

Welcome, Professors!



Cuisine professor Aaron Guerra, seen here at the beginning of fall term, was one of eight faculty members to receive tenure on March 11, 2020.

Eight outstanding educators are the newest members of the tenured faculty at Clark College. Rhea Becke (career and academic preparation), Chris Boucher (diesel technology), Amy Laurel Bratton (communication studies), Alison R. Dolder (professional baking and pastry arts), Becky Engel (American Sign Language), R. Earl Frederick Jr. (cuisine), Aaron Guerra (cuisine), and Dr. Nick Macias (computer science and engineering) were all granted tenure during the Clark College Board of Trustees meeting on March 11. They will be honored at a college reception in fall 2020.

Tenure is awarded by the college's Board of Trustees based on professional excellence and outstanding abilities in their disciplines. The granting of tenure is based on the recommendations of tenure review committees to the vice

president of instruction, which are then forwarded to the president, who presents a final recommendation to the Board of Trustees. Recommendations are based on self-evaluations, tenure review committee evaluations, student evaluations, supervisory evaluations, and peer evaluations. The final decision to award or withhold tenure rests with the Board of Trustees.

About the faculty members

Rhea Becke, Career and Academic Preparation

Rhea Becke holds a Bachelor of Science degree in biochemistry and molecular biology from Marquette University and a Master of Arts in Teaching degree from University of Alaska Southeast. Before entering the teaching profession, she worked at the Juneau Alliance for Mental Health. She has experience teaching in public schools in both Alaska and Oregon, teaching English in Japan, teaching chemistry at Clark College, and teaching pre-college courses at both Mt. Hood Community College and Clark College.

Becke joined the faculty of Clark College in 2012. She currently serves as lead instructor for her department's Math Applications course, a member of the Transitional Studies Standards Committee, and the Transitional Studies' liaison to the Mathematics Department. Additionally, she is part of the first cohort of the college's BUILD program, a yearlong employee development program providing intensive training in power, privilege, and inequity.

Rhea Becke described her teaching philosophy in the following terms: "My classroom is a learning community where students come as they are to actively engage with math in contextualized situations in order to become critical thinkers and problem solvers."

Chris Boucher, Diesel Technology

Chris Boucher earned his associate degree in diesel technology from Bates Technical College in Tacoma, Washington. He also studied criminal justice at Santa Rosa College in Santa Rosa, California. He has industry-specific work experience at Peterson Caterpillar, Cummins Northwest, Pacific Detroit Diesel, Cummins Intermountain, and Smith Detroit Diesel.

“My teaching philosophy is fairly straightforward, in that I believe we learn by doing,” said Boucher. “Putting our hands on a task forces our mind to focus on the task at hand. As a teacher you must also demonstrate credibility to the student, which will reinforce their confidence in your qualifications. If the student doubts your experience, it will reduce your effectiveness.”

Amy Laurel Bratton, Communication Studies

Amy Laurel Bratton graduated summa cum laude from the University of Memphis with a bachelor's degree in communication studies. She earned her master's degree in communication from Portland State University. Her teaching experience includes Portland State University, Portland Community College, and Clark College, as well as being a certified yoga instructor who trains other yoga instructors in public speaking and communication skills.

Bratton joined Clark College in 2005 as an adjunct and began a full-time position in 2011. She served as facilitator of the college's Service and Leadership in the Community (SLIC) Club and is currently active in assessment work at the departmental and program level. She regularly engages in professional development opportunities at the college, especially on the topics of eLearning education and power, privilege, and inequity.

“My teaching philosophy highlights the play between theory and practice,” Bratton said. “I encourage students to discover new communication concepts and to see how these concepts apply to their daily lives. As an educator, I am continually inspired by the opportunity to empower community college students with their own communication skills.”

Alison R. Dolder, Professional Baking and Pastry Arts

Alison R. Dolder is an alumna of Clark College, where she earned her associate degree in baking management. She has a long professional career in the baking industry, including positions at multiple bakeries in Massachusetts and New Hampshire as well as the award-winning Pearl Bakery in Portland, Oregon.

Since joining the faculty at Clark College, Dolder has become active in the local community, participating on the Fort Vancouver High School Advisory Committee and teaching cooking and baking skills at the Boys and Girls Club of Vancouver. In 2015, she was received the college’s prestigious Exceptional Faculty Award.

Dolder says she strives to “engage, encourage, and support” her students: “I try to get the students excited about what they are learning and encourage them to dig right in and get their hands wet. I observe their learning styles and tailor my instruction to suit each students’ style.”

Becky Engel, American Sign Language

Becky Engel holds a Bachelor of Science degree in sociology from Oregon State University and a Master of Education degree in Deaf education from Western Oregon University. Prior to joining Clark College as an ASL instructor, she taught at the Washington School for the Deaf.

Since coming to Clark College, Engel has served as the advisor to the ASL/Signing Penguins student club, ASL Advisory Committee for Southwest Washington high schools, a judge for the Washington School for the Deaf's Flying Hands ASL Literature Competition, the Emergency Building Coordinator Committee, and the Social Equity Task Force. Additionally, she participated in the creation of the college's 2015-2020 Social Equity Plan and is a member of the first cohort of the college's BUILD program, a yearlong employee development program providing intensive training in power, privilege, and inequity. In 2017, she received the college's prestigious Exceptional Faculty Award.

"Due to my background in Deaf Education, I'm fortunate to have experience working with students from a wide background," said Engel. "As a result, I adapt my teaching style to fit students' needs. I am always willing to stop, circle back, and try a different teaching approach, knowing the other students would most likely benefit as well."

R. Earl Frederick Jr., Cuisine Management

R. Earl Frederick Jr. earned his Associate in Applied Science degree in culinary arts from Johnson & Wales University in Providence, Rhode Island, his Associate in Applied Science degree in baking and pastry arts from the Oregon Culinary Institute, and his Bachelor of Science in business administration from Warner Pacific College in Oregon. A Certified Executive Chef through the American Culinary Federation, he has held chef positions in the culinary services of Walt Disney World, Club Med, Job Corps, Nike, and Intel.

Since coming to Clark College, Frederick has helped launch the college's Cuisine Management program and provided input on the design of its new McClaskey Culinary Institute. He serves as

the program's ServSafe Certified Instructor and Registered Proctor, ensuring students meet the rigorous requirements of this national food-safety program.

"I lead by example and lecture from facts," Frederick said. "I tell my students that you'll receive exactly what you put into the class. My motto: Don't talk about it, *be* about it!"

Aaron Guerra, Cuisine Management

Aaron Guerra has decades of experience as an executive chef, instructor, and education and restaurant consultant. After graduating from the Western Culinary Institute with an associate degree in culinary arts, he worked as an executive chef at Portland's Harvest Grill and The Restaurant at the Historic Reserve in Vancouver, Washington. He was nominated for the American Culinary Federation's "Chef of the Year" in 2007, 2011, and 2014, and was named ACF Pro Chef Oregon's Chef of the Year in 2014. His teaching experience includes Le Cordon Bleu/Western Culinary Institute in Portland, Oregon; Northwest Culinary Institute in Vancouver, Washington; and Clark College.

At Clark, Guerra helped launch the college's Cuisine Management program and provided input on the design of its new McClaskey Culinary Institute. He serves as department chair and is active in his community, founding a nonprofit called the Culinary Champions for Charity that raises money for local organizations. He also participates in a national group of leaders in higher education called the Deans and Directors Retreat.

"My teaching philosophy and approach is simple," said Guerra. "I am a conduit of my experience, skills and knowledge from 30 years of being a chef to my students, fellow instructors and campus. My job is to help prepare the next generation of cooks and chefs and to help make myself, my coworkers and those I interact with on campus better with

every opportunity.”

Dr. Nick Macias, Computer Science & Engineering

Dr. Nick Macias earned both a bachelor’s degree in electrical engineering and a master’s degree in computer science from George Washington University in Washington, D.C.; a master’s degree in mathematics from Duke University in Durham, North Carolina; and a doctorate degree in electrical engineering from Virginia Polytechnic University. Along with his industry-specific work experience in both the private sector and as a civil

servant, he has teaching experience at Duke, George Washington, Virginia Tech, Northwest Academy, Portland State University, Washington State University, and Clark College.

