

Congratulations, Professors!



Vice President of Instruction Dr. Tim Cook, *far left*, congratulated newly tenured faculty Dr. Gene Biby, Dr. Amanda Crochet, Suzanne Southerland, Adam Coleman, Erin Staples, Elizabeth Donley, Katie Donovan, Valerie Cline, and Dr. Robert Schubert at the 2014 Tenure Reception. Not pictured: Lisa Aepfelbacher and Steven Clark.

Ten outstanding educators are the newest members of the tenured faculty at Clark College. Lisa Aepfelbacher (nursing), Gene Biby (theatre), Steven Clark (biology), Adam Coleman (computer technology), Amanda Crochet (chemistry), Elizabeth Donley (English), Kathryn Donovan (nursing), Robert Schubert (anthropology), Suzanne Southerland (communication studies), and Erin Staples (health/physical education) were all honored at a reception on April 28 in Clark's Gaiser Student Center. Nursing professor Valerie Cline, who received tenure in June 2013, was also honored at the reception.

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.

“Our tenured faculty members have a very special role at our college,” said Clark College President Robert K. Knight. “They are passionately committed to excellence and student success. They have made a career commitment to our college and our community.”

Dr. Tim Cook, Vice President of Instruction, said “Earning tenure is a professional milestone. I’m proud to congratulate these talented professionals for their accomplishments, their focus on student success, and their dedication to teaching and learning.”

The professors receiving tenure are:



Lisa Aepfelbacher, Nursing

Lisa Aepfelbacher earned her bachelor's degree in both Nursing and Rehabilitation Counseling from Boston University, and her master's degree in Nursing through the Adult Nurse Practitioner Program at Case Western Reserve University in Cleveland, Ohio. She has previous work experience at Linfield College, Quincy College, Massachusetts Bay Community College, Advanced Practice Rotations, Meridia Hillcrest Hospital, Touro Infirmary, Brigham and Women's Hospital, and Beth Israel Hospital.

Aepfelbacher serves on the college's Shared Governance Oversight Committee, the senate of the college's faculty union, and the nursing department's Readmission Committee.

Aepfelbacher said, "I believe in the potential of each of student and want them to actively participate in the learning. I am also learning with them and enjoy sharing my expertise."



Gene Biby, Drama

Gene Biby earned his bachelor's degree in Theatre Arts and his master's degree in Speech Education from Murray State University. He received his Ph.D. in Theatre History/Speech Education from Southern Illinois University. He has previous work experience at the University of Wisconsin, City of Murphysboro, John A. Logan College, Southern Illinois

University, Murray State University, and Vincennes University.

As the Program Director of the Clark College Drama Department, Biby oversees play selection and production for each academic quarter. He also works with the wider theatrical community to find and develop new ways to strengthen the college's drama program and maintain its visibility. He is currently working to build a summer program at the college.

"My highest priority is offering academic and intellectual challenges to our students, but providing theatre engagement opportunities to the college and community is also important," said Biby. "I strongly believe that theatre education should combine practice and scholarship. This philosophy not only champions the liberal arts ideal, but also prepares prospective theatre artists for material they are likely to encounter in future careers."



Steven Clark, Biology

Steven Clark earned his bachelor's degree in Psychology/Religion from Linfield College. He also earned a Master of Special Education at Lewis & Clark College and a Master of Science in Environmental Sciences and Resources at Portland State University. He has previous work experience at the Washington School for the Deaf, Washington Department of

Fish and Wildlife, and Clark College.

Clark has served on the senate of Clark's faculty union and is about to begin his tenure on the college's Student Retention Committee. Additionally, he is an active volunteer in his community: providing dog-training workshops at a local animal shelter, leading nature tours for the Columbia Land Trust, and providing research for organizations that include Washington Rare Plant Care, the Xerces Society, and the Native Plant Society. Every summer he takes Clark students with him to the Columbia River Gorge to study that area's pika. Additionally, he volunteers at his granddaughter's elementary school and serves as a lay minister at his church.

Clark said, "I design my classes to be places where students read and study—that's the hard part. I also design my classes so that the class sessions are rich with interaction. The interaction helps students build friendships and it increases the in-class accountability of attending to what is being presented."



