

Workforce

Education Services (WES) was awarded **\$75,000** from SBCTC to expand resources to support students in maintaining eligibility for Basic Food Assistance. This funding supports a Community Resource Liaison, located within WES, who provides individualized support to help our community members navigate the public benefits system, including connection to activities to meet public benefits requirements. With almost one-in-five students reporting food insecurity, this program will ensure that students have the support they need to maintain eligibility for basic food assistance.

Workforce

Education Services (WES) was awarded **\$706,878** from SBCTC to help remove barriers and provide low-income students with access to education and skills training opportunities. The Basic Food, Employment, & Training (BFET) Program provides students with assistance with tuition, books and mandatory fees; childcare payments; eligibility for federal food benefits, if previously denied; and educational advising and personal support. Serving 556 students during 2018-2019, this program provides individualized support to help students achieve their educational and professional goals.

Economic

Community Development (ECD) has been awarded five Job Skills Training Grants to provide specialized training – for a total of **\$238,445**. Providing training in Lean Six Sigma and Quality Management Systems, these grants support ECD's work to provide companies with training for their employees to meet regional workforce needs.

Student Job Support

Career

Services has supported 247 student visits for resume and/or cover letter assistance for student employment in the last two weeks – that's 25 students per day! Thank you for work helping our students be successful in their job

application process for student employment. Because of the ctcLink conversion, this process has been condensed into a shorter window of time.

Additionally, Career Services handled 145 visits for Institutional Hire referrals, and most of those folks requesting more than one referral for each visit. While many students were able to find work-study positions as part of their financial aid package, we are happy to report that 42 students (without financial aid) were hired into on-campus Institutional Hire positions.

Students at Penguin Pantry

The food you donated to Penguin Pantry at Opening Day is already in students' homes – thank you for your generosity.

Penguin Pantry served 60 students on our first day of classes, September 23.

That's up 25 percent from the average daily visit last year.

It's a powerful reminder of the challenges our students face and our commitment to help them along the way. You may have seen the story in the Columbian last last week on the rise of homeless students in Washington State. Here's the link to that story. For me, it underscores for me, the importance of our work in providing resources and supports for our students. Please remember that you can refer students who are at risk of becoming homeless to our Homelessness Prevention Program at www.clark.edu/cc/housinghelp.

Walking on Campus

The Walktober Challenge is underway! Clark College, Lower Columbia College, and Washington State University Vancouver have challenged one another to see which school collects the most steps in the month of October. I'm all in! I hope you will join me in walking on campus and tracking our steps.

HOW: Participants can use a fitness tracker or a mobile app to track steps.

Use the Walktober daily log to indicate how many steps you take each day (you will submit the log at the end of the challenge). The Walktober log is a fillable form and will calculate your steps as you enter them. For your convenience, the log is attached and is also located on the Walktober Challenge website. Also, all types of physical activity can be converted to steps. View the step equivalency chart on the challenge site or click the attachment.

PRIZES: Individual prizes will be awarded to the top three (3) participants with the highest steps! We will also announce the department with the most steps.

LEARN MORE: Clark College Walktober Challenge (scroll to the bottom to view frequently asked questions).

Happy Walking Penguin Nation!

The Weekly News: Week 10



Opening Day –

Thank you all who participated in Opening Day for the new academic year! I was honored to be a part of the Clark tradition. I think ASCC President Evans Kaame helped set such a positive uplifting tone, reminding us of our shared vision – supporting our students. Thank you to Chair Jacobsen and Trustee Speer for their welcome message and updates. Thank you to the Executive Cabinet (William Belden, Vice President of Student Affairs; Stefani Coverson, Vice President of Human Resources and Compliance; Shanda Haluapo, Associate Vice President of Planning and Effectiveness; Lisa Gibert, Clark College Foundation CEO; Dr. Sachi Horback, Vice President of

