

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
- Miranda 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!

Clark College takes next step in hiring new president



Community and college representatives selected to screen and recommend finalists for the next Clark College President. Community and college representatives have come together to form a Presidential Search Advisory Committee at Clark College. Their job will be to screen applicants and recommend

presidential candidate finalists to the Clark College Board of Trustees.

The committee met for the first time on October 11 to review the process, participate in implicit bias training ,and discuss the job description for the next president. The composition of the committee is outlined in Clark College policy 610.025. It includes community leaders as well as college students, staff and faculty.

- **Heather Adams**, Clark College staff
- **Christhian Canseco**, Account Manager ESCO Corporation
- **Justin Flint**, ASCC student leader
- **Tanisha Harris**, CASA Program Specialist YWCA Clark County
- **Jane Jacobsen**, Clark College Board of Trustees Chair
- **Evans Kaame**, ASCC student President
- **Catharine Keane**, Clark College staff
- **Tanya Kerr**, Clark College staff
- **Eric Merrill**, Clark College Foundation Board Chair
- **Dannie Nordsiden**, Automotive Technology Instructor
- **Danielle Plessner**, Clark College staff
- **Donivee Randall-Jones**, Professor of Nursing
- **Suzanne Southerland**, Professor of Communication Studies
- **Al Schauer**, Founder PointNorth Consulting
- **Paul Speer**, Clark College Board of Trustees Presidential Search Lead
- **Brian Taylor**, Industrial Sales Manager Siemens
- **Vicki Sovold-Prendergast**, Mount Pleasant School District Superintendent
- **Dr. Siri Wickramaratne**, Geography Instructor
- **Rashida Willard**, Clark College Office Diversity, Equity and Inclusion

The committee's work is supported by non-voting members Dr. Preston Pulliams, CEO of Gold Hill Associates, and Stephanie Weldy, Interim Executive Assistant to the Board of Trustees.

“Diverse community involvement is key to a transparent, equitable and inclusive process,” said Paul Speer, search lead and member of the Clark College Board of Trustees. “This is a moment in history for Clark College. Our next president will shape the future of the college supporting our students, community, faculty and staff.”

The Board of Trustees, with assistance from the committee, has now approved the job description which is posted and being distributed nationwide. It can be found at <https://collegepresidentsearch.com/searches/>.

Preston Pulliams of Gold Hill Associates is conducting the candidate search. In early October, he held two open houses and conducted numerous individual interviews to get input on the college’s opportunities, challenges and hopes for a new president over the next decade.

The Search Advisory Committee will meet again in early November to participate in an equity in hiring workshop.

Candidate applications are due mid November. The Committee will review the qualifying applications and select semi-finalists by late November.

The Board of Trustees plans to approve finalists in December, providing sufficient time to have the candidates visit Clark College in January for interviews, community and college forums. The Board plans to announce the new president in February 2020.

“It’s the most important work we will do as a board of trustees,” said Speer.

For more information about community involvement, please go to www.clark.edu/presidential-search or email presidentalsearch@clark.edu.

All interested candidates should contact Gold Hill Associates for questions regarding the application process or inquiries.

*Preston Pulliams, President and Owner, Gold Hill Associates
1065 Stigger Road
Jackson, Mississippi 39209
Email: preston@goldhillassociates.com
Web: <http://collegepresidentsearch.com>*

Photo: Clark College/Jenny Shadley

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!

Presidential search open houses



Clark College reached out for community and college input on the selection of the next college President this past week. The search firm, Gold Hill Associates, held an open house as one source of input on what the job profile should include. The profile will be used as the job description during the recruitment process, which begins formally later this month.

There is no formal presentation. “We want this to be a

conversation around the priorities of the community and the college,” said Clark College Trustee Paul Speer. “Specifically, we have three questions. (1) What do people see as the biggest **opportunities** for Clark College over the next decade? (2) What do people see as the biggest **challenges** for Clark over the next decade? (3) What do people think are the most **important qualifications** for our new president?”

Clark College will soon announce the formation of its Presidential Search Advisory Committee comprised of college students, staff, faculty and community leaders who, with an equity lens, will assist in the search process. They attended equity training sessions Friday, October 11th as their first order of business. They will help formalize the job description to be released later this month.

The Board of Trustees are responsible for the hiring of the next college president. They anticipate a final decision by February 2020. For more information about the process please go to www.clark.edu/presidential-search.

All interested candidates should contact Gold Hill Associates for questions regarding the application process or inquiries.

*Preston Pulliams, President and Owner, Gold Hill Associates
1065 Stigger Road
Jackson, Mississippi 39209
Email: preston@goldhillassociates.com
Web: <http://collegepresidentsearch.com>*

For questions regarding community involvement and the process itself, please email presidentalsearch@clark.edu

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!