Valerie Cline, Nursing

Valerie Cline earned her associate degree in nursing in 1999 from Clark College, her bachelor's degree in nursing in 2003 from WSUV, and her master's degree in nursing in 2009 from

Walden University. She has previous work experience at Peace Health Southwest, Providence St. Vincent, the Hopi Indian Reservation Hospital in Arizona, Linfield College, and Clark College.

At Clark, Cline serves on the Nursing Scholarship, Nursing Curriculum, and the ACEN Accreditation Standard 3 committees, and is the co-advisor for the Student Nurse Association of Clark College. She is a member of the national League for Nursing and the Association for Women's Health, Obstetric, and Neonatal Nursing. She continues to practice nursing part-time with a pediatric home health agency and regularly attends conferences and workshops to improve her teaching.

Cline said, "I believe in students taking an active role in the learning process, with the instructor serving as the facilitator who helps students bring all of the pieces together and link theory to practice."



Adam Coleman, Computer Technology

Adam Coleman earned his associate degree with a double major in Data Networking and Computer Networking at Clark College and his bachelor's degree in Computer Technology at Eastern Washington University. He has previous work experience at SEH-America and Clark College.

Coleman serves on the college's Network Advisory Committee and volunteers as a mentor with the college's First Year Experience program. Additionally, he continues to help develop partnerships between the college and both the Clark County Skills Center and the local nonprofit EmpowerUp. He has been central in developing and implementing new courses designed to help students earn their Microsoft Technology Associate certification. An avid bike rider, Coleman will be representing the college in the American Diabetes Association's annual Tour de Cure for the fifth year in a row this July.

Coleman said, "A teacher's role is to guide and providing access to information rather than acting as the primary source of information. I feel there is a need for considerate, strong, and dedicated individuals who are excited about working with students."



Amanda Crochet, Chemistry

Amanda Crochet earned her bachelor's degree in Biochemistry from Tulane University and her Ph.D. at the University of California, Berkeley. She has previous work experience at the University of California, California State University, Portland Community College and Clark College. She also has

research experience with Chemica Technologies Inc., University of California and Tulane University.

Crochet manages the college's general chemistry open lab. She also volunteers at the Elementary Science Olympiad, which bring local elementary students to the college's main campus for a day of science competitions, as well as at Community Resources for Science and the Oregon Museum of Science and Industry. Currently Crochet is working to make Clark part of a new partnership with Portland State University that would create opportunities for scientific research for students at colleges without research programs of their own.

"I work to make my classroom a supportive, engaging and active environment for students to learn chemistry," said Crochet. "My goal is to provide students with more than just content knowledge. I hope the skills they learn in my classroom translate to success in future classes and in their intended careers."



Elizabeth Donley, English

Elizabeth Donley earned a Bachelor of Arts degree in political science with a minor in Italian at DePaul University and a Master of Arts in English and a Master of Fine Arts in Creative Writing at Chapman University. She has previous work

experience at San Miguel School, Chapman University, The Art Institute of Los Angeles, Warner Pacific College, Clackamas Community College, United Sports Academy, Langmuir Atmospheric Research Laboratory, McCormick Tribune Foundation, and Clark College.

Donley serves on the college's eLearning Committee and the English Department's Professional Writing and Distance Learning committees. She is also faculty co-advisor for *Phoenix*, the college's award-winning arts and literary journal. She has presented at many college events, including International Week, faculty orientation, Techttoberfest, and TechBytes.

"My teaching philosophy starts with inspiration," said Donley. "I want to inspire my students to want to learn. I do this through meticulous course preparation, energetic teaching, and dedication to my students. I'm always available for extra help, and my classroom is an open, supportive environment where students are exposed to new ideas, experiences, and works of literature."



Kathryn Donovan, Nursing

Kathryn Donovan earned her bachelor's degree in nursing from Marquette University and her master's degree in nursing from

Washington State University Vancouver. She has previous work experience as an RN since 1992. She has eight years' experience in adult critical care and two years in Neonatal ICU. Kathryn has worked in numerous states as full-time staff and as a travel nurse. She worked at Kaiser Northwest for nine years, which included Urology and Chronic Pain Management Clinics.

