

# Message from the President: College budget update



College community,

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

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

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

- Prioritize our employees and their professional development first.
- Sustain our commitments to Guided Pathways and the Social Equity Plan.
- Be conservative in our projections for student enrollment and in our estimates for tuition and Running Start reimbursement revenue.
- Consistent with feedback from the Budget Committee, be frugal – don't commit every dollar.
- Set aside a portion of our anticipated new revenue for contingency.

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

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

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

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

Within this framework, EC made the following budget decisions:

- Fund the first five requests on the Reallocation List as recommended by the Budget Committee:
  - \$37,926  
for the Veterans Resource Center Manager
  - \$63,043  
for the Instructional Accessibility Tech
  - \$30,760  
for the Cybersecurity BAS program
  - \$63,043  
for the Enrollment Navigator
  - \$147,764  
for the Palo Alto Firewall.
- Support employees and their professional development, including funding for two additional requests on the Reallocation List:
  - \$16,000  
for the annual Teaching and Learning Days
  - \$40,000  
for ongoing Power, Privilege and Inequity training (from the Reallocation List)
  - \$53,000  
for Teaching and Learning Center programming (from the Reallocation List)
- Dedicate funding for faculty salary improvements:
  - \$600,000
- Support teach-outs in Instruction
  - \$200,000

After accounting for these commitments, \$173,953 remains

in unallocated contingency. It's a small cushion but will provide some flexibility should our tuition and Running Start revenue projections fall short, or if unexpected needs emerge during the course of the year. We also haven't ruled out using this contingency to go further down the Reallocation List.

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

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

Bob Knight

President

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**Presidential search firm  
selected**



Clark College has selected Gold Hill Associates to assist the Board of Trustees in identifying and recruiting a new president for Clark College.

Clark College President Robert K. Knight has announced he plans to retire August 31 at the end of the 2018-2019 academic year. He has served as college president for 13 years, helping Clark College expand and grow both in its programs and locations. Clark College is the largest community college in Southwest Washington and one of the largest community colleges in the state of Washington.

“For more than a decade President Knight has provided stability and vision helping the college grow, adapt and serve its community,” said Paul Speer, board trustee. Speer and board vice chair Jane Jacobson are co-leading the board’s recruitment and selection process. “This is an important moment for Clark

College. We are looking for the right person for the next chapter of the college," said Speer.

"The board is fully committed to conducting an equitable, inclusive and transparent national search. Gold Hill Associates will be a good partner in the process."

Gold Hill

Associates was selected following a competitive bid process. Its CEO, Dr.

Preston Pulliams, has worked in a variety of higher education leadership roles

for 25 years. From 2004-2013, he served as District President at Portland

Community College. Gold Hill has made successful placements at more than 20

colleges in the Pacific Northwest.

Gold Hill

Associates will also assist the board in identifying and recruiting an interim president for Clark College.

The interim

president is expected to serve beginning August 2019 for a one-year period

allowing sufficient time for the permanent presidential search. The interim

will not be considered as a candidate for the permanent position.

"The presidential

search will also be assisted by a Presidential Search Advisory Committee

including representatives from the college and external community," said

Speer. “We look forward to updating and receiving feedback from the community as we move forward.”

All interested

applicants must contact Gold Hill Associates directly. To contact Gold Hill

Associates or learn more about the presidential selection process, visit Clark

College’s website: [www.clark.edu/presidential-search](http://www.clark.edu/presidential-search).

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# **Welcome, professors!**



Twelve outstanding educators are the newest members of the tenured faculty at Clark College. Dr. Amy Castellano (phlebotomy), Dr. Cara Cocchiarella (physical health and education), Dr. Catherine “CeCe” Crosby (biology), Dr. Jacob Funk (music), Hannah Jackson (mathematics), Julie Lemmond (business), Dr. Xiunu “Sophie” Lin (physics), Meredith Lynch (Transitional Studies English), Dr. Sam May-Varas (Transitional Studies English and mathematics), Donivee Randall-Jones (nursing), Michelle Roth (English as a Second Language), and Dr. Michelle Stoklosa (geology) were all granted tenure during the Clark



College Board of Trustees meeting on March 13. They will be honored at a college reception on April 22.