New year, new traditions



Amanda Brown, a 2019 Exceptional Classified Award recipient, receives her award from Interim President Dr. Sandra Fowler-Hill.

On September 16, Clark College employees gathered in the

O'Connell Sports Center gymnasium for the traditional Opening Day ceremonies. While much of the program was familiar to longtime employees, this year's event brought a few new elements.

The first and most noticeable was the college's new leader: Interim President Dr. Sandra Fowler-Hill, who is serving a one-year term as interim president while the college seeks a permanent replacement for retired president Bob Knight. Fowler-Hill joked that, while she has attended many such celebrations during her decades-long career in higher education, here at Clark, "this is my first Opening Day—and my last Opening Day."



“We’re eager to serve Clark’s students and make this college a welcoming place for all.”

– *ASCC President Evans Kaame*

Board of Trustees chair Jane Jacobsen thanked Dr. Fowler-Hill for coming out of her retirement as the president of Portland Community College’s Rock Creek campus to step into the interim role.

Trustee Paul Speer outlined the process for hiring a new president, reiterating that the Board of Trustees was “transparent, equitable and inclusive.” The college has posted updated information about the presidential search on its website.



Trustee Jane Jacobsen

Opening Day was also the occasion to announce two new employee awards. The first was the Exceptional Administrative-Exempt Award, recognizing a class of employees that fall neither into Classified staff nor faculty categories. Administrative-exempt

staff include many administrators, managers, directors, executive assistants, and other employees who are not eligible for overtime compensation.

“We realized there’s a group of employees who haven’t had an opportunity to have their excellence recognized,” said Dr. Fowler-Hill.

The second new award was announced by Associate Vice President of Diversity, Equity and Inclusion Rashida Willard. The Lora Whitfield Social Equity Award will be awarded to a member of the Clark College community who has demonstrated a sustained commitment to advancing equity, Willard said. It is named in honor of early childhood education professor Lora Whitfield, who died in July. Dr. Debi Jenkins read a poem to honor Whitfield’s memory.

Social equity was a significant theme in a presentation on the college’s progress toward Guided Pathways from Willard, Vice President of Instruction Sachi Horback, and Vice President of Student Affairs Bill Belden.

“It is on us to make sure all our students complete and persist,” said Willard. “We can’t put it on our students to succeed in a broken system. We need to fix the system in order for everyone to succeed.”



Professor Mike Arnold

Old traditions were also honored at Opening Day, including the recognition of employees for their years of service. Four employees—Mike Arnold, Lynn Boydston, Lisa Hasart, and Vicki Weese—were recognized for having worked at the college for 30 years. Vice President of Human Resources and Compliance Stefani Coverson also announced the recipients of the 2019 Exceptional Classified Award: Amanda Brown and Ian Beckett.

The recipients of the 2018-2019 Exceptional Faculty Award, who were announced at Commencement, were recognized again and provided with plaques honoring their achievement.

Dr. Fowler-Hill concluded the event by saying, “It’s an honor to be your interim President this year. You are dedicated, passionate and steadfast in your work to support our students. I have rolled up my sleeves to join you in this work and support you every way I can.”



Employees gather in the O'Connell Sports Center gym for Opening Day.

Photos: Clark College/Jenny Shadley

More photos can be found on Flickr.

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

ctcLink update: Kudos and training



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

KUDOS

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

TRAINING OPPORTUNITIES

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

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

Category of Training	Dates (excluding self-paced courses)	Approximate Number of Different Training Sessions (including self-paced courses)
Campus Solutions Core	September 5 – October 17, 2019	17
Financial Aid	September 3 – October 16, 2019	9
Student Financials	September 3 – October 7, 2019	7
Finance	September 4 – October 16, 2019	21

Human Capital Management	September 3 – October 22, 2019	10
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The original version of this message was sent as an email from Associate Vice President of Planning and Effectiveness Shanda Haluapo to all college employees on August 7, 2019.

College partially closed Aug. 13 – 14



Many offices and student services at Clark College will be largely closed to the public for a collegewide staff training on Tuesday, August 13 and Wednesday, August 14. Classes will continue as normally scheduled. Additionally, Child & Family

Studies (child care), the Clark College Bookstore, all libraries (including Cannell and the iCommons at CTC), and Tutoring Services will remain open. The McClaskey Culinary Institute will remain open with a limited menu. However, most other business offices (including Cashier's Office, Human Resources, Facilities Services, etc.) and student services (including Advising, Financial Aid, Student Life, etc.) will be closed all day for both days.