Donovan serves on the college's Library, ACEN Standard IV, Student Handbook, Curriculum, and Health Experience Advising committees. She is the lead faculty member for the first quarter of the college's highly competitive Nursing program. Outside of the college, she volunteers with East Park Church, Compassion Vancouver, and "whatever sport/activity my children are involved in at any given time."

Donovan said, "I believe that educators should use as many tools as they can to try to reach learners where they are in their learning process and in the ways that they are able to best learn. There is no 'one size fits all' method. I think it is important for the student to not only connect with the material to be learned but also to connect with their peers and instructors. A student who is engaged and feels that they are valued and belong is more likely to tough it out through the challenges that are inherent in nursing school."



Robert Schubert, Anthropology

Robert Schubert received his bachelor's degree from the University of Illinois with a double-major in Spanish and Anthropology. He completed his master's and doctorate degrees at Ohio State University. His academic research has taken him to study primate behavior and biology in Central America, Japan, and West Africa. He has previous work experience at Ohio State University and Columbus State Community College.

In addition to his responsibilities as chair of the Anthropology Department, Schubert serves on the college's Retention Committee and has volunteered as a First Year Experience mentor to incoming students. He was the guest lecturer at the winter 2013 installment of Clark's respected Faculty Speaker Series. He developed and now teaches a new anthropology course, Primatology. Outside the college, he volunteers at the Oregon Zoo and with Partners in Careers.

"College can be intimidating, but I find that when students engage with material, the academic stress becomes much more manageable," said Schubert. "To that end, I try to bring the energy and the excitement that got me engaged when I was a student with me to every class I teach. Whether through pictures, videos, bone replicas, kinesthetic activities or just by myself physically acting things out (I'm becoming well known for my monkey calls), I try to provide information in as

many forms as possible.”



Suzanne Southerland, Communication Studies

Suzanne Southerland earned her bachelor's degree in journalism in 1999 from the University of Portland and worked for various newspapers including the *Portland Alliance*, the *Oregon City News*, the *Clackamas Review* and *The Columbian*. She then moved on to earn her master's degree in Communication Studies in 2002 from Portland State University. She has taught communication at Portland State University, Marylhurst University, Portland Community College, Portland State University, Lower Columbia College and Clark College.

Southerland started teaching at Clark College in 2002 and has served on the Retention Committee, the Faculty Excellence Award Committee, and the Teaching and Learning Center Committee. She has facilitated several workshops on collaborative learning and service learning and served as program director for the Service and Leadership in the Community program for four years. She also led the Clark College Model United Nations team to New York City, Boston and Washington, DC.

“I believe that higher education enhances the community's quality of life and combats racism, stereotyping and

discrimination,” Southerland said. “The study of communication in particular can result in more nurturing relationships, a higher level of professionalism in the workplace and a better understanding of cultural differences.”



Erin Staples, Health/Physical Education

Erin Staples earned her bachelor's degree from the University of North Texas and her Master of Public Health degree in Health Education/Health Promotion from Portland State University. She has prior work experience at Harvey Hotel, Allied Electronics, Bell Microproducts, Oregon Office on Disability and Health, Kaiser Permanente, and Clark College.

Staples teaches courses that include Women's Health, Health for Adult Living, Weight and Your Health, and Happiness and Your Health. She is an active member of her department, managing its class schedule, assisting in outcomes assessment, and attending leadership meetings. She helped develop a new Learning Community (two linked classes with shared curriculum) called "Biggest Winner" with another HPE professor.

"Improving students' health behaviors and developing critical thinking skills are two key goals of my classes," Staples said. "I strongly encourage them to develop habits to better their health, starting with where they are now. Giving my

students permission to take baby steps towards a health goal they set for themselves empowers them. It allows them ownership; they see it as an exciting challenge, rather than simply as an assignment.”

Photos: Clark College/Jenny Shadley

Winter 2014 Classified Staff Excellence Award

Congratulations to **Janice Taylor**, recipient of the 2014 Winter Quarter Classified Staff Excellence Award!



Tutoring and
Writing Center
Program Manager
Janice Taylor

Janice is the Program Manager for the Tutoring and Writing Center. She started working in the center as a part-time work study student in 2006; was later hired on as a full-time Program Assistant, and recently promoted to Program Manager. Her nominators describe her as a “model of organization and

efficiency, regularly doing the work of several people in a single day."