Dr. Macias joined Clark College in 2011. Within his department, he is actively involved in Guided Pathways, course assessment, community outreach, and student advising. He serves as faculty advisor for the Computer Science and Engineering Club; outside of Clark College, he volunteers with the Regional Arts and Culture Council. In 2017, he earned Clark College’s prestigious Exceptional Faculty Award.

“I believe learning happens through the search for answers, so I teach by raising questions in the material, in the subject, in ourselves,” said Dr. Macias. “I encourage students to make and embrace mistakes, as these raise the exact questions best suited to one’s own learning.”

The Weekly News: Week 34



This Week: Coronavirus Concerns

As a college, we are closely monitoring the outbreak of a respiratory disease known as COVID-19. We are in ongoing contact with Clark County Public Health. We will work with them to determine risk and exposure. We will act with abundant caution.

Our Number One priority is to safeguard the health of our students, staff, and faculty. We also want to do everything we can to help our students successfully complete their winter term studies.

Facilities Services staff are using COVID-19 sanitation guidelines from the CDC for routine cleaning, including common touch surfaces. Please understand that increased cleaning in high-use locations will result in service reductions or

suspensions in low-traffic locations, such as private offices.

Our departments are building their operational plans should there be a temporary disruption to classes or college operations. We are taking into consideration all possible scenarios. That makes it hard for me to generalize our operational plan to you today because it's dependent on so many variables. I want to thank the work of the Incident Response Team, which is meeting daily. We post updates to www.clark.edu under "Important Updates."

As a reminder, we all have a role to play:

1. Know our facts. The CDC government website is a reputable resource.
2. Wash our hands often with soap and water for at least 20 seconds each time. If soap and water are not available, use an alcohol-based hand sanitizer with at least 60% alcohol.
3. Avoid touching our faces with unwashed hands.
4. Don't share food and drinks.
5. Clean and disinfect shared surfaces and objects that are touched frequently.
6. If possible, avoid close contact with anyone with cold or flu-like symptoms.
7. We should stay home when we are sick. Stay home, rest, and stay hydrated.

This is a rapidly evolving situation. I will update over the weekend if conditions change.

Budget process

Thank you to all who have attended the budget forums this past week as coordinated by the Budget Committee.

I want to thank the Budget Committee—which includes faculty, staff, and students—for their work on this. To do their work,

they need your help. They are asking you to submit ideas you have to help Clark College close a projected \$5.4 million gap in the 2020-2021 budget. All budget proposals must be submitted via an online form by March 11.

The committee again acknowledges that this is a tight timeline, but hopes you will take advantage of this opportunity to share your thoughts on the important budget decisions that need to be made. We appreciate the many proposals (more than 200 to date) that have already been submitted.

We've also heard that faculty and staff would like a place to share ideas for generating revenue. Feel free to use the existing online budget proposal form and simply note that you are submitting a recommendation to increase revenue and not a recommendation to cut the budget.

The committee has developed budget priorities to be used in reviewing the recommendations it receives. It is posted on ClarkNet under "Budget Process (2020-2021)". If you need an alternate format or an accessible version of the Budget Priorities document, please contact Bob Williamson at bwilliamson@clark.edu or at 360-992-2123.

Who is your representative on the Budget Committee? Here is the [link](#) to the budget committee members with their contact information. When you see them, please thank them for their work.

The committee will be submitting a prioritized list of budget proposals to Executive Cabinet on March 20.

Clark College Climate Improvement Task Force

I'm pleased to share updates from the Climate Improvement Task Force. In their first three meetings, they've had wide-ranging

conversations about our college community and their approach to this work. The task force is committed to a grassroots approach to guide their recommendations in addressing themes identified in the Fall 2019 Climate Survey. They will invite conversation and solicit your feedback throughout the process.

To date, they have:

1. established group norms and agreements
2. determined how they will work together as a task force, with constituencies, and with the college as a whole
3. dedicated themselves to modeling shared governance and open communication as a task force
4. committed themselves to using feedback from our climate survey and other avenues to guide their recommendations

Here are the Members of Climate Improvement Taskforce:

- Justin Allen
- Traneesa Frazier
- Shanda Haluapo
- Heather Leasure
- Dalila Paredes
- Jenny Shadley
- David Sims
- Arwen Spicer
- Erin Staples
- Sarah Thorsen
- Robert Weston
- Rashida Willard
- Bryton Williams
- Melissa Williams
- Freddie Young

We understand there is no simple fix to our college environment and that a task force cannot resolve all the challenges that employees face. However, I am grateful to the

members of the task force who are rolling up their sleeves in this effort toward systemic change for a healthier and more inclusive college culture. I fully support their process and their work.

Accessibility

I encourage all of us to check out ***Accessibility Made Easy***, a Canvas resource to support staff in creating accessible content.

The content is easy to follow, providing steps and resources for creating accessible documents. The topics cover tools commonly used at Clark College: Microsoft Outlook 2016, Microsoft Word 2016, Microsoft PPT 2016, and Adobe Acrobat DC for PDFs. This content was put together by Instructional Accessibility Specialist Tre Sandlin and Director of Disability Support Services Megan Jasurda. Thank you, Tre and Megan!

Upcoming ODEI Trainings

On a related note, I wanted to pass along to you the upcoming opportunity for **Disability Justice 101** training. This course qualifies for both B.U.I.L.D. and PPI credit.

During this training, participants learn about the intricacies of the disability community, including affirming and non-affirming language, types of disabilities and learn about neurodiversity. Participants will also learn what these concepts mean and how to put the tools into practice in the Clark College community. This course will take place on **March 18** from **5:00 p.m. – 7:00 p.m.** in **GHL 213**. Sign up [here](#).

Preventing violence and harassment

Clark College received a three-year grant from the Office of Violence Against Women to reduce and prevent sexual assault, dating and domestic violence and stalking. One of the main goals of the grant was to embed training, information and supports into our existing structures. I'm pleased to report that since July 2018, more than 3,000 Clark students have received Bystander Intervention and Consent training in their College 101 classes. Kudos to Cath Busha, who helped write the grant; Tavish Bell, who served as the first project coordinator; Flyn Alexander, who is overseeing the grant until it ends this October; Heather Adams, who worked with Tavish to develop the training curriculum; and Kristin Sherwood, who included this important information in her College 101 curriculum. To learn more about resources available to help students and employees report and recover from sexual misconduct, visit www.clark.edu/cc/survivors.

Congratulations, Susan!

Please congratulate Susan Maxwell. Thankfully she's not leaving Clark College but she is taking on new responsibilities with SBCTC to help our fellow colleges implement ctcLink. Starting March 16, she will become an SBCTC employee. She'll maintain her office here four days a week and will spend 20 percent of her time working on ctcLink for Clark College.

Thank you, Susan, for your work and your leadership at Clark. You'll be a great asset in helping other community colleges make the leap.

Congratulations, Andy!

Great news from our student led Indy Newspaper. Former Indy photo editor Andy Bao, who's now at UCLA, just won Student

Photographer of the Year from the National Press Photographers Association. Also, the Indy won third place out of 9 for best community-college newspaper at the Associated Collegiate Press's mid-winter conference in San Francisco on Feb. 29. Kudos!

Upcoming events

I am looking forward to some fun upcoming events next week at Clark College – here are a few reminders:

- Treble Ensemble Concert is Thursday, March 12 at 7:30 p.m. The location is 401 E 33rd Street at the Vancouver First United Methodist Church. Free admission for everyone.
- The Winter Choral Concert is Saturday, March 14 at 7:30 p.m. The location is 401 E 33rd Street at the Vancouver First United Methodist Church. Free admission for everyone.
- Clark College Automotive Open House is Wednesday, March 18 at 6:00 p.m. The location is the Auto Shop in AA1 on the main campus. This is open to students, their families, and anyone interested in our Dealer Ready Automotive Technology programs. Our partnerships with dealerships include Toyota, Honda, Dick Hannah, and Audi.