Instruction; Kelly Love, Chief Communications Officer; Valerie Moreno, Chief Information Officer; Rashida Willard, Interim Associate Vice President of Diversity, Equity and Inclusion; Bob Williamson, Vice President of Administrative Services; and Kevin Witte, Vice President of Economic & Community Development). And, thank you to the Guided Pathways Team for an engaging Opening Day presentation, which included the following themes:

1. Our 3 year completion rate has increased, but opportunity gap has not changed, specifically for our students of color. As we begin to implement the framework and support systems of Guided Pathways we will eliminate our existing racial equity gap.
2. Our community is becoming more diverse. This means, we need to be intentional about creating a welcoming and supportive environment, meaningful connections with our communities of color, and strong partnerships with education and business entities so we can fully meet the needs of our community.
3. There has been significant progress strengthening our high school partnerships and we have improved our efforts in recruitment and application.

Lastly, as we move forward we encourage you to continue asking yourself, “Is the work I’m doing following the Equity Minded Framework?”

New Awards announced

I want to thank Rashida Willard and Debi Jenkins who created a special moment in honor of Lora Whitfield. Lora, a highly respected and beloved Early Childhood Education Professor at Clark College passed away in early July. To remember her work and her many acts of love, we decided to introduce a new employee award, the **Lora Whitfield Social Equity Award**. This award will honor Lora’s legacy and take an important step to

recognize Clark College employees based on their exceptional work in removing systemic barriers for our students and employees. Some of you have asked about the poem Debi wrote and recited in Lora's honor. I'm happy to tell you that it is available to you on *Clark 24/7*. Thank you, Debi, for finding the words to help mirror all our feelings of love and gratitude for Lora.

I announced a second new award, The Clark College Exceptional Administrative-Exempt Award. As with our Classified and Faculty awards, we want to honor employees who contribute in significant ways to building a positive and inclusive environment, and who exhibit traits of excellence in their role at Clark.

Both of these awards include a \$1,000 award and a glass plaque, thanks to Clark College Foundation. We'll have more details in the next few weeks on the submission process for both awards moving forward.

Honoring our own

One of my favorite moments at Opening Day is seeing the employee awards and acknowledgements. Our annual Exceptional Classified Staff Awards were presented. Congratulations to **Amanda Brown** in Libraries and **Ian Beckett** in Art for your exemplary and steadfast work in supporting the college and our students.

Our Exceptional Faculty Awards were first announced in June but presented at Opening Day. Congratulations and thank you to:

- **Dr. Karl Bailey**, Chemistry
- **Nadine Fattaleh**, Chemistry
- **Deena Godwin**, Communication Studies
- **Zachary Grant**, Libraries
- **Malcolm McCay**, Economics

- **Erin Staples**, Health & Physical Education

I'd like to also congratulate everyone who received **service awards**. I'll highlight our 25- and 30-year employees.

25 years of service:

- **Karen Hagen**, Clark Foundation
- **Kristine Barker**, Faculty
- **Kayoko Barnhill**, Faculty
- **Aaron Bingham**, Faculty
- **Don Gonser**, Faculty
- **Bob Hughes**, Faculty
- **Travis Kibota**, Faculty
- **Gail Robinson**, Faculty
- **Kimberly Bower**, Student Affairs

30 years of service:

Lisa Hasart, Administrative Services

Lynn Boydston, Instruction

Vicki Weese, Instruction

Michael Arnold, Faculty

Welcome Week – do you have your t-shirt?

We gave away t-shirts at Opening Day (I have mine). We still have shirts available to you at Gaiser Hall Room 204. The idea is that we want to welcome our students with a shared message during Welcome Week, **“You belong here.”** This is a college wide effort to create that sense of belonging and inclusion for all our students. I think the visual also can remind ourselves that we have ability and support to do collegiate work with a student centered approach. I'm so proud of the work you're all doing.

What's on your mind?

Several weeks ago I sent out a brief, anonymous survey to all of you in order for me to gather essential information about the college. It's been a great resource for me to hear more about your concerns and your suggestions for me as your interim president at Clark. Because it was summer quarter, I want to re-open the link to give employees who were off-contract during the summer an opportunity to respond. Here is the link if you haven't responded yet: <https://www.surveymonkey.com/r/TellMeAboutClark>. The survey will be open until September 22.