"Janice is constantly initiating new projects to better our department," continues her nomination. "She is widely known for the respect she shows to her fellow workers and students, and her vigilance about maintaining a positive and professional environment in the tutoring centers. She figures out solutions to complex problems and finds ways of using limited resources more effectively and efficiently."

One employee sums it up by saying, "Janice is truly amazing and a huge asset to Clark College!"

Congratulations to all of the winter quarter nominees:

Sally Demos *"Sally has provided excellent service to the Clark College community for the past 29 years. She frequently goes above and beyond her basic job responsibilities because of her work ethic and belief and support of the mission of Clark College. She is an excellent communicator and possesses a wealth of knowledge that has positioned her as the go-to person regarding campus culture and the history of the college."*

Joanne Emel *"Joanne is always positive and friendly. She responds with an upbeat tone and helpful attitude, and solves problems quickly and to my satisfaction. She makes my job easier by being excellent at her job."*

Darci Feider *"Darci is very organized and on top of her work. She resolves issues graciously, and takes care of questions and concerns right away. Darci gets along well with her co-workers and is pleasant and professional. She reflects great customer service for the Purchasing Department."*

Vanessa Meyer *"Vanessa is friendly and helpful. She remembers the needs of faculty members and retains a positive attitude, regardless of the request. She maintains the documents, keys and workspace well."*

Derald Richards *"Derald consistently performs at a level above*

and beyond the scope of his job. He is quick to submit ideas and solutions, and will take the lead on projects. Derald can be counted on to deliver and complete a task, no matter how difficult."

Sarah Thorsen *"Sarah does anything and everything she can for our department. She goes out of her way to take care of the students and faculty, and she does so with a smile. Sarah is extremely intelligent and will gladly share advice for how to handle difficult situations, based on her extensive experience teaching special needs students."*

The College Community will celebrate all 2013-2014 nominees and recipients at the Annual Ice Cream Social held in September.

The Classified Staff Excellence Award was established in 2005 and recognizes classified staff who have demonstrated exemplary work performance, outstanding customer service, a positive and cooperative spirit, and special achievements or contributions to the college community. Thanks to the support of the Clark College Foundation, each quarter's recipient receives a \$400 cash award.

Karen Ferguson submitted this article. Photo: Clark College/Jenny Shadley

Presidential Coins



President Bob Knight presents IT Specialist Rick Bartz with a Presidential Coin at the 2014 State of the College address.

In 2007, Clark College President Bob Knight introduced a new honor at Clark College: the Presidential Coin.

The coin is given to faculty and staff members who provide exemplary service to Clark students, the college and the community. The honorees are decided by the president and are kept secret until the names are announced—generally on Opening Day in the fall or during the annual State of the College address.

Four Clark College employees received Presidential Coins during the State of the College address on January 16. They were:

Rick Bartz

In his 19 years as a media specialist at Clark, Rick Bartz has amassed extensive knowledge of the college and its programs,

knowledge that allows him to provide a high level of service. He works part of his shift in the evening and is available to support evening events and faculty teaching night classes. Bartz has also been involved in the installation of the majority of smart classrooms across campus.

“He has an upbeat attitude that is frequently commented upon by the customers he supports,” said President Knight. “He is frequently called in to do last-minute setups which he does without complaint.”

Mike Godson

Automotive Technology professor Mike Godson has already earned many awards in his field. In 2009, he scored the highest out of nearly 15,000 people on the national L1 (advanced engine performance) exam, earning him L1 Master Technician of the Year award from Automotive Service Excellence and Motor Age Training. He was also chosen to present in the Faculty Speaker Series in 2012. Beginning 2012 and continuing today, he led the department in the curriculum development and program transition to a “stand-alone” T-TEN program. He has also held a leadership role at the national level with Toyota for over a decade.

Mirranda Saari

Beginning as a Program Coordinator 10 years ago, Mirranda Saari has received a number of promotions for her outstanding performance, including to her current role is Associate Director of Admissions and Assessment. She has played a lead role on several key projects: our Lean initiative in student affairs, strengthening community partnerships, and our fall enrollment initiatives. She also represents Clark as a subject matter expert in our PeopleSoft (ctcLink) conversion.

“She strives to improve efficiencies and deliver the best in customer service to our students,” said President Knight in presenting the coin. “She has earned the respect and of her

staff through listening and advocacy, she has a strong work ethic and a positive attitude.”