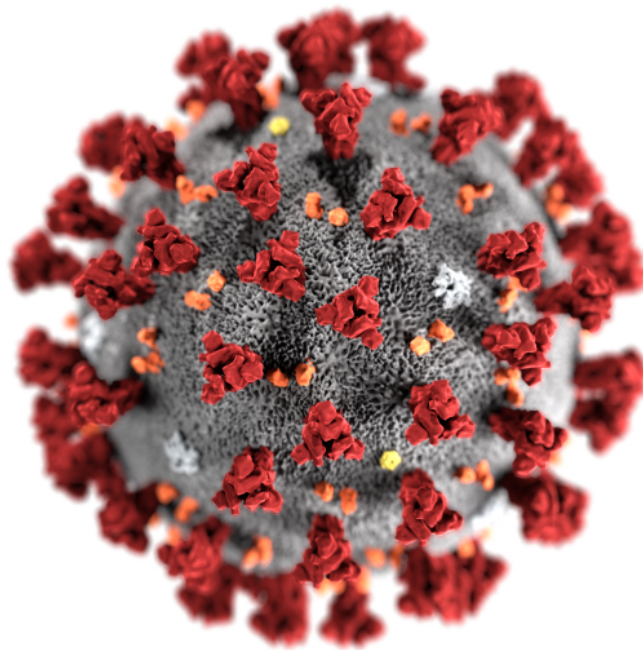
I am also looking forward to attending the Nursing Pinning Ceremony, Dr. Chris Hill's visit with the Guided Pathways Team, a lecture at the Port of Vancouver on Doing Business with the World, Pacific Northwest Aerospace Alliance Springfest at Pearson Field Education Center, and the Vancouver School District Foundation Luncheon with the Clark Foundation staff.

Great things continue to happen every day here at Penguin Nation as we wrap up Winter Quarter. As I was waiting in the Decker Theatre Lobby last night for the doors to open for the

musical *Bare I* overheard a community member say, "This theatre adds so much to the culture of our city. Thanks for being here."

Thank you for all you do to make Clark College a great place to work and to learn.

Clark College restricts activities on campus due to COVID-19



A computer illustration of the novel coronavirus seen microscopically, created by the Centers for Disease Control.

Clark

College is closely monitoring the outbreak of a respiratory virus called

COVID-19. At this time, there are no cases of COVID-19 in

Clark County,
according to Clark County Public Health.

Because the safety of students, staff and faculty is top priority, today the college formally activated its incident response team to identify issues and prepare for possible impacts that could be caused by COVID-19.

The best source for information about Clark College's response efforts is www.clark.edu/covid-19.

CURRENT STATUS: On March 13, Washington Governor Jay Inslee signed an executive order restricting activity at all community colleges statewide. To slow the spread of COVID-19 and protect public health, **Clark College will move to remote operations beginning Tuesday, March 17.** The restrictions are in place beginning March 17 through April 24, 2020.

Essential college operations will continue. "Essential college operations" include Security, Student Affairs, Facilities Services, IT, computer labs, Administrative Services, Human Resources, the Bookstore, and the childcare center (CFS). Other employees who can work remotely will do so. If you are an employee who is unsure whether you should report to work in person or remotely, please contact your supervisor.

Ongoing Planning

Clark College is in the process of developing contingency plans for spring quarter, utilizing online learning. More details to be released soon.

We will continue to provide updates on this rapidly developing situation in several ways:

- Text messaging to students, staff and faculty using RAVE
- Emails to college community
- Daily updates at www.clark.edu
- Social media (@ClarkCollege on Twitter, "Clark College –

Vancouver, Washington" on Facebook)

Thank you for your understanding and patience as we address this unprecedented situation. We are committed to the safety and well-being of our students, our staff and our faculty.

Clark College is in daily contact with the Clark County Public Health in monitoring the risk associated from COVID-19 and is taking appropriate precautions such as disinfecting high touch surfaces around campus such as doorknobs, handrails and light switches.

Students and staff can help by practicing everyday preventative actions as recommended by the Centers for Disease Control (CDC).

- Wash your hands often with soap and water for at least 20 seconds each time. If soap and water are not available, use an alcohol-based hand sanitizer.
- Avoid touching your eyes, nose, and mouth with unwashed hands.
- Don't share food and drinks.
- Clean and disinfect shared surfaces and objects that are touched frequently.
- If you can, avoid close contact with anyone with cold or flu-like symptoms.
- Please stay home when you are sick. Do not report to work or attend classes if you are ill. Stay home, rest, and stay hydrated.

The CDC government website is a great resource.

Correct information is a powerful tool and dispels misinformation that can lead to stigma and discrimination.

While

COVID-19 originated in Wuhan, China, the disease is not specific to any ethnic group or national origin. The risk of infection is based on

exposure to disease

such as travel to an area where the disease is occurring.

Staff and students can help to reduce stigma and discrimination by speaking up if they hear, see or read harassing comments or misinformation.

Everyone is encouraged to rely on trusted sources about the causes of outbreaks from reputable sources such as the **Centers for Disease Control and Prevention** and the **Washington State Department of Health**.

Clark College is closely monitoring the situation to make timely and prudent decisions that protect our employees and students. The college will practice an abundance of caution during this period of time.

Clark College will update this article when any relevant developments occur. This article was last updated at 6:59 a.m. on March 15, 2020.

The Weekly News: Week 32



The big news this week: a new President

Friday marked a major milestone for Clark College as the Board of Trustees announced the selection of our next President. The board voted unanimously to offer the position to Dr. Karin Edwards who has, pending agreement on contract terms, accepted our offer to be our next college president.



Dr. Karin Edwards

Dr. Edwards brings the experience, knowledge, skills, and values most critical to achieving Clark's mission over the coming decade.

Dr. Edwards began her 36-year career in community colleges as an Admissions Counselor. She has served as president of Portland Community College's Cascade Campus since 2014. She's an outstanding choice bringing experience, expertise, and passion to the work at Clark. Read more about her on *Clark 24/7*.

The college began this work a year ago, and I want to thank each of you who have contributed along our collective journey. Engagement has been key to a transparent, equitable and inclusive process, and we are grateful for everyone who has played a part in preparing for this important moment in Clark College history.

I'll be updating you along the way as we know more about the transition and identify opportunities for you to connect with our new President as soon as she begins.

Also, we have formed a collegewide onboarding committee to help Dr. Edwards in her first 90 days. More to come on that. We want to encourage all our faculty and staff to have input on how best to welcome Dr. Edwards to Clark.

College Master List emails

I want to thank the Climate Improvement Task Force. One of their first projects will be identifying ways for employees to dialogue around issues that are top-of-mind.

We are in the midst of ongoing and, in many cases, unsettling change at the college. I am grateful to all of you who care deeply about Clark, our students, and those you work with. Because change is difficult, I want to honor the need for space to engage in honest and difficult conversations.

Some of those conversations have bubbled onto the College Master List with increasing frequency. I want to acknowledge the courage inherent in many of the emails. They raise important questions and they are calls to action for deep and meaningful dialogue.

I want to remind everyone that the College Master List is not intended to be used as an open channel for discussing specific people, or calling into question a person's integrity or credibility.

As stated in administrative procedure 455.035, the Master List is meant for messages of broad interest to the entire college community, including class closures, safety, security and health notices, and facilities maintenance updates. To that list I would also add bias-based incident reports, First Amendment activities, and information about the budget and the college.

I understand, however, that the college needs an easily accessible forum for sharing thoughts and perspectives on a wide range of issues critical to our institution. As a college we will begin steps to review our current communications tools and policies, updating our guidelines on using email distribution lists and ClarkNet to support college conversations.

In the meantime, I ask that all members of the college community refer to administrative procedure 455.035 on the use of the College Master List before hitting the send button with a collegewide message.

I am grateful to the Climate Improvement Task Force for their willingness to help guide us in the process. With so many important issues facing the college, from the projected budget deficit to the hiring of a new president, I know faculty and staff are looking for ways to express their thoughts, make recommendations, and be heard.

Budget process

The Budget Committee is finalizing instructions for the college to assist in the development of the 2020-21 budget. This process will allow all members of the college community to contribute proposals. Input is vital as the college anticipates a \$5.4 million shortfall in the 2020-21 budget, which will result in an approximate 8% cut.

It is important for all of us to see the projections and the numbers and to have a chance to ask questions as we move forward through this process. The budget committee will be loading budget documents onto our intranet for your ongoing review.