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**

### **Dr. Amy Castellano**



Dr. Amy Castellano holds a Bachelor of Science in physiological sciences from the University of Arizona and a doctorate in naturopathic medicine from the National University of Natural Medicine. In addition to her teaching and research work at both her alma maters, she has previous

work experience at Tucson Medical Center, Banner Medical Center, Oregon Health and Science University Hospital, and as a naturopathic physician at multiple clinics.

At Clark College, Dr. Castellano serves as department head of the phlebotomy program, and is a member of the program's Advisory Committee, the Healthy Penguin Walkabout Committee, and a task force to define the college's core healthcare curriculum.

"My teaching philosophy hinges on the belief that the learning environment provides the foundation for growth, has the ability to empower or demotivate students, and that a culture of positivity, respect, and community should be created," she said. "My goal is to cultivate a supportive space for students to grow, allow their individual strengths to emerge, and show a genuine interest in their success."

## **Dr. Cara Cocchiarella**



Dr. Cara Cocchiarella earned her Bachelor of Arts degree in Spanish and health and human performance; her Master of Science in health and human performance; and her Doctorate of Education in educational leadership from the University of Montana. She has coaching and teaching experience in a wide range of educational institutions, including Lincoln High School, Peninsula Elementary, University of Montana, Gonzaga

University, and University of Montana Western.

Dr. Cocchiarella has taught health and physical education at Clark College since 2016. She currently serves as the lead instructor for the college's Fitness-Wellness course and is also a member of the college's Queer Employee Resource Group.

"As a teacher, I employ numerous active-learning modalities and strive to make all lessons applicable to the lives of my students," she said.

"The supportive community that we build in each of my classes is essential in terms of maximizing engagement and individual growth of all students."

## **Dr. Catherine "CeCe" Crosby**



Dr. CeCe Crosby earned her bachelor's degree in cellular and molecular biology from Western Washington University and her master's and doctorate degrees in soil science from Washington State University. She has previous teaching and research experience at Washington State University, Green River College, and Tacoma Community College. She joined the faculty at Clark College in 2016.

At Clark, Dr. Crosby serves as faculty liaison for the college's MESA program, which encourages underrepresented groups to participate in STEM. She also serves on a pillar group for the college's work to adopt the Guided Pathways model of higher education and volunteers at the college's Science Olympiad competitions.

"My goal is to invite my students to see themselves as scientists by developing their natural curiosity about the world and giving them the skills to explore using the scientific method," Dr. Crosby said. "I focus on the skill development, learning from mistakes, and the practical applications of knowledge to solve difficulty problems."

## **Dr. Jacob Funk**



Dr. Jacob Funk holds a Bachelor of Science in vocal performance from John Brown University, a Master of Music in choral conducting from the University of British Columbia, and Doctor of Musical Arts in conducting from the University of Missouri Kansas City's Conservatory of Music and Dance. Before coming to Clark College in 2016, he had previous teaching experience with Northwest Arkansas Community College, John Brown University,

and Berean Academy (a private K-12 school in Elbing, Kansas).

At Clark College, Dr. Funk serves as director of the vocal music program, including the college's Chorale and its Women's Choral Ensemble.

He is also a faculty advisor for the music department.

"The choir rehearsal is what inspired me to want to be a teacher and an artist, and I want to share and give that experience to others,"

he said. "My objective is that through their choral experience, my students

will learn about all aspects of music, learn about themselves, experience the

joy of creating something beautiful and meaningful together, and be better,

more educated people because of it."

## **Hannah Jackson**



Hannah Jackson hold a Bachelor of Arts degree in mathematics from Willamette University and a Master of Science in mathematics from Syracuse

University. She has previous teaching experience at the University of Denver,

Arapahoe Community College, University of Colorado Boulder, and Front Range

Community College.

Currently Jackson coordinates Clark College's college algebra course and is part of the team piloting a new sequence of

introductory-level

mathematics courses. She also serves on the college's Math Activities Committee.

"My teaching philosophy is that you cannot force a student to learn," Jackson said. "You must make them want to. I achieve this through high levels of energy, enthusiasm, and a true love of my subject matter that comes across clearly to my students, gets them excited about the course, and makes them want to come to class and learn."

## **Julie Lemmond**



Julie Lemmond earned her Bachelor of Science degree in business and management and her Master of Business Administration with a concentration in finance from Marylhurst University. She began teaching at Clark College in 2006 and has previous teaching experience at Marylhurst University and Oregon State University.