Jenny Shadley

Working in the Office of Communications and Marketing for more than six years, Graphic Designer/Photographer Jenny Shadley has become a familiar face around the college as she photographs special events, takes portraits of employees and students, and works with different departments to provide high-quality graphic design to support their programs and events.

“She is always willing to jump in and help, whether it as an Art Committee member or managing social media,” said President Knight. “She has a consistently positive attitude, thinking of the best ways to promote the Penguin Nation and help others look good.”

New Hires

Andrea Finnegan was appointed to the classified staff position of Program Assistant in the Nursing Department effective January 13, 2014. She has a bachelor’s degree from Central Washington University. Andrea has previous work experience at Clark College, Twilight Pizza Bistro, and Central Washington University.

Mishel Kirby was appointed to the classified staff position of Administrative Assistant 2 in the Office of Instruction effective January 9, 2014. She has a bachelor’s degree from University of Puget Sound. Mishel has previous work experience

at Auburn Adventist Academy and Auburn City SDA Church.

Emily Melgoza was appointed to the classified staff position of Program Coordinator at Columbia Tech Center effective January 16, 2014. She has a bachelor's degree from Washington State University Vancouver. Emily has previous work experience at Washington State University Vancouver.

Sabra Sand was appointed to the administrative position of Director of Business Services effective January 1, 2014. She has a bachelor's degree in Accounting from Washington State University Vancouver. Sabra has previous work experience at Clark College.

Janice Taylor was appointed to the classified staff position of Program Manager A in the Tutoring and Writing Center effective December 23, 2013. She has a bachelor's degree from Washington State University. Janice has previous work experience at Clark College Marla Heikkala & Associates, and Lou M. Baran, P.S.

Nakia Vercher was appointed to the classified staff position of Grants and Contracts Accountant (Fiscal Analyst 2) effective December 16, 2013. She has an associate degree from Tacoma Community College. Nakia has previous work experience at Clark College and Catholic Community Services.

Fall 2013 Classified Staff Excellence Award



Associate Vice President of Human Resources Darcy Rourk, left, congratulates Advising Office Assistant Jessica Bateman on winning the fall 2013 award for Classified Staff.

Associate Vice President of Human Resources Darcy Rourk, left, congratulates Advising Office Assistant Jessica Bateman on winning the fall 2013 award for Classified Staff. Congratulations to Advising Office Assistant **Jessica Bateman**, recipient of the Fall Quarter 2013 Classified Staff Excellence Award.

"Jessica always strives to meet the needs of the public, community, and co-workers with her high level of service," a nominator wrote. "She has built relationships with vocational counselors whose clients often have short timelines for completion of programs, and they count on her when they need assistance or to connect with an advisor. When working with the public, she will always ask additional questions, ensuring that people leave with everything they need so that they don't have to return or call for something she could have helped with."

Congratulations to all of the Fall Quarter 2013 nominees:

Vicki Cheng *"Vicki has been a Clark employee for 31 years*

and her reputation reflects her dedication to students, faculty and staff at Clark College. She is a tremendous asset to Clark College in so many different ways in her various roles, and she handles it all with a calm intelligence and a great sense of humor."

Joy Horning "Joy distributed additional desk copies of textbooks to the faculty and consistently reminded us of documents that needed to be submitted. She is helpful, knowledgeable in her subject area and pleasant to work with."

Rebecca Kleiva "Rebecca provides outstanding customer service. Her knowledge and eagerness to learn things that are outside of her normal job responsibilities help to ensure that the customer service that she provides to the public, community and co-workers is top-notch."

Susan Muir "Susan has provided streamlined processes and efficiencies in all of the major projects with which I have been involved with her. I have come to rely on Susan in many areas of work and I know she has consistently provided behind the scenes organization in many projects and events. If it is running smoothly, Susan has had her hand in it."

Derald Richards "Derald's overall job performance at CTC is reliable, excellent and noteworthy. He constantly has a cheerful attitude, and can be counted on to deliver and complete the task no matter how difficult. One of Derald's coworkers describes him as 'super wonderful!!'"