Three budget forums will be held:

- **February 27, 1:30 – 3:00 p.m., PUB 258**
- **February 28, 8:00 – 9:30 a.m., PUB 258**
- **March 3, 1:30 – 3:00 p.m., FHL 126**

I want to thank the Budget Committee, which includes faculty, classified, staff, and students. I want to encourage all of us to participate in this process. The committee will develop a list of ideas on how we can close the gap. They will prioritize ideas and submit them to the Executive Cabinet. The EC will give weight to the recommendations in making budget decisions and reporting back to the committee. This is difficult work and it is important we do it with respectful communication, discourse and transparency.

Kudos to Mechatronics

Washington Governor Jay Inslee met with some of our mechatronics students this past week. The program was recently certified as part of Washington State's Career Launch. It opens the door for ongoing support and investment from the state into mechatronics. Kudos to Professor Chris Lewis,

Interim Dean Armetta Burney and everyone on the team for their work.

I had the opportunity to hear the students explain to the Governor how the program has provided opportunities for them. They are employed by SEH America, which provides subsidizes their tuition. They receive classroom training, on-the-job work experience and will complete a college program—making them valued employees and providing them with opportunities for advancement.

The Governor also met with additional businesses in Clark County that are planning to partner with Clark College through Career Launch. It's a great success story, impacting students in the best possible way.

Employee Giving Campaign

So far, 188 members of the faculty and staff (both current and retired) have provided critical support to our students through the Foundation's Employee Giving Campaign. Thank you!

I hope you'll consider making a gift to any area of the college that you feel passionate about. When you do, you'll help unlock a matching gift for Penguin Pantry when 220 individuals donate \$10 or more by June 18, 2020. The goal is within sight. An additional \$5,000 will go to the Pantry once the goal is reached, helping to reduce hunger on our campus.

Thank you to everyone who has given already. And thank you for the many ways you give back every day. Visit the Foundation's Employee Giving Challenge website for details. It's so easy to give, I just clicked on the link and contributed to the campaign.

Kudos to DEI Team

This week the college hosted the inaugural NW Regional Equity in Higher Education Conference organized by our amazing DEI team (Rashida Willard, Dee Harris, Alyssa Voyles, Melissa Williams and Rosalba Pitkin). Speakers from Washington (including Clark College), Oregon and Idaho presented on *Creating Inclusive Systems Beyond Diversity: Equity in Practice*. The feedback from participants throughout the region has been exceptionally positive. For all of you who were able to attend, your insights will be valuable to our work. For all you worked so hard to make this happen, congratulations and thank you! As one participant said, "Thank you for leading the way and thank for just being so incredibly...AWESOME!"

Next week

I hope you can all join me for the 2020 State of the College this coming Wednesday, February 26 from 11:00 a.m. to noon at Gaiser Student Center. We'll take a look at where we've been and where we're going; the challenges and the achievements. We will announce the inaugural recipients of two new employee awards: the Lora Whitfield Social Equity Award and the Exceptional Administrative-Exempt Award. Please bring a donation of non-perishable food for the Penguin Pantry. I look forward to seeing you.

Great things continue to happen every day here at Penguin Nation.

Thank you for all you do to make Clark College a great place to work and to learn.

Clark College announces new president



Dr. Karin Edwards

Today Clark College marked a major milestone when its Board of Trustees announced its selection of Dr. Karin Edwards to be the college's next president.

Dr. Edwards comes to Clark College with an impressive history of leadership, including her current position as Campus President of Portland Community College Cascade. (Full bio listed below.)

"Dr. Edwards is an incredible leader," said Trustee Paul Speer. "Her ability to help close achievement gaps between student populations, her work in equity, her work in partnerships in workforce development, and her previous experience in a presidential role were certainly very influential in the board's decision. When you look at her track record and at the information we gained during the

course of this process, what you'll find is an individual who is incredibly aligned with our stated values and the needs of our college over the coming decade."

Today's announcement is the culmination of a rigorous search process that began last summer following the retirement of President Bob Knight. Working with a national search firm, the Board of Trustees was able to attract 65 applicants from across the country who were reviewed by a Search Advisory Committee composed of college employees, community members, and other key stakeholders. The committee narrowed the field down to a limited number of finalists. Three finalists visited the college for interviews and open forums, and trustees visited their respective campuses as well.

The Board of Trustees made the final selection based on the position profile, personal interviews, and a review of the data and recommendations gathered from the committee and from student and community forums held with each candidate on the Clark College campus. More information about the search process is available on the college's Presidential Search web pages.

"Clark College Foundation has assisted Clark College with philanthropy for nearly five decades, helping the college align with the needs of Southwest Washington's businesses and organizations while making college possible for those who face barriers to higher education," said Eric Merrill, chair of Clark College Foundation's Board of Directors. "We are committed to working with the new president and introducing her to vital community partners in order to sustain Clark College's future."

Dr. Edwards will be the college's 15th leader in its 87-year history.

Dr. Edwards says she is excited to step into her new role, the exact date of which is still being determined along with other

hiring details. “I have a full heart today, she said. “I’m excited to begin a new chapter as President of Clark College and grateful to everyone at Portland Community College who has walked with me these past six years. We have a great deal to be proud of, developing programs and support services that help our students succeed.”

Dr. Sandra Fowler-Hill, who has served as Interim President during the 2019-2020 academic year as the college conducted the presidential search, said she will continue in her current role until Dr. Edwards is able to join the college in summer 2020 and will help with the onboarding process.

About Dr. Karin Edwards

Dr. Karin

Edwards’ 36-year career at community colleges spans roles from Admissions

Counselor to Campus President. Since July 2014, she has served as president of

Portland Community College’s Cascade Campus. In that role, her responsibilities

at PCC Cascade include supervising the advanced manufacturing programs at PCC’s

Swan Island Trades Center, a 20,000-square-foot facility housing the college’s

Apprenticeship and Trades department, as well as PCC’s Maritime Welding

Training Center at Swan Island, which trains welding students and has MOAs with

Vigor Industrial.

Her community

service includes serving on the board of directors of Portland

Community

Reinvestment Initiatives and on the advisory board of the Oregon Association of Minority Entrepreneurs, as well as being an active member of the Partners in Diversity Leadership Council and the Oregon Presidents Council of the Oregon Community College Association.

Dr. Edwards

earned her bachelor's degree in Psychology and her master's degree in Higher Education Administration at State University of New York at Albany, and her doctorate degree in Educational Leadership at Johnson and Wales University in Providence, Rhode Island.

About Clark College

Located

in Vancouver's Central Park and serving up to 11,500 students per quarter, Clark College is Southwest Washington's oldest public institution of higher education. The college currently offers classes at two satellite locations: one on the Washington State University Vancouver campus and one in the Columbia Tech Center in East Vancouver.

The Weekly News: Week 31



This week

This past week I enjoyed celebrating with our community 30 years of research and community collaboration at WSUV. And, the Business and Health Sciences Unit invited me for some Q&A. Thanks to the BHS faculty and staff for sharing your thoughts and concerns with me. I especially enjoyed hearing about learning in action in a Professional Selling Class. A student developed a sales pitch as his final project to propose to another student in the class. And, she said, "Yes!" Thanks James Ron Powers, Adjunct Professor, for sharing the

adorable pictures.

At the L.E.A.D. meeting on Friday we got a sneak preview of what will be presented at the upcoming budget forums.

VP Bob Williamson and Director of Business Services, Sabra Sand, did an outstanding job of describing a very complex topic in an open and transparent way.

Budget

The Budget Committee is finalizing instructions for the college to assist in the development of the 2020-21 budget. This process will allow all members of the college community to contribute proposals. Input is vital as the college anticipates a \$5.4 million shortfall in the 2020-21 budget, which will result in an approximate 8% cut.

It is important for all of us to see the projections, the numbers and have a chance to ask questions as we move forward through this process. The budget committee will be loading budget documents onto our intranet for your ongoing review. It's at <https://clarknet.clark.edu/governance/budget>.

Three budget forums will be held:

- February
27, 1:30 – 3:00 p.m., PUB 258
- February
28, 8:00 – 9:30 a.m., PUB 258

- March

3, 1:30 – 3:00 p.m., FHL 126

I want to thank the budget committee, which includes faculty, classified, staff, and students. I want to encourage all of us to participate in this process. The committee will develop a list of ideas on how we can close the gap. They will prioritize and submit to the Executive Cabinet. The EC will give weight to the recommendations in making budget decisions and reporting back to the committee. This is difficult work and it is important we do it with respectful communication, discourse and transparency.