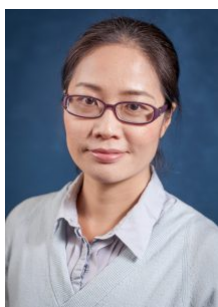
At Clark, Lemmond serves as lead instructor for the college's accounting and finance courses; a Quality Matters reviewer; an accounting tutor; and a faculty advisor in the college's business program. Additionally, she has led the accounting faculty through the process of

adopting and maintaining accounting resources and provides accounting resources to tutors to help them support students.

“My objective is to help students become competitive in the business world by developing logical and ethical business minds,” Lemmond said.

“I believe that anyone who wants to attend college should be able to attend college.”

## **Dr. Xiunu “Sophie” Lin**



Dr. Sophie Lin holds bachelor's and master's degrees in physics from Xiamen University in China and the University of Kentucky, respectively. Prior to coming to Clark College in 2016, she taught at Eastern Kentucky University and at Pacific University in Forest Grove, Oregon.

At Clark, Dr. Lin serves on the college's BUILD EXIT0 work group, which provides research opportunities in STEM fields for Clark students.

She has also volunteered when the college has hosted a regional Science Olympiad.

“As a science instructor, I believe in setting high and specific goals for students at the beginning of a course and motivating them to

learn,” Dr. Lin said. “To engage students in active learning, I adopt various kinds of research-based teaching approaches, including ‘peer instruction,’ in-class exercises, experiment demonstration, and backward course instruction.”

## **Meredith Lynch**



Meredith Lynch earned her Associate of Applied Science degree from Tacoma Community College and both her bachelor’s and master’s degree from the University of Washington Tacoma. She served on the faculty of Pierce College in Puyallup, Washington, for more than 10 years before coming to Clark College in 2016.

At Clark, Lynch serves as vice-chair of the Environmental Integrity Council and as Transitional Studies liaison to the English Department. She also serves on the team responsible for redesigning the college’s composition courses and co-requisites.

“I meet my students where they are and use collaborative, student-centered, active-learning strategies to help them achieve their educational goals,” Lynch said.



## Dr. Sam May-Varas



Dr. Sam May-Varas earned his bachelor's degree in economics from the University of South Florida, his master's in education from City University, and his doctorate in educational leadership from Lewis & Clark College in Portland, Oregon. He also holds a K-12 Administrator License through the University of Oregon. May-Varas has 15 years of work experience in the K-12 system, both as a teacher and an administrator. He also has teaching experience at Portland Community College and has taught at Clark College for four years.

Since coming to Clark, May-Varas has been active in numerous Transitional Studies committees and works groups on topics that include academic standards, identifying barriers to enrollment and student success, and recruitment. Additionally, he serves on the Pillar 3 Work Group for the college's work toward adopting the Guided Pathways model of higher education and has helped develop curriculum for the college's High School 21-Plus and Welding I-BEST programs.

"In my position as an educator, I believe in empowering students to engage actively in the

learning process,” he said. “This engagement offers individual students the motivation to continue in education and ultimately reach their educational and career goals.”

## **Donivee Randall-Jones**

Donivee Randall-Jones earned her Bachelor of Science degree in nursing from York College in Pennsylvania and her Master of Science in nursing education from Walden University. She is in the process of completing her doctorate in nursing practice and educational leadership from Walden.

A certified emergency nurse, Randall-Jones also holds certificates in advanced cardiac life support, pediatric advanced life support, and trauma nurse core courses. A U.S. Marine Corps veteran, she has many years of experience working in the emergency departments in Californian hospitals as well as at PeaceHealth Southwest Medical Center in Vancouver. Before coming to Clark College in 2016, she taught at Mt. San Jacinto Community College in Menafee, California.

At Clark, Randall-Jones serves on her department’s accreditation, curriculum, and sub-curriculum committees. She also has served as a mentor to incoming teaching staff in her department.

“Nursing is a very broad profession in terms of knowledge base and skill set,” Randall-Jones said. “There are many shades of gray when the human body is involved, and my teaching approach fosters

clinical reasoning  
and judgment to help students make evidence-based decisions  
while in those gray  
areas.”

## Michelle Roth



Michelle Roth holds a Bachelor of Arts degree in anthropology from Reed College in Portland, Oregon, and a Master of Arts in teaching English to speakers of other languages from the University of Washington. She has previous teaching experience at University of Washington, Portland Community College, and Mount Hood Community College.