Michael Shingle "Mike works collectively with other units in Student Affairs to better serve students and provide information that may go beyond the scope of the Advising Office. When he can, he will go above and beyond by facilitating the connection between student and campus resources/referrals. His positive spirit and go-getter attitude has been a contagious asset that is seen and heard across Student Affairs."

Sarah Weinberger "Sarah is constantly going above and beyond in her work in the Career Services office. This is evidenced by her ability to balance a variety of tasks on a daily

basis. Her creativity is apparent in everything from developing a social media plan for the Career Services office, executing marketing efforts for events, and planning career and job fairs on campus."

The College Community will formally recognize all 2013-2014 nominees and recipients at the Annual Ice Cream Social.

The Classified Staff Excellence Award was established in 2005 and recognizes classified staff who have demonstrated exemplary work performance, outstanding customer service, a positive and cooperative spirit, and special achievements or contributions to the college community. Thanks to the support of the Clark College Foundation, each quarter's recipient receives a \$400 cash award.

Karen Ferguson submitted this article. Photo: Clark College/Jenny Shadley

New Hires

Sophanarith Lem was appointed to the classified staff position of Information Technology Specialist 3 in the ITS department effective December 2, 2013. Sophanarith has previous work experience at Pacific University, Five-Star Audiovisual, Dthree Productions and PSAV.

Kandice Ripplinger was appointed to the classified staff position of Program Coordinator in the Financial Aid department effective October 16, 2013. Kandice has previous work experience at Clark College, TGI Fridays, Domino's Pizza and Pizza Hut.

Joanne Vaughn was appointed to the classified staff position

of Program Coordinator in the Financial Aid department effective October 16, 2013. Joanne has previous work experience at Clark College, Burgerville and Van Tech Enterprises.

Shelly Williams was appointed to the classified staff position of Program Coordinator in the Music department effective part-time November 12, 2013, and full-time January 2, 2014. Shelly has previous work experience at Portland Columbia Symphony Orchestra, Gila Valley Arts Council, and Gila Valley Animal Hospital.

Cheryl Yarwood was appointed to the classified staff position of Early Childhood Specialist 3 in the Child and Family Studies department effective October 10, 2013. Cheryl has previous work experience at Clark College, Stewart Title Corporation and Vancouver Children's Therapy Center.

Two Centuries of Service



Vice President of Instruction Tim Cook congratulates Philosophy instructor Otto Schlumpf, who taught at Clark for 25 years.

On December 3, Clark College employees gathered in Gaiser Student Center to nibble on pastries from the Bakery Department, celebrate the holidays, and honor their colleagues who are retiring during the 2013-14 academic year.



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d Kathy Bobula

Thirteen retirees were retiring this year; together, they have provided the college with a combined 241 years of service. Five of the retirees had worked at Clark for more than three decades each, a testament to the college's work environment.

One of those longtime employees, Early Childhood Education and Psychology professor Kathy Bobula, spoke about the change she has seen at the college over her 31 years of working here. "When I came here, there were about 4,000 students, no computers—we used chalk," she said as she accepted an honorary plaque. "And I knew everybody. ... There is sometimes a wistful longing for those days, when we all knew each other and the college was smaller. But look at how many more student we're serving now—that's a good thing."

Bobula, like many retiring faculty members, plans to continue teaching part-time after her retirement. "You can't just give up your audience cold turkey," she quipped. "You have to do it gradually."



John Fite and his wife,
Nancy

Economics professor John Fite, however, says he will be content to leave the classroom and spend time with his wife traveling and enjoying their second home in the San Juan Islands. Of course, this is his third retirement: Fite served in the U.S. Air Force for 20 years, followed by 18 years working as a commercial airline pilot.

Director of Business Services Karen Wynkoop, meanwhile, is already searching for a good volunteer position to keep her occupied after leaving Clark. Wynkoop says she will miss both her colleagues and the students she met while working on the ASCC Finance Committee, some of whom she still keeps in touch with.

Vice President of Tim Cook addressed the assembled guests and offered thanks to the retirees on behalf of the college. "We are truly a fortunate college," he said, noting how many retirees had stayed at Clark for decades. "It shows we are still a nice, family environment and a nice place to work, where people care about each other.



Jennifer Wheeler and Richard Bartz greet Paula Cole and Kathy Bobula.