Legislative Update

The 2020 legislative session passed its halfway mark Tuesday as fiscal committees reached their deadline for passing bills out of committee. The House and Senate used the remainder of the week for floor action debating and voting bills ahead of the Feb. 19 floor cutoff date. The Senate confirmed several community college trustees this week including Reekah Strong.

A bill to fix the funding structure behind the Workforce Education Investment Act is headed for the Governor's desk. Once he signs, it will put into place a funding structure supporting the 2019 act, which includes the Washington College

Grant and Guided
Pathways.

President Search

The Board of Trustees has narrowed the field of presidential candidates to two: **Dr Karin Edwards and Dr. Sara Thompson Tweedy**. Their bios can be reviewed on the Clark College Presidential Search Page.

The Board has identified a few key follow up questions for the two finalists. They have asked them to provide additional information that will be used to help make a final decision expected next Friday, February 21st.

The College began this work a year ago and I want to thank each of you who have contributed along our collective journey. Engagement has been key to a transparent, equitable and inclusive process and we are grateful for everyone who has played a part in preparing for this important moment in Clark College history.

Sad news at Concordia University

As many of you already know, Concordia University Portland announced this week that they will be closing at the end of this spring term.

This heartbreaking news has brought up questions. One set of questions is around what we

are doing for
Concordia students. Earlier this week, I reached out to
Concordia's president to
offer any assistance we can provide in supporting their
students. Student
Affairs is planning on attending a transfer fair at Concordia
next week. And
I've asked HR to reach out to their HR department to connect
with employees who
may be eligible to fill open positions here.

The other set of questions
revolve around whether what happened at Concordia could happen
at Clark. It's
important to understand that we are two very different
institutions: Concordia
is a private university with a large online graduate-degree
program, while
Clark is a public community college. Accreditors were
concerned enough about
Concordia's finances to require additional monitoring; Clark
just received a
very complimentary financial audit with no findings. This
informative article in
Inside Higher Ed explains in greater depth how Concordia's
troubles developed.

Nevertheless, this news has impact
on our community. Some Clark students were planning on
transferring there; some
Clark employees are midway through graduate programs at
Concordia, or have
children who are attending there, or are alumni themselves;
and many of us know
people working at the university. I want to extend my sympathy
to everyone
affected.

Kudos to Team

Thank you Cath Busha, Dean of Student Engagement, who has agreed to serve as Interim Title IX Coordinator pending hiring of the Director of Compliance position. Genevieve Howard, Associate Vice President of Instruction, and Mike See, Director of Safety and Security, will serve as Deputy Title IX Coordinators. I appreciate all the ways our staff pitch in during times of challenge.

Clark survey of students on food and housing insecurity

This week, The Hope Center for College, Community, and Justice released its #RealCollege 2020 National Report. 330,000 students at more than 400 colleges and universities were surveyed about food and housing insecurity.

Here is the data specific to Clark College:

- **36%** of respondents experienced food insecurity in the prior 30 days
- **46%** of respondents experienced housing insecurity in the previous year
- **17%** of respondents experienced homelessness in the previous year
- **55%** of students at Clark College experienced at least one of these forms of basic needs insecurity in the past year
- **28%** of food-insecure students utilize SNAP benefits

- **11%** of homeless students utilize housing benefits

Invitations to complete the questionnaire were sent by email to

approximately 7,600 students from Clark College and 1,156 students

participated. Thus, the estimated response rate is 15.2%. To read the

full report for Clark College:

[https://gallery.mailchimp.com/5bed243399f122edd399e7728/files/7a9598e1-ba5f-4be3-](https://gallery.mailchimp.com/5bed243399f122edd399e7728/files/7a9598e1-ba5f-4be3-a523-69f5e8ad1074/RC2019_InstRpt_ClarkCollege.01.pdf)

[a523-69f5e8ad1074/RC2019_InstRpt_ClarkCollege.01.pdf](https://gallery.mailchimp.com/5bed243399f122edd399e7728/files/7a9598e1-ba5f-4be3-a523-69f5e8ad1074/RC2019_InstRpt_ClarkCollege.01.pdf)

It affirms the importance of our wrap-around services for students to help them stay on the path, acknowledging the barriers that they face in their pursuit of a certificate or degree.

Faculty Honors

The Faculty Excellence Award

Committee encourages all of us to nominate an outstanding instructor,

librarian, counselor, or department head for the Exceptional Faculty Award.

This award is professional

recognition of the highest order, as it spotlights the instructor's teaching

excellence and positive impact for all to see. Faculty members can nominate

their peers as well.

For more information and to

nominate your favorite instructor or an outstanding peer, please go to <http://www.clark.edu/cc/efa>. **The**

deadline for making your submission is March 13, 2020.

Next week

I hope you all enjoy the three-day holiday weekend. I will be attending the Association of College Trustees (ACT) new trustees orientation and legislative advocacy conference with our trustees.

Next week the college is hosting the inaugural NW Regional Equity in Higher Education Conference organized by our amazing DEI team (Rashida Willard, Dee Harris, Alyssa Voyles, Melissa Williams and Rosalba Pitkin.) Speakers from, Washington (including Clark College), Oregon and Idaho are presenting on *Creating Inclusive Systems Beyond Diversity: Equity in Practice*.

We are also hosting the Columbia River Economic Development Council Education Committee at CTC. I am looking forward to presenting an overview of our programs and Francois Wevers, Director of Economic Partnerships and Customized Learning, will be providing a tour of the CTC Building. And, I am honored to serve on a panel of regional community colleges at the Greater Portland Inc. Economic Summit to share the great work we are doing.

Great things continue to happen every day here at Penguin Nation. Thanks to our wonderful Grounds Crew (and some sunshine) the crocuses and daffodils

are blooming, and
the campus looks beautiful!

Thank you for
all you do to make Clark College a great place to work and to
learn.

The Weekly News: Week 30



This week

Kudos to the Facilities Services
staff and Safety and Security officers at Columbia Tech Center
for responding
so quickly to the water damage due to flooding from a broken

water pipe over the weekend. We recovered quickly thanks to the Facilities team and the Office of Instruction's Joanne Savage, who figured out room moves for the remainder of the week and made the changes in 25Live. The restoration phase will be rebuilding the damaged systems and bringing the building back to completed form. This might take a month or two, depending on class schedules, contractor/staff availability, and the extent of the repairs needed after the recovery phase. Thanks to all for the quick response in getting classes back up and running.

I enjoyed a delicious, four-course Mardi Gras lunch in the McClaskey Culinary Institute this past week and also stopped in to see beautiful Japanese calligraphy created by students. As an ex officio member of the Foundation Board, I shared an update on the progress of the 10 board priorities for this year. At the Board of Trustees work session, it was inspiring to listen to the 11 tenure-track candidates share their passion for teaching. Kudos to the Tenure Office and all of the support Danielle Plessner and Quincy Berkompas have provided to the candidates and the tenure committees to make this a well-organized and supportive process.

At the Board of Trustees meeting we heard heartfelt student testimonials on the impact that the

college

navigators and the MESA program have had on students' lives. In describing his

experience at Clark College, student Jovan Merceron shared, *"I feel like a*

person, and the faculty always care. Clark is a place where you can become

somebody and become the best version of yourself."

It was my honor to welcome the

statewide Council for Unions and Student Programs to Clark College for their

Winter Quarter meeting, which was hosted by Sarah Gruhler, Director of Student

Life. It was made even more special to reconnect with a former student life

director I had previously worked with at Everett Community College. I also

enjoyed celebrating birthdays and getting to know some of our amazing faculty

and staff.

Budget

In my earlier budget message sent today I let the college know the Budget Committee has recommended going with a conservative option in

projecting 2020-21 enrollment. This option anticipates fewer state-support,

Running Start, and International students than we built into the current year's

budget.

Given our recent enrollment history, I accepted the committee's

recommendation to plan very conservatively for next year's budget. But the net

result of serving fewer students, coupled with increases in must-fund items such as wages and benefits increases for all faculty and staff, leaves us with a \$5.4 million deficit to close in 2020-21.