Since coming to Clark College as an adjunct instructor in 2000, Roth has been part of the college's Transitional Studies department, teaching in both its English as a Second Language and its Career and Academic Preparation programs. She helped develop the curriculum for international students in the college's Intensive English Language Program, where she served as department head. Currently, she serves as curriculum development lead for three Transitional Studies courses and as a member of the Transitional Studies Academic Standards Committee. Additionally, she is currently president of the

Washington Association for the Education of Speakers of Other Languages

(WAESOL), where she has served as a board member since 2015.

“Learning an additional language as an adult is an inherently vulnerable act,” said Roth. “Therefore, my first task is to ensure that the classroom is a place that supports my students’ bravery. Through real, relevant, communicative activities, students gain the confidence and language skills to achieve their career and academic goals.”

## **Dr. Michelle Stoklosa**



Dr. Michelle Stoklosa earned her bachelor’s degree in biology from Franklin and Marshall College in Pennsylvania and both her master’s and doctoral degrees in geology from the University of Wisconsin Madison. She has previous teaching experience at Boise State University, Portland State University, Marylhurst University, and Clackamas Community College. She currently teaches in Clark College’s earth and environmental science department.

At Clark, Stoklosa assisted in the development of the Natural Sciences Course Alignment Rubric for the Associate of Arts degree, represented

adjunct faculty on College Council, and co-led a workshop at Faculty Focus on Learning. She currently serves as a faculty advisor for the geology program.

“My goals for students are similar to those I have for myself as a scientist: that we directly interact with the Earth, develop critical thinking skills, and ultimately appreciate the Earth and the field of geology,” she said.

## **About Clark College**

Located in Vancouver’s Central Park and serving up to 12,000 students per quarter, Clark College is Southwest Washington’s largest 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. Additionally, its Economic & Community Development program is housed in the Columbia Bank building in downtown Vancouver.

*Photos: Clark College/Jenny Shadley. No photo available for Donivee Randall-Jones.*

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## **Kelly Love joins Clark**



*Kelly Love*

Clark College has hired Kelly Love as the college's new Chief Communications Officer. She begins working at Clark on Wednesday, March 20.

"Kelly

Love is a proven communicator and leader with a strong connection to the

Southwest Washington community," said Clark College President Robert K. Knight.

"I look forward to the insight she will bring to our leadership team as we

communicate about a wide range of new initiatives here at the college and

market our programs to an increasingly diverse community."

Love

comes to Clark College with a wide range of communications experience. For the

past three years, she's worked at Legacy Health as a public relations

specialist at Legacy Salmon Creek Medical Center and Legacy Cancer Institute.

Prior to that, she served five years as CEO of the Greater Vancouver Chamber of

Commerce. Love also served as U.S. Representative Brian Baird's District

Director from 2005 to 2010. She began her career as a

broadcast news reporter  
at KGW TV in Portland.

“I’m a  
lifelong learner and have been fortunate to have such varied  
jobs,” Love said.

“They share a core value: serving the community. I’m thrilled  
to join the team  
at Clark College supporting our students, faculty, and staff.”

A  
longtime resident of Vancouver, Love is an alumna of Clark  
College. She earned  
her bachelor’s degree in communications from Washington State  
University  
Vancouver. She currently serves on the boards of The  
Children’s Center,  
Columbia Credit Union, and Pink Lemonade Project.  
Additionally, she has served  
on the boards of the Association of Washington Business,  
Southwest Washington  
Workforce Development, Leadership Clark County, Cascadia Tech  
Academy and the  
Council for the Homeless of Clark County Washington. Love is a  
member of the  
Public Relations Society of America (PRSA).

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**President Knight announces  
retirement**



President Robert K. Knight

President Robert K. Knight has announced that he plans to retire at the end of the 2018-2019 contract year on August 31.

“On behalf of the entire Board of Trustees, I want to thank President Knight for his exemplary service during his 13 years leading Clark College,” said Royce Pollard, chair of the Clark College Board of Trustees. “For more than a decade, he has provided stability and vision that has allowed the college to grow, adapt, and serve its community.”

Knight joined Clark in 2004 as Vice President of Administrative Services. In 2006, he was named acting president, and a year later was named president. During his tenure, he has overseen many changes at the college, including the opening of its Columbia Tech Center location in 2009, a new STEM Building in 2016, and the development of the college’s first three Bachelor of Applied Science degree programs.