The 2013-14 retirees are:

FACULTY

Katherine Bobula was hired to teach Early Childhood Education as a faculty member in September 1982. She was awarded tenure in 1985 and has taught in both the ECE and Psychology departments. Professor Bobula will retire on June 20, 2014, after 31 years of service to Clark College.

Becky Ellis was hired as a faculty member in Nursing in September 2003. She was awarded tenure in 2010. Professor Ellis is retiring on June 20, 2014, after 8 years of service to Clark College.

John Fite was hired as a faculty member in Economics in September 2006. He was awarded tenure in 2010. Professor Fite will retire on August 30, 2014, after 7 years of service to Clark College.

Stephen Jones was hired as a faculty member in Biology in September 2007. He retired on June 20, 2013, after 6 years of service to Clark College.

Otto Schlumpf was hired as a faculty member in Philosophy in January 1988. He retired on June 20, 2013, after 25 years of service to Clark College.

Ian Titterton was hired as a faculty member in Culinary Arts in September 2005. He was awarded tenure in 2008. Professor Titterton will be retiring on June 20, 2014, after 8 years of service to Clark College.

Classified Retirees

Irene Benack served as a Fiscal Technician Supervisor in Accounting. She was originally hired in 1999 and retired from her position on September 12, 2013, after 14 years of service to Clark College.

Michele Eason was originally hired in 1981 in Admission. She retired from her her current position as Program Assistant in

the Financial Aid Department on July 31, 2013, after 31 years of service to Clark College.

Linda Fifarek was originally hired part-time as a Cashier 1 in the Bakery Department in January 1979. She retired from her her current permanent position as Fiscal Technician lead in the Culinary Arts Department on August 5, 2013, after 32 years of service to Clark College.

Tom Kaarto (Facilities Services) was hired as a full-time temporary Carpenter Lead in the Maintenance Department in August 1981. He retired from his current permanent position as Maintenance Mechanic 3 in the Facilities Services Department on September 26, 2013, after 31 years of service to Clark College.

Scott Root (Information Technology) was hired as a Media Services Operator in the Media Department in August 1981. He is retiring from his current position as an Information Technology Specialist 3 in the IT Department on December 31, 2013, after 32 years of service to Clark College.

Peggy Winston was hired as an Office Assistant 2 with the Foundation in September 1997, retiring from her current position as Program Coordinator in the Music Department. She retired from her position on October 31, 2013, after 9 years of service to Clark College.

Exempt Retirees

Karen Wynkoop was hired as Director of Business Services in the Administrative Services Department. She was originally hired in 2005 and is retiring from her position on December 31, 2013, after 7 years of service to Clark College.

Photos: Jenny Shadley/Clark College

Associate Vice President of Human Resources Darcy Rourk

contributed to this article.

View more photos on Flickr.

New Hires

Andrea Castillo was appointed to the classified staff position of Program Assistant in the Financial Aid Department effective November 11, 2013. Andrea has previous work experience at Clark College and Gottschalk's, Inc.

Dennis Davis was appointed to the classified staff position of IT Technician 2 in the eLearning Department effective December 2, 2013. He is a current student at Clark College. Dennis has previous work experience at Clark College and Sundial Time Systems.

De'Sha Wolf was appointed to the exempt position of Student Success Retention Manager effective November 25, 2013. She has a bachelor's degree from Northwestern University and both master's and doctorate degrees from University of California, Los Angeles. De'Sha has previous work experience at Loyola University, Chicago and University of California.

For information on currently open positions at the college, please visit the college's Human Resources department online.

Open Enrollment



**ATTENTION ALL MEDICAL AND DENTAL BENEFIT-ELIGIBLE EMPLOYEES:
OPEN ENROLLMENT BEGINS NOVEMBER 1, 2013, AND ENDS ON NOVEMBER
30, 2013.**

THIS IS YOUR OPPORTUNITY TO MAKE CHANGES WHICH WILL BE
EFFECTIVE JANUARY 1, 2014.