To put this deficit in perspective, last year's 5% budget cut saved \$3 million. To close next year's projected shortfall we will have to find cuts of 7 to 8%.

We are faced with a significant budget challenge, and solving it will require everyone's participation. The Budget Committee will soon be announcing the process for engaging the entire college community in developing next year's budget. In the meantime, please feel free to share your thoughts with your Budget Committee representatives. A current committee roster is attached to the earlier budget message.

President Search

Thank you everyone who took time to provide feedback on the finalists for the position of Clark College President. All feedback provided online is confidential and anonymous. The Board of Trustees extends their appreciation to you for the thought and time you have put into helping them select the next leader of the college. You can remind yourself of the three candidates by going to the Presidential Search Finalists web page.

The Board of Trustees is on schedule to make a hiring decision

as early as Friday, February 14. The decision would be made during the open session of the Board of Trustees meeting. We'll be quick to update you by email and with news alerts as soon as we hear the news. All three of our candidates are excited at the prospect of leading Clark College and working with all of you.

New MESA Director

Please join me in welcoming Dalila Paredes to her new role at Clark College as MESA Program Director! Dalila highlighted two of her students and presented at Wednesday's Board of Trustees meeting. It is so encouraging to hear from students who are thriving at Clark College.

Margaret Tolmacheva is studying to be a mechanical engineer, and she's currently President of the NERD Girls Club. Derek Ferguson is studying to be a nurse practitioner. They both say MESA's tutoring, textbook supports, and personalized attention are all important resources helping them succeed. Dalila has taught college STEM classes for a decade. She previously opened a STEM tutoring center at Amarillo College in Texas.

The Clark College MESA program currently has 95 students enrolled who are pursuing degrees in science, technology, mathematics and engineering. It provides added supports for low-income students of color who are

underrepresented in STEM-related careers. The current group of students has an average 3.08 GPA and a 79% retention rate. Dalila says she hopes to create more internship opportunities for MESA students. If you have ideas or want more information, she can be reached at dparedes@clark.edu.

Clark/Vigor agreement signed

This is exciting! Clark College has signed an MOU with Vigor for what will be a very positive partnership benefiting our students. I mentioned this a few weeks ago. Vigor has a new \$1 billion contract to build next-generation landing craft for the U.S. military and needs skilled welders.

Caleb White and his team are creating curriculum that will ensure students have the skills that Vigor needs. Vigor will offer interviews to our students that will potentially lead to employment opportunities. In addition, Vigor will send their current employees to Clark for training. This is exactly the kind of partnership we want for our students and our employers.

So many people to thank, let's start with Caleb White, Welding Department Head and his team of expert welding faculty. Also Vice President of Instruction Sachi Horback and Interim Dean of WPTE Armetta Burney for making this a high priority and negotiating the newly

signed MOU. This is a big win for our students, our college and our employers.

Congratulations to our Welding Program and Office of Instruction!

Faculty Kudos

Congratulations to Bruce Elgort, Computer Technology Instructor.

He has been recognized by IBM as an IBM 2020 Champion. The international

program recognizes innovative thought leaders in the technical community. It

provides training opportunities to its recognized champions. 1,400 individuals

were nominated from 44 countries. IBM announced its 600 champions this week.

Bruce is one of approximately 250 recipients from the United States. Bruce is a

great example of an innovator bringing the very latest in a rapidly changing

world to our students.

Clark College Grants

Clark College has been awarded more than \$2 million in grants this past year. I want to thank everyone, especially Julie Robertson, Director

of Planning & Grant Development, who have obtained these additional

resources that benefit our students in direct and meaningful ways. Over the

next several weeks, I'll be highlighting some of the grants and how they're

being used.

On the foundation side, Clark College's Veterans Resource

Center

was recently named the recipient of a \$245,700 grant thanks to the Cowlitz

Indian Tribe. This is a tremendous investment in our veterans and we are grateful for the support.

On the college side, you may remember the Career Connects grants

awarded in September. This comes from a dedicated fund identified in the

Governor's budget; one-time money to help bolster and expand college programs

in high-demand industry. Clark College received \$1.3 million earmarked

for the Mechatronics program. It provides capital equipment funding and

instruction funding to support more FTE's.

SBCTC provided Clark with \$100,000 for Guided Pathways – specifically for the student emergency assistance grant.

I like to highlight these grants because it requires substantial

work to apply for, and then manage, the grant. These are valuable additional

resources to the college that help us fund high-demand services and programs.

Alpha Sigma Phi Honors

The Alpha Sigma Phi Chapter at Clark College has been recognized

nationally as a 2020 REACH Chapter. REACH stands for *Recognizing Excellence*

in Acceptance and Completion with Honors. PTK members will receive special

graduation stoles to wear in honor of their achievement. Clark

College is grateful for their many contributions to our community.

Honoring our students

Because we place so much emphasis on supporting, our students I wanted help spread the word.

Each year, the ASCC Officers host the **OSWALD Awards** (**O**utstanding **S**tudents **W**ith **A**cademic **L**eadership and **D**evelopment skills) to recognize Clark College students for their outstanding achievements. You can submit the names of current students you would like to be recognized at the **2020 OSWALD Awards**.

Award categories and submission forms can be found by visiting the OSWALD website. The deadline is Friday, March 20.

Next week

I am looking forward to attending the women's and men's basketball games this weekend and honoring former athletes and teams who are being inducted at the ninth annual Clark College Athletics Hall of Fame. Next week I'm hosting the Clark Equity Advisory Committee, an event I look forward to each month. This group of dedicated community leaders have provided great insight and feedback on improving college culture for systemically non-dominant students.

I also look forward to attended WSUV's 30-year celebration of research and community partnerships and representing Clark College on the WSUV

Advisory Council. And finally, as we all excitedly anticipate the announcement of the next president, I have convened an onboarding committee to support their success.

Great things continue to happen every day here at Clark College.

Thank you for all you do.

The Weekly News: Week 29



This week

I kicked off this week

with welcoming our new employees to the Penguin Nation at their orientation session. Thank you to Vanessa Neal for organizing this engaging event, and to each of the program presenters as well. I appreciated hearing from classified staff at the WPEA Membership meeting as they shared concerns about college climate with me. I joined the foundation for a “Conversation” with community leaders hosted by Patrick Ginn, CEO of the Ginn Group, at his office. It was an informative evening of making connections with Clark College and updating the group on some of the exciting things happening here, including the new applied baccalaureate programs. Thanks to Nursing faculty member Nick Luisi for sharing his inspiring keynote presentation at the Office of Diversity, Equity and Inclusion and Multicultural Peer Mentors’ Winter 2020 Queer Student Luncheon. I also stopped in at the Transfer Fair in the Student Center and delighted to see so many of our students exploring what’s next for them on their path to success.

Presidential finalist feedback is due Feb. 4

If you haven’t already, remember to submit your feedback online for our three finalist presidential candidates. Employees can do so online from the ClarkNet home page (login required). All feedback must be received by 5:00 p.m. on Tuesday, February 4. All feedback will be anonymous and

confidential.

BASHS recognition

The Washington State Department of Health recently issued a report titled “Evaluating the Need for Creation of a Bachelor’s Level Behavioral Health Credential.” Clark College’s own Bachelor of Applied Science in Human Services degree program was singled out as an example of the kind of degree path that combines training in both addiction and mental health to create behavioral health care professionals that meet new guidelines set out by the Affordable Care Act. Kudos to Dr. Marcia Roi and the rest of the team behind our BASHS program for being forward-thinking about how best to prepare students for the future of health care careers.

Advising takes their show on the road

You may have seen staff from Advising Services around campus recently talking with students as part of a new “Pop-Up Advising” initiative. They are reaching out to students to promote the importance of making connections with academic advisors early. This is a great example of putting Guided Pathways goals into action by making this key service more accessible to students who might not come into their offices. Academic Advisors will be visiting CTC and CCW this term as well. If you have an area of the college you think would benefit from a Pop-Up Advising session, contact advising@clark.edu.

Go Penguins!

Congratulations to our women’s basketball team, who beat Portland Community College 71-43 on Wednesday. Find out about scores and upcoming games at www.clarkpenguins.com.