Knight publicly announced his retirement on January 18, the



day after delivering his annual State of the College address, in which he shared the news of the college's recent successful accreditation process.

President Knight will continue to serve as president until his retirement date.

"While this is a decision that my wife and I have been weighing for some time, I wanted to see the college through its accreditation process before informing trustees and Executive Cabinet," Knight wrote in an email to college employees this morning. "Now that our review is complete and the college has received commendations in six areas, I feel comfortable that I am leaving this institution on firm footing."

Pollard said that the Board of Trustees will begin the work of selecting a replacement for President Knight at a special board meeting to be announced soon.

*Read the full text of President Knight's email below:*

*Dear college community,*

*As many of you know, I have spent 15 years working at Clark. It has been a privilege and an honor to lead the college for more than a decade, and I am proud of the work we have done together to serve our students and our community.*

*So it is with mixed emotions that I announce that I will be retiring at the end of my contract year on August 31.*

*While this is a decision that my wife and I have been weighing for some time, I wanted to see the college through its accreditation process before informing trustees and Executive Cabinet. Now that our review is complete and the college has received commendations in six areas, I feel comfortable that I am leaving this institution on firm footing.*

*The Board of Trustees will be holding a special meeting, to be announced soon, to begin the process of seeking new leadership for the college. I have the utmost faith in their ability to steward the college safely through this period of transition and to find the right leadership to guide Clark into the future. In the meantime, I am committed to spending the next seven months ensuring that the college continues to work toward fulfilling its mission.*

*Please know that I will continue to support Clark and be a part of its community, even after I retire. After all, once a member of the Penguin Nation, always a member of the Penguin Nation.*

*Thank you,*

*Bob Knight  
President*

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**Knight delivers State of the  
College Jan. 17**



Clark College President Robert K. Knight will deliver the annual State of the College address on Thursday, Jan. 17 at 11:00 a.m. in Gaiser Student Center.

During his speech, President Knight will address the college's ongoing work to better meet the needs of students and the community. Among the things he will highlight are the college's progress on implementing the "Guided Pathways" model of higher education. He will also convey the excitement created by fresh voices in the college's leadership and by an ambitious new fundraising campaign launched by the Clark College Foundation. Additionally, he will update the community on the college's progress toward implementing its five-year Social Equity Plan.

President Knight will also showcase the achievements of the college's highly regarded academic and technical programs, including the launch of its third bachelor's degree program, the recognition of its Pharmacy Technician program as No. 1 in the country, and the historic significance of the college's nursing program graduating its 130th class. He will also share the findings of the college's accreditation report, which was recently released by the Northwest Commission on Colleges and Universities.

Looking ahead, President Knight will advocate for the Washington State Legislature to pass a capital budget that provides for much-needed improvements in the state community and technical college system, including Clark College's new advanced-manufacturing training center at the Clark College at Boschma Farms location in Ridgefield. He will also explain the need for the Legislature to pass an operating budget that addresses longstanding salary inequities in the system.

The State of the College address, which is free and open to the public, will take place at 11:00 a.m. in Gaiser Student Center on the college's main campus. Doors will open at 10:30 a.m. and seating will be available on a first-come, first-served basis. Clark College is located at 1933 Fort Vancouver Way, Vancouver, Wash. Driving directions and parking maps are available at [www.clark.edu/maps](http://www.clark.edu/maps).

If you need accommodation due to a disability in order to fully participate in this event, you should contact Clark College's Disability Support Services Office at 360-992-2314 or 360-991-0901 (VP), or visit Penguin Union Building room 013, as soon as possible.

*Photo: Clark College/Jenny Shadley*

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## **Paul Speer named to Board of Trustees**



Paul Speer

Paul Speer has been appointed to the Clark College Board of Trustees by Gov. Jay Inslee. His appointment began October 31, 2018, and ends September 30, 2023. His first board meeting is tomorrow, Wednesday, November 14.

“Paul has deep roots in Clark County and a diverse background that will be a great asset to the Clark College Board of Trustees,” Gov. Inslee said. “He has skills in strategic planning, fundraising and capacity building and I know that he will help the college achieve its strategic plan and vision.”

A resident of Clark County for the past 37 years, Speer has long demonstrated a commitment to his community. He has volunteered or is currently volunteering with almost 20 different organizations, including on boards of The Historic Trust, Oregon Public Broadcasting, Social Venture Partners International, Leadership Clark County, and the Nonprofit Network Southwest Washington; and advisory boards of iUrban Teen, Cascadia Tech Academy, and the Superintendent’s Management Task Force for Vancouver Public Schools. He has chaired the University of Portland’s Engineering Dean’s Advisory Council and its Franz Center for Leadership, Entrepreneurship, and Innovation board; the City of Vancouver’s Aviation Advisory Committee; and the Pearson Field

Education Center.

Currently, Speer is an executive advisor and coach who also appears as a guest lecturer and panelist on topics including leadership, new business creation, business planning, venture philanthropy, sustainable energy, and encore careers. He has a long career in the tech industry, including more than 25 years at Hewlett-Packard Company, where he retired as Vice President of Development Strategy in the Office of Strategy and Technology.

Speer earned his Bachelor of Science in Electrical Engineering degree and his Master of Business Administration degree from the University of Portland. He earned his Master of Science in Aeronautics degree from Embry-Riddle University. Among his many awards and recognitions are his 2009 Outstanding Alumni Award from Leadership Clark County and his 2013 Pilot of the Year award from the Washington Pilots Association.

Speer joins other trustees Royce Pollard, Jane Jacobsen, Jada Rupley, and Rekah Strong.

## **About Clark College**

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# Summer 2018 Classified Excellence Award



Sherry Smith

Congratulations to **Sherry Smith**, recipient of the 2018 Summer Quarter Classified Staff Excellence Award!

Sherry Smith is the Administrative Services Manager B for the Science, Technology, Engineering, and Math (STEM) department. Smith shows exemplary work performance in many ways and is said to be the “go to” person in STEM for mostly everything. Smith has strong ethics, is extremely well-respected for her diligence and hard work, maintains good working relationships with people around the Clark campus, and often goes above the call of duty. Over the years, Smith has been both a supervisor and a colleague; and those she has worked with have observed her professionalism/integrity. She is resourceful and her high quality work performance at the college is outstanding and is creative with finding ways to solve problems and presents workable solutions for her staff and department. She wants people to be successful and can simplify tasks so that they happen accurately and timely.

These are just some of the comments and highlights that are echoed by many staff, faculty and colleagues:

“She has handled her position with impeccable skill, resourceful determination, and intuitive propriety. In making decisions, she often gets a consensus of perspectives from several individuals, or group discussion participants, who have knowledgeable understanding of the topic at hand. Organization and planning are two subjects she has fine-tooled to achieve her objectives. In her daily operations and conversations, she sets a calm, cool-tone persona, when engaged with concise dialogue for key issues needing acceptable conclusions by all in a timely manner.”

“Sherry exemplifies leadership, initiative, cooperative spirit and positive energy. She is able to share her perspective with others respectfully. She excels in a team environment in ways that make everyone feel respected and heard. She extends an understanding to students with whatever situation or question they may have, and puts them at ease so that progress can happen.”

“Sherry is the pillar that supports the whole STEM Unit. She is always happy to assist students, faculty, and staff. When her staff have questions or concerns, Sherry is quick to respond and offer solutions. When students or faculty are directed to Sherry, they are in good hands and Sherry will do everything in her power to help them.”

“Sherry is a real asset to the college and the unit. She is always positive and a pleasure to work with. Her extensive knowledge of Clark College has been critical to the staff and faculty’s ability to do their jobs.”

“Sherry’s exemplary work ethic is also evident through her continued commitment to supporting students. While fostering a welcoming atmosphere, she shows a genuine interest and ability in helping them with a multitude of issues. As a result, they



are compelled to reach out to her. It is not out of the ordinary for Sherry to step out of the office for one purpose then return with an additional one; many times returning with students that needed assistance in tow. It seems that when students cross her path with an issue, she makes the time to ensure their needs are met rather than delegate the task to her staff, even though her schedule is always seemingly very hectic. Sherry understands that students are a very important element of her job, and she really does care about them. She is very aware that they are a critical component to the success of Clark College and the community.”

## **Congratulations, as well, to all nominees for the Summer 2018 Quarter Classified Staff Excellence Award:**

- Heather Adams, Administrative Services Manager A
- Ian Beckett, Instruction and Classroom Support Tech 4
- Chris Chaffin, Interim Program Manager A
- Denise Deane, Custodial Supervisor

**Heather Adams** is the Administrative Assistant 4 to the Dean of Student Engagement for Student Affairs. In that role, she has provided administrative coordination the office of the Vice President of Student Affairs, as well as for the BITA, Title IX and conduct areas. She tracks budgets, makes travel arrangements, facilitates communication via email, phone and in-person with students and community partners, and has coordinated team meetings and special projects on behalf of the Dean. Adams is described as a high-performing, detail-oriented, global-thinking, and emotionally intelligent professional.

Other comments about Heather Adams:

- “Heather creates a positive, welcoming atmosphere for students and colleagues to stop by and ask questions, or

to wait to meet with me regarding conduct issues. She has strong knowledge of not only the college community, but the larger Clark County community. She readily offers this information to coworkers and students who have questions that reach beyond the Dean of Student Engagement's office. Heather engages students in a meaningful way even when her interactions with them, or theirs with our office, is brief. She continually provides information to students about how the Dean of Student Engagement, and Student Affairs, can be of assistance to the student's individual success. One of my favorite things is when these students take Heather up on her offer to 'stop by and say hi' to our office even when they do not have a question or need; it is clear evidence that Heather excels at community-building and cares for Clark."

- "Heather is continually looking for ways to interact with all levels of the Clark College community. She has become a valuable resource with her creative ideas and solid problem solving. Heather has taken on the role of co-presenter on various Student Care presentations – specifically within the areas of BITA, Conduct, and Title IX. Heather is regularly scheduled to co-present at the quarterly New Faculty Orientation meetings and other invitations that arise; she is a competent and engaging presenter who can easily take the reins if the other presenter is unavailable."
- "Heather serves as investigator for student related Title IX cases by investigating alleged discrimination and/or harassment. In addition, she interviews complainants, respondents, and material witnesses; and obtains and review documents and other relevant materials from complainant and/or respondent. This work can be difficult and draining; she handles it professionally and efficiently."

**Ian Beckett** is an Instruction and Classroom Support Tech 4 for

the Art department and has provided outstanding service to the college community for over 17 years. Ian is described as a highly skilled professional, knowledgeable, polite, and respectful to all everyone that he works with who provides unparalleled customer service to the Clark College art community.

Other comments about Ian Beckett:

- “He has always been a fabulous help on short notice anytime and all the time for all my needs! Ian really reaches out to all students in all their needs and questions for assistance and guidance.”
- “Not only does Ian create a master schedule that staffs our labs fully with both employees and volunteers, but he is always there to help with any questions, conflicts, and concerns—whether school-related or not. I’ve heard him talk down crying students dealing with failing classes, going through breakups, and any variety of things that happen to students while in college. The bond he builds with his workers is lasting and many see him as a very supportive mentor. There is no way we could staff the building as we need to without the strong relationships that Ian builds with the people in our community.”
- “Ian is loyal, hard-working, consistent, of high integrity, and witty! We are so lucky to have him on our team.”
- “Ian is also innovative in resolving issues. An example is a need that came up in the ceramics lab. He worked with my theatre shop crew to design and build tables and shelving to resolve the issue in a cost effective way. I also view Ian as a resource for anything that might come up in the building that needs attention. He’s my ‘go-to’ guy.”
- “[As a photography student] my first interaction with Ian was when I wanted to borrow a camera from Clark and

emailed Ian for that. I was amazed by how willing he was to reply to my questions and help me through the process. Also after handing me the camera he said: 'Now you go and make some art!' I don't think any other staff member motivates a student as much as he did on the very first meeting."

**Chris Chaffin** is the Interim Program Manager A for Tutoring Services and is described as someone who shows passion and excellence in everything he does. He is highly active in many aspects of college life, dedicated to social equity on this campus, and an advocate for all employees and students who seek his council. He always makes time to make everyone feel heard and valued. Communication, both written and verbal, are perhaps Chris' greatest talent and is thoughtful and articulate in his interactions. Chris is (perhaps unknown to himself) a self-appointed ambassador of the campus community. He makes a point to meet everyone, file away names and important facts, and maintain positive relations amongst the faculty, staff, students, and public. He is always positive and welcoming to those entering tutoring spaces and regularly cannot trek from one space on campus to another without multiple interruptions from others seeking his council or simply wishing to touch base.

Other comments about Chris Chaffin:

- "Chris has a strong work ethic. He is very organized and likes things to be done correctly, the first time. He is not shy about asking questions for clarification or to provoke thought. One of his greatest skills is the ability to critically think and challenge others to do so as well. I have observed him doing this in a variety of settings, with students, faculty and staff. He serves on various committees and initiatives here at Clark. He is committed to a wide range of social justice issues and acts in a manner that so many find approachable and supportive. He believes in equity for all while at the

same time insisting on personal responsibility and accountability. He is the very first one to lend a helping hand, only after the individual has given it an honest effort to begin with.”

- “I am very active in asking questions and sharing ideas/suggestions/concerns. Chris has always been gracious, accepting, and liberally gives me his attention and consideration. I feel safe and confident reaching out to him about anything on my mind.”
- “Chris takes the time to talk with others on campus, gets to know them, finds out what they contribute to the campus community and leaves with better information to refer other students/employees to them or to a particular department.”
- “Chris always makes sure employees are up-to-date on changes, and is always asking for feedback on how we feel, and if there is anything he needs to work on. He is constantly checking up on his employees and gives us confidence. Chris is always caring and understanding towards all of his co-workers and employees.”

**Denise Deane** is the Custodial Supervisor in Facilities-Custodial and is described as someone who provides excellent customer service to people using the college campus for events. Though much of her work is behind the scenes, her passion for our custodial team to perform and provide clean facilities provides daily customer service to the entire campus. She works closely with groups and supports many of the activities on our campus. She encourages teamwork and cooperation for the custodial department.

Other comments about Denise Dean:

- “Denise has been involved in many departmental projects. She recently completed training manuals and worksite books to help the custodial staff in their organization and efficiency.”
- “She will reach out to other departments to help

coordinate events, special cleaning, and to ensure that we are providing a good service to the school.”

- “Denise has shown excellence consistently in her duties as the Custodial Lead Person. Recently she has seen a need, leapt into action, and started several projects to help the custodial team. This was all done behind the scenes to help ensure that others have the information that is needed to thrive in doing their work.”
- “Last winter, when the campus was hit with graffiti, Denise was here on a weekend in the cold rain helping make sure the campus was cleaned up and ready and looking good for Monday morning.”
- “She has been carrying an extra-heavy workload, being the only permanent custodial supervisor for the last year. Denise takes great pride in her work and excels in any task that are delegated to her. She ensures that events are set up as the groups outline and she will reach out to the events staff if there is something that she needs defined.”

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**Many Clark College offices  
closed to the public Aug.  
21-22**



Many offices and student services at Clark College will be largely closed to the public for a collegewide staff training on Tuesday, August 21 and Wednesday, August 22. 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. 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.

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# Dr. Tim Cook named President of Clackamas Community College



Dr. Tim Cook

Clark College Vice President of Instruction Dr. Tim Cook has been named President of Clackamas Community College. Dr. Cook's appointment at Clackamas Community College comes after a national search to replace Dr. Joanne Truesdell, who has served as Clackamas Community College president since 2007.

Dr. Cook started his career at Clark College in 1997 as a faculty counselor and taught at the college for 14 years before moving into the Vice President of Instruction role. In total, Dr. Cook has spent 21 years at the college and has been an active member of the community. The move to Clackamas Community College is a move home for Dr. Cook, who is from Oregon City, Ore.

"As a first-generation community college student, I am committed to the work of community colleges, and I'm excited for this next step in my career," Dr. Cook said. "Clark



College provided me with many opportunities to positively impact the lives of students, and I'm looking forward to continuing that work at Clackamas Community College."

"We are all very happy for Dr. Cook and know he will make an excellent president," Clark College President Robert K. Knight said. "He has been at the heart of some of our most important initiatives, and leaves us with a great foundation due to his work on our Academic Plan and the work we have been doing to improve college completion through our involvement with the national American Association of Community Colleges Guided Pathways initiative."

The search is underway for a new Vice President of Instruction. Dr. Cook begins his new role at Clackamas Community College on July 1, and in order to ensure a smooth transition Dr. Travis Kibota has been named Interim Vice President of Instruction. Dr. Kibota is a professor of biology who previously served as a dean at the college and in the grant development office. Dr. Kibota will not be a candidate for the permanent position. "I'm happy to have someone with Dr. Kibota's experience and expertise step in as the interim. It will make the transition much easier," President Knight said.

The search timeline comprises bringing candidates to the college during spring term and having a new Vice President of Instruction named before the end of the academic year. That new person would likely not start until sometime during the 2018 fall term.