Ways to work on Goal #4

It's one of our top ten goals in 2019-2020: "Institutionalize **hiring and retention** practices that are equitable and inclusive." To support this effort, I wanted to pass along a new upcoming training opportunity to help us reach our goals. Human Resources has partnered with the Office of Instruction and the Office of Diversity, Equity and Inclusion to offer a four-part webinar series, "Hiring a Diverse Faculty." The series is hosted by USC Rossier School of Education, Race and Equity Center. Though the title indicates faculty, the concepts apply to all recruitment types. Anyone who has been involved with hiring efforts in the past or in the future is encouraged to attend.

All webinars/gatherings will be held in Gaiser Hall (GHL) room 213 from 9:00 a.m. to 10:30 a.m. at the college's main campus. We have reserved rooms on the following dates to gather as a group to watch together. Please click on the links below to sign up for sessions.

- September 24: Innovative Recruitment Method
- September 26: Job Announcements
- September 30: Implicit & Explicit Bias

Strategic Planning

I met with the Executive Cabinet this week for a daylong strategic planning session. At the heart of our work is the list of ten priorities for Clark College in 2019-2020 as approved by the Board of Trustees. Over the next several weeks, I'll provide you with more detail as to how we're going to achieve the goals we've set. For today, I'd like to list them out for you:

1. Increase **student engagement and outcomes** by implementing Guided Pathways resulting in increased student completion and equity.
2. Improve the **college climate** and employee morale, including shared governance.
3. Develop and implement comprehensive **professional development** to improve employee intercultural and multicultural competencies.
4. Institutionalize **hiring and retention** practices that are equitable and inclusive.
5. Implement **ctcLink** technologies.
6. Respond to the Northwest Commission on Colleges and Universities' **accreditation recommendations**.
7. Create a **long-term budget** forecasting, planning, and resource-allocation process.
8. Foster **external partnerships** with stakeholders to achieve our goals.
9. Finalize and implement a holistic plan for campus expansion at **Boschma Farms**
10. Hire and onboard the new **president**.

Most of these will not be a surprise to you. In many cases, these are things we're already working on. I am very conscious of the fatigue many of you are feeling as you have been engaged in this work over the past year. I want to support you

in whatever way I can this year and work together to meet these goals.

Birthday Celebrations

I hosted our first open house to celebrate and recognize faculty and staff birthdays for the months of August and September. Thank you to those who joined me for cupcakes, coffee, and conversation. If you were born in August or September and you missed it, please come to our next open house birthday celebration. Here are the dates for the year:

- Tuesday, October 15, 2:30-3:30 p.m.
- Tuesday, November 12, 2:30-3:30 p.m.
- Thursday, December 5, 2:30-3:30 p.m.
- Wednesday, January 15, 2:30-3:30 p.m.
- Thursday, February 6, 2:30-3:30 p.m.
- Wednesday, March 11, 2:30-3:30 p.m.
- Thursday, April 9, 2:30-3:30 p.m.
- Thursday, May 7, 2:30-3:30 p.m.
- Tuesday, June 9, 2:30-3:30 p.m. (June and July birthdays)

I look forward to seeing and celebrating you on one of these dates!

Welcome Week!

I hope you were able to enjoy the Welcome BBQ Friday on campus. It was fun to meet our student athletes, and I'm grateful to the Foundation for providing lunch to all alumni, students, faculty, staff and friends. I was sorry to miss it. I was at the Foundation Board Retreat and we also enjoyed a little BBQ.

There are activities all week for students. Do you get the Penguin Digest? Here's the link so you can opt-in for updates about news and events for

students.<https://clarknet.clark.edu/forms/penguin-digest-opt-in/index.php>

Also, help us commemorate 2019 Welcome Week by wearing your “Welcome Week” T-shirt for a massive group photo **Friday, September 27 at noon at Gaiser Student Center**. I love the start of the academic year and the return of our students. Each student is a powerful reminder of why we do what we do.