Gaydena Thompson

Finally, I want to take a moment to recognize the passing of an important figure in Clark College's history. Gaydena Thompson, who taught physical education at Clark College for more than three decades and served as our Athletic Director for five years, died on December 31 at the age of 84. Gaydena was a truly remarkable person: Not only was she Clark College's first female athletic director, but she was the first female athletic director at any Washington State community or technical college. Our Thompson Fitness Center is named after her. A celebration of Gaydena's life will be held at 2 p.m. on February 1 in Gaiser Student Center. Those who wish to do so can donate to Clark College Foundation in Gaydena's name by visiting www.clarkcollegefoundation.org/campaign/give, selecting "Other" in the drop down menu and specifying the "Gaydena Thompson Fund."

Next Week

I am looking forward to enjoying a Mardi Gras-inspired menu in the MCI Student Restaurant next week. I'll be sharing an update on the college at the Foundation Board meeting, attending the Columbia River Economic Development Annual Investor Event, meeting the first- and second-year tenure probationers at the Board of Trustees Work Session, hosting birthdays with the president, and attending the STEM Seminar Series on February 7 ("Worthwhile Challenges of Fieldwork in Congo Basin" by Clark College anthropology faculty member Jay Fancher). And I'll be ending the week by celebrating our new inductees into the Clark

College Athletic Hall of Fame. This year's honorees include:
1968 Men's Golf Team; 1995 Men's Basketball Team; Dan Johnson,
Men's Basketball
1966-68; Michele (Westmorland) Brown, Women's Softball 2012;
and Marc
Hadenfeld, Men's Track & Field 1969-70.

Great things continue to happen every day here at Clark
College. Thank you for all you do.

The Weekly News: Week 28



Presidential Finalists

This week we all have one last chance to participate in the

search process for Clark College's next president. Our three finalists have now completed their interviews on campus, which included an open public forum and a student forum. Those forums were recorded, have been close-captioned and have now been posted at <http://www.clark.edu/presidential-search/search/forums.php>.

I encourage you to take some time, watch the forums, and click on the link to provide feedback on each candidate. The comment sections will remain open until 5:00pm Tuesday, February 4th. The Board of Trustees will take all feedback from the forums and panels into consideration as it begins its deliberations on naming the next president for Clark College.

You can also review the resumes and biographies for each candidate at <http://www.clark.edu/presidential-search/search/forums.php>. Thank you to everyone who participated in the process leading up to this moment. Our three finalists are:

- **Dr. Sara Thompson Tweedy**, vice president of student access, involvement, and success at SUNY Westchester Community College
- **Dr. Karin Edwards**, president of the Cascade Campus of Portland Community College
- **Dr. Lamata D. Mitchell**, vice president of instruction and academic operations at Pima Community College

The Board of Trustees is on schedule to make a hiring decision within the next few weeks. I want to thank the Board for its excellent work in creating an inclusive and engaging process. As a result, Clark College has three highly qualified finalists who are all excited about coming to Clark College as your next President.

Important student events – Winter Transfer Fair

Student retention is so critical to our success as a community college. Most of our staff have some contact with students. It is important for us to know about important events for students to help them along their path. The Winter Transfer Fair is one of those events. It is going to be held **Thursday, January 30, 2020** from 10 a.m. – 1 p.m. in Gaiser Hall Student Center. The transfer fair gives students a chance to connect with representatives from dozens of schools offering bachelor's degrees for transfer students. They can ask questions about:

- admissions requirements, deadlines, and next steps to take
- cost, scholarships, and other options for covering your expenses
- what degrees, majors, and minors are offered
- what the campus and community offer to students

Questions? Contact Joe Jenkins, Academic Advisor at extension 2459.

Building Cultural Competency

Clark College leadership recently participated in a daylong training to build our competencies in working with our regional tribal governments. The Governor's office sponsors the "Government to Government" training to help better understand and strengthen our relationship with Washington State's 29 tribes, especially the Cowlitz Tribe. The Executive Cabinet, deans, Foundation staff, facilities, and student support staff participated. We covered many topics during the day, including tribal historical perspectives, legal issues, tribal sovereignty and tribal government. We appreciate the Cowlitz Tribal leaders who participated and hosted the

training. It helped deepen our understanding of Tribes, their history, their culture, and how to build on our relationship moving forward. Here's a link to the Governor's Office of Indian Affairs for more information about the program and resources: www.goia.wa.gov/.

New Employee Resource Group

Next week, a group of employees will launch a new Employee Resource Group to support social equity and inclusion at Clark College. The White Allies will focus on professional development related to white-identified employees at Clark College engaging in dialogue and education to drive cultural change within Clark College. The first meeting will be February 6, from 11:30 a.m. – 1:00 p.m. in GHL 205.

In addition to the new White Allies Resource Group, below is a list of all other approved Employee Resource Groups:

- **Black Employees United**
 - Contact Rashida Willard, rwillard@clark.edu
- **Caring for a Mentally Ill Loved One**
 - Contact Teri Miller, tmiller@clark.edu
- **Indigenous Communities**
 - Contact Nikki Peters, npeters@clark.edu
- **STEM Lean-In Circle**
 - Contact Tina Barsotti, cbarsotti@clark.edu
- **Latinx Employee Resource Group**
 - Contact Judith Hernandez Chapar, jhernandezchapar@clark.edu
- **Clark Foster and Adoption Network**
 - Contact Heather Adams, hadams@clark.edu

Additionally, the college is looking for volunteers to revive the Queer Employee Resource Group and Multicultural Employee Resource Group. For questions you may have about ERG's, please contact Alyssa Voyles, Associate Director of Employee Equity, Outreach and Engagement at avoyles@clark.edu.

Statewide meetings

I attended the Washington Association of Community and Technical Colleges (WACTC) meetings this past week in Olympia. The college presidents and chancellors are talking about priorities at the state level. That means we are talking about funding issues and how best to articulate our case to the Legislature as to the financial pressures on community colleges statewide.

Also this past week, I welcomed representatives from community colleges statewide to Clark College for the Articulation and Transfer Council (ATC) winter meeting. The ATC reports to the Instruction Commission (IC) and consists of the deans of arts and science programs or transfer programs from each of the colleges. It is an important opportunity to share best practices in clearing the path of potential obstacles for community college students as they complete and transfer to other programs. It was great to reconnect with a Council I had previously served on for years as a dean of transfer programs at Olympic and Cascadia Colleges.

Legislative update

The State Legislature continued into its second week taking public testimony on bills addressing Workforce Education Investment Act funding. Passed last year, the act created a business and occupation tax surcharge on certain businesses to fund the act's provisions. The Department of Revenue is having difficulty collecting the surcharge. In addition, forecasted demand for the Washington College Grant, created under the Workforce Education Investment Act, is higher than anticipated. The result is a potential funding shortage, which the Legislature is working to address with the two proposals heard this week.

Committees also took up bills on access to higher education

and funding options, faculty staffing and housing, and college hiring practices related to sexual misconduct. The SBCTC has provided a full legislative recap for the week on its website at www.sbctc.edu/blogs/legislative-news/2020/2020-01-24.aspx.

Clark hosts regional equity conference

There is an exciting conference coming up on campus February 19-20, 2020. Registration is still open for the inaugural Northwest Regional Equity Conference for Higher Education. There is depth, weight and real value in this inaugural event organized and hosted by Clark College. Registration fee is \$250. This is a great way to use professional development funds. However, if cost is a barrier please contact the Office of Diversity, Equity and Inclusion at extension 2292. More info: www.clark.edu/campus-life/student-support/diversity-and-equity/equity-conference/index.php

Upcoming events

I enjoyed greeting new team members at our New Employee Orientation this morning. The EC will be meeting all day for our annual budget retreat. I have the chance to attend another “Conversation” event with the Foundation about great things happening at Clark and I will be attending the Clark STEM Seminar Series speaker; “Climate Issues and Changes in Nutrient Cycling” presented by WSUV PhD student Corey Ruder. It’s **Friday January 31, at noon in SBG 151.**

Go Penguins!

Basketball season has begun. Check out the schedule. I’m proud of our teams, our coaches and our athletes.