The HCA "For Your Benefit" newsletter about Open Enrollment
can be viewed electronically at: [October 2013 For Your
Benefit](#)

The PEBB Health Care Authority website provides many links to
information: [Health Care Authority Home Page](#)

[What's Changing in 2014: Changes for 2014](#)

Effective July 1, 2014, surcharges will be added to some
employees' monthly premiums:

The new state budget, signed into law June 30, 2013, included several changes related to Public Employees Benefits Board (PEBB) benefits. The budget included two new surcharges:

- A \$25-per-month surcharge to premiums for employees and enrolled family members who use tobacco products, and
- A \$50-per-month surcharge to premiums for members who cover a spouse or domestic partner where the spouse or domestic partner has chosen not to enroll in other employer-based group health insurance that has an actuarial value of not less than 95 percent of the actuarial value of the PEBB plan with the largest enrollment.

Message from Health Care Authority: "PEBB continues to receive questions about the spouse and tobacco surcharges that will begin in July of 2014. We appreciate your questions and understand that there are concerns about how the surcharges could affect you and your family. Because the surcharges have so many potential impacts, we are working to ensure we've considered all aspects in member feedback as part of our decision-making process."

Please visit PEBB's website to see current information on the status of the surcharges: Surcharges

At this time, PEBB has not determined if employees will be given an opportunity to make changes before the surcharges start in July.

For those employees who believe the \$50 surcharge may affect their monthly premiums, you may want to determine if the coverage your spouse carries will allow changes when your premiums are affected in July.

If you do not wish to change your current medical or dental plans, and you not want to enroll in a FSA or DCAP Plan for 2014, you do not need to do anything, but it is recommended that you review your online account information to verify its

accuracy.

Go to the PEBB website and select My Account on the left side of the page. (If you haven't registered yet through PEBB's upgraded system, select *Register* under *New User*.) Input your email address and password. You'll see which plans you currently have and family members enrolled on your account.

YOU CAN MAKE THE FOLLOWING CHANGES DURING OPEN ENROLLMENT:

1. CHANGE MEDICAL OR DENTAL PLANS. If you are considering changing dental plans, be very certain your dentist will be available to you in the new plan. We recommend contacting the plan for confirmation. Plan customer service information is available at the HCA website: Medical Dental Plan Contact Information
2. ENROLL, IF YOU HAD PREVIOUSLY WAIVED COVERAGE
3. WAIVE MEDICAL COVERAGE, IF YOU HAVE OTHER COMPREHENSIVE GROUP MEDICAL COVERAGE (Coverage through the Health Benefits Exchange is **not** considered group coverage)
4. ADD ELIGIBLE FAMILY MEMBERS WITHOUT PROOF OF LOSS OF OTHER COVERAGE
 1. Dependent Verification documents are required if the dependent was not previously verified.
 2. Dependent children are not required to be enrolled in school to be covered up to age 26.
5. REMOVE FAMILY MEMBERS
6. CHANGE MEDICAL INSURANCE PREMIUM DEDUCTIONS TO PRE-TAX OR POST-TAX (IRC Section 125)
7. RE-ENROLL / ENROLL IN FLEXIBLE SPENDING (to continue participation in FSA, you must re-enroll every year)
8. RE-ENROLL / ENROLL IN DEPENDENT CARE ASSISTANCE PROGRAM (to continue participation in DCAP, you must re-enroll every year)

MONTHLY MEDICAL INSURANCE PREMIUMS FOR 2014:

Additional surcharges will be added to some employees' monthly

premiums effective July 1, 2014 (see information above)

HOW TO MAKE CHANGES IN MEDICAL/DENTAL COVERAGE

- 1) To make changes online: Go to the PEBB website and select My Account on the left side of the page. (If you haven't registered yet through PEBB's upgraded system, select *Register* under *New User*.) Input your email address and password. You'll see which plans you currently have and family members enrolled on your account. You can change medical and dental plans, waive medical coverage (if you have other comprehensive group medical coverage), or remove family members. We suggest you print the confirmation page when you're done for your own records and check back a few days later to be sure you got the coverage you want.
- 2) Complete the hardcopy 2014 Employee Enrollment/Change form and submit this to Human Resources by 11-30-13.

To obtain a hardcopy form:

- a) Go to the HCA website, complete the form, print it off, sign and submit to HR [http: 2014 Employee Enrollment Change](http://2014EmployeeEnrollmentChange.com), or
- b) Pick up a form at the Clark College Human Resources Office (x2105)

If dependent verification documents are required, review the list of valid verification documents: [Dependent Verification Documentation](#)

PEBB's CDHPs (High