Here’s to a fantastic 2019-2020 academic year!

The Weekly News: Week Five



As

I celebrate one month at Penguin Nation, I reflect on all that I am learning.

What a great week – immersed in Teaching and Learning Days.

This was an exceptional program and I hope you all had a chance to participate fully. I enjoyed meeting many of you at the sessions and networking and hearing about our shared work at Clark College. A shout out to the committee who worked so hard this past year to organize this exceptional program for all us. We are grateful for your whole-hearted dedication to Clark. Thank you!

- **Judith Hernández Chapar and Vanessa Neal, Co-Chairs**
- **Nick Farron**
- **Laurel Tygart**
- **Degundrea Harris**
- **Michelle Golder**
- **Haley Tucker**
- **Wendé Fisher**
- **Rashida Willard**
- **Sue Ann McWatters**
- **Karen Foster**
- **Jennifer Ward**
- **Colleen Butcher**
- **Kate Ireland**
- **Michael Brown**
- **Laura See**

I appreciated the variety within the program – a chance to dig into details about new programs and initiatives. Also a deeper dive into power and privilege conversations as we lean into the work of diversity, equity and inclusion. I loved the good advice of our happy-brain expert who reminded me why multi-tasking robs me of my personal energy and how important it is to take time to take care of myself. I choose happiness and hope you do, too. I also heard the knitting session ran out of seats and I've seen a few of you with your starter kits,

perfecting the knit stitch.

What I think I enjoyed the most was watching everyone interact. It was great serving you at the Ice Cream Social and meeting more staff across the campus. Thank you to the other administrators who took time out to scoop. I look forward to more opportunities to create connections across the college and learn from you. I'm so honored to be a part of this team.

Count down: 72 days

This

is my new weekly countdown: 72 days until the launch of ctcLink. On October 28

Clark College will transfer from the legacy (HP3000) system to PeopleSoft. But

the transition will begin in late September. We need to have all our financial

books balanced before the actual switch. That will impact some of our

activities pertaining to business services and human resources. It will also

impacts class drops, payroll, purchasing and travel.

It

will impact all of us and so knowing the dates and deadlines are going to be

critically important. Here are a few dates for you to review – I think the

October 15 date is especially important for all of us.

MyClark

Dates & Deadlines

- **September 27** – Last day to issue fall work-study referrals.
- **September 30** – Last day for purchasing. No purchasing in

October.

- **October 4** – Last Day for submission of travel advance requests.
- **October 15** – Time Sheets must be in on time. If you miss the deadline we will not be able to write a check. You will be paid with the Nov 10 pay.
- **October 15** – Last day for corrections to winter classes
- **October 16 to 31** – No new employees processed. November 1 will be start date.
- **October 17** – Last day for student enrollment transactions.
- **October 22** – Business Services closes financial books

Thank

you to everyone on the myClark ctcLink team who are doing this important work.

You'll hear more in the coming weeks about the training sessions so we can all be ready.

Cybersecurity – Keeping Clark College safe

Unfortunately one of the community colleges in our state system

has recently been a victim of a ransomware attack. Ransomware is a type of

malicious software that takes over your computer and prevents you from

accessing files until you pay a ransom. Here at Clark, IT Services maintain

controls to help protect and detect malicious activity. But we need your help,

too. Scammers are always trying new tricks to break into the

network. Often

they'll send malicious links or attachments in our emails that look harmless.

Please take a moment and review these safety tips provided by our IT Services:

1. Do not provide sensitive personal information (example: usernames/passwords) over email
2. Watch for senders that use suspicious or misleading domain names
 - a. For faculty and staff we use a portion of your name with **clark.edu**
 - b. For students we use **students.clark.edu**
 - c. Be wary of internal emails that do not end with the above
 - d. Look for To/From misspelled names and addresses
3. Once you open an email, keep looking for clues
 - a. Unrealistic threats or claims of authority demanding you act quickly
 - b. Too good to be true offers
 - c. Urgency for immediate response or action
 - d. Links that point to different locations (hover your mouse over the link to see where it will take you to)
4. If you cannot tell if an email is legitimate or not, you can forward the original email to our cyber security team at phishing@clark.edu
 - a. If the email appears to be internal you can also call the sender directly using their phone number from the Clark College published directory
5. Be especially cautious when opening attachments or clicking links if you receive an email containing our banner indicating it originated from an EXTERNAL source
6. Do not click on links or attachments from senders that you do not recognize. Be especially wary of .zip or other compressed or executable file types

If

Something Seems Wrong, Notify IT

- Forward the original email to cyber security team for blocking and/or tracking
 - Email to: phishing@clark.edu
- Call the IT Help-Desk at 360-992-2425
- Walk into one of our help desk offices
 - Main campus in go to APH # 203 or library Tech Hub
 - CTC # 240
 - WSUV # 225C
- Create a help desk ticket

Thank you for helping to keep our computing environment safe from these cyber threats we appreciate your support! The risk is all too real, and we can all do our part in prevention. In my short time here, my name has already been phished and included in fake emails requesting my help.

Helping student athletes

I attended my first Clark's Penguin Nation Golf Tournament this

week, hosted by the Clark College Athletic Department, and it was a success!

With over 100 registered golfers and multiple community sponsors, the

tournament is on track to be one of the most successful in recent years. We're

still tallying the proceeds, but from what I saw people enjoyed themselves

while knowing they were helping Clark athletes reduce financial barriers.

The Women's Soccer team held an alumni game on Sunday, August 11. I loved seeing one of the signs made by a young fan:

CLARK: Collaborative, Lightning Fast, Awesome, Rare, and Kick'n Butt. The game included a large turnout of Penguin alumni and concluded in a 1-1 tie. The women's soccer team will be hosting Warner Pacific in a scrimmage Friday, August 16 at 6:00 p.m. at Kim Christensen field on the main campus. Go Penguins!

Your generosity

Well done everyone making the Backpack Project a big success this year! Ninety-seven children of our Clark College students will have new backpacks and all the supplies they need for school, thanks to you.

Looking for another way to help? We're in the last two weeks of the Penguin Pantry challenge. They're looking for new packaged toiletries and school supplies to benefit our Clark Students. There's a tasty competition between departments. The two departments with the largest amount of donated items per employee by the end of summer quarter will receive a pizza party provided by Papa Johns. For more information, please contact Estancia Cota at ext. 2100, email penguinpantry@clark.edu or [click here](#).

Kudos to the Clark College Foundation! Last week at the Foundation Board meeting I learned they had a banner fundraising year. Donors contributed

more than \$8 million in gifts and pledges during the fiscal year 2018-2019 for Promising Pathways: The Campaign for Clark College. The foundation is raising funds for a variety of initiatives determined by the college including Guiding Pathways, Advanced Manufacturing, scholarships, Cuisine and Professional Baking and Pastry Arts, the Veterans Resource Center, and more. To date, Promising Pathways has secured nearly \$22 million of its \$35 million goal. You can learn more about the campaign by visiting www.clarkcollegefoundation.org/campaign. Thank you to our friends at the foundation for all you do.

Next week

I am continuing my walking and listening tour of CTC, CCW, main campus, and Boschma Farms to learn more about our Facilities Master Plan for renovations, capital construction and plans for the future. I look forward to learning more about our instructional programs and services to students with several tours that are scheduled next week with the deans. I'll also be meeting some great colleagues with whom I have worked with before from the Center of Excellence for Aerospace and Advanced Manufacturing who are expanding to Southwest Washington. Finally, I'll be celebrating the one-year anniversary of Career Launch apprentices at SEH and welcoming a new group of

apprentices.

I hope you find time to enjoy this beautiful Northwest summer and choose happiness!

Sandra

Sandra A. Fowler-Hill, Ed.D.

Interim President

This message was originally sent as an email to all college employees on August 16, 2019