State of the College – new date

Please mark your calendars: I hope you can all join me for the 2020 State of the College address. A new date has been set for **Wednesday, February 26, 2020 from 11:00 a.m. to noon at Gaiser Student Center.**

We will have great news about our new president and we will announce the inaugural recipients of two new employee awards: the Lora Whitfield Social Equity Award and the Exceptional Administrative Exempt Award.

The Weekly News: Week 27



This Week

What a week it has been!

I am so happy to see students and faculty back in classes, and grateful for everyone who rolled up their sleeves this past week and persevered.

The two-year faculty contract for 2018-2020 includes significant pay raises for full-time and adjunct professors.

It also spells out the distribution formula for the high-demand nursing stipend funding as authorized by the legislature.

The final signed copy of the contract will be available once it has been finalized and posted on clarknet.clark.edu under Faculty Resources.

Many of you have expressed to me your concerns about how we will manage impacts on the budget when we have made new commitments at the same time that our enrollment and revenue are declining. This will likely require us to closely examine every vacancy before we post it and to leave some positions unfilled. It will also likely mean holding the line on other expenses, such as travel and goods and services. I cannot promise that we will not feel a pinch this fiscal year but I can assure you that we will explore all options.

Looking ahead to the 2020-2021 budget, our Budget Committee is working

on a process
that will engage the entire college community. We will need
everyone's
ideas and contributions to help make the difficult budget
decisions that lie
ahead. There are no magical answers out there, but I believe a
budget process
that values openness, transparency and accountability will
enable us to share
in the work of righting our financial picture for the near-
and long-term.

Presidential Finalists

This week we also hosted two of
our three presidential candidates on campus.

Dr. Sara Thompson Tweedy, vice
president of student access, involvement, and success at SUNY
Westchester
Community College and **Dr. Karin Edwards**, president of the
Cascade Campus
of Portland Community College, have each participated in the
two-day interview
process.

I encourage you to go online and
provide input on the forums for both candidates. We want to
hear your feedback.

We have an easy-to-use link for you at www.clark.edu under
"Important Updates." For those who were not able to attend the
forums, videos
of the forums will be available as soon as all forums are
completed and
captioned.

Next week, **Dr. Lamata D.
Mitchell**, vice president of instruction and academic

operations at Pima Community College, will visit the campus for the two-day long interview process.

The student forum will be held Tuesday January 21 at Foster Hall Auditorium from 3:30 p.m. – 4:30 p.m. The college forum will be held Wednesday January 22, also at Foster Hall Auditorium from 12:00 – 1:00 p.m.

We received word Wednesday that finalists **Dr. Joaquín G. Martínez**, district vice provost of institutional effectiveness at Miami Dade College, had removed his name from consideration citing personal reasons. We thanked him for his interest. We are confident that we have a slate of highly qualified candidates who are excited about the opportunity to lead Clark College into the next decade.

The Board of Trustees is on schedule to make a hiring decision by early March.

As a reminder, biographies and resumes of our three finalists are available online at www.clark.edu/presidential-search/search/finalists.php

Congratulations!

Such good news to report out of our Welding Department that is working closely with a major manufacturer in our region, Vigor. Vigor has a new large military contract to build boats and needs skilled welders. They have toured our program and are excited

to work with us.

Caleb White and his team are creating curriculum that will ensure students have the skills that Vigor needs.

In addition to curriculum development, we are in the process of developing an agreement with Vigor that will provide our welding students with an opportunity to participate in interviews that could potentially lead to employment opportunities. In addition, Vigor will send their current employees to Clark for training.

This is exactly the kind of partnership we want for our students and our employers.

I thank Mohammed Maraee of the Southwest Washington Center of Excellence, who helps develop the relationship between colleges and employers in this region. He helps us better understand employers' needs, while helping the employer understand the rules that govern higher education and accreditation. He helps us find ways to work together.

None of this would be possible without Welding Department Head Caleb White and our team of expert welding faculty. They bring both vision and practical skills to lead the effort to create curriculum that fits the needs of the employers.

Welding instructor Wade Housinger was instrumental in showing Vigor what we do at Clark and our capacity to meet

their needs. It has been a team effort from the start. Thank you Vice President of Instruction Sachi Horback and Interim Dean of WPTE Armetta Burney for making this a high priority.

This is a big win for our students, our college and our employers. Congratulations to our Welding Program and Office of Instruction!

HS+ Student Success

Twenty-three Transitional Studies students earned their high school diplomas through Clark College's High School+ (HS+) Program following fall quarter.

HS+ is a competency-based high school diploma program for adult learners age 18 and older who do not have a high school diploma or equivalency.

The program was rebranded statewide from High School 21+ to High School+, recognizing those 18-to-20 are now eligible for the diploma provided they satisfy state requirements for their graduating class.

Several of the graduates were employed while completing their diplomas, had jobs lined up upon graduation, or enlisted in the military. Congratulations to the graduates, and thank you to our team for helping them succeed.

Clark Music Highlights

I know you will join me in sending kudos to Professor Donald Appert. Our Clark College Orchestra Conductor and Music Director is being honored internationally.

His latest composition ***Contrapunctus (Mirrors) for Flute and Trombone***, which was commissioned by Dr. Philip Martinson and Dr. Shelly Martinson, will be premiered at the International Trombone Festival in Osaka, Japan in summer of 2020. Congratulations, you make Penguin Nation proud.

Jazz Festival next week

The 58th annual Jazz Festival is nearly here – January 23-25 at Gaiser Student Center. It is free to all college faculty, staff and students. It's a three-day event jam-packed with outstanding musical talent all in one place. For more information: www.clark.edu/cc/music.

Clark hosts regional equity conference

There is an exciting conference coming up on campus next month. Registration is still open for the inaugural Northwest Regional Equity Conference for Higher Education. There is depth, weight and real value in this inaugural event

organized and hosted by Clark College. Registration Fee is \$250. This is a great way to use professional development funds. However, if cost is a barrier please contact the Office of Diversity, Equity and Inclusion at extension 2292.

More info:
www.clark.edu/campus-life/student-support/diversity-and-equity/equity-conference/index.php

Upcoming events

I'm looking forward to attending the 10th Annual Dr. Martin Luther King Breakfast Celebration held by iUrban Teen with a team from Clark College, as well as our annual MLK event in the Gaiser Student Center on Tuesday, January 21, and seeing the interactive hands-on display of the history of Buffalo Soldiers/Black cowboys 11 a.m. – 2 p.m. and the *Buffalo Soldiers of the Pacific Northwest* documentary discussion being held noon – 1:30 p.m.

Join me in honoring Dr. King's legacy of service to others by donating hair- and skin-care products for African-American families served by YWCA Clark County. Donations can be dropped off at the Student Center. More information at www.clark.edu/cc/mlk/

New date to be set for State of the College

A reminder – we will be setting a new date for the State of the College, which was rescheduled because of the strike this past week.

The most exciting part, for me, is announcing the inaugural recipients of two new employee awards: the Lora Whitfield Social Equity Award and the Exceptional Administrative Exempt Award.

I will update you on the plans next week.

Also rescheduled

The Student Involvement Fair has been moved to Wednesday, January 29 from 10 a.m. – 1 p.m. in the PUB student center. We can encourage our students to check it out, enjoy a free lunch, and learn about the clubs, programs and resources available at Clark.

Also a student resource for all of us to remember as we interact with students: the Tutoring Centers at Clark. They provide free tutors to assist with most courses offered at Clark. The centers also have computers, printers, calculators, and other tools for students. The link is www.clark.edu/cc/tutoring.

I am reminded of impermanence of all phenomena today as the Tibetan Monks destroy the beautiful Sand Mandala in the closing ceremony. They will be taking a small amount of the colored sand in a procession to Columbia River, where it will be poured into the water for the health and well-being of our waterways and marine life, ultimately making its way to the Pacific Ocean to benefit all beings there.

As we celebrate a new year, I hope we can move forward together supporting one another to make Penguin Nation a great place to work and to learn. In honor of Dr. Martin Luther King Jr.'s legacy of service to others, take time during this long weekend pick up some hair- and skin-care products for African-American families to donate to the YWCA Clark County and take time to recharge.

One of Martin Luther King Jr.'s quotes that has guided me throughout my life is, "I have decided to stick with love. Hate is too great a burden to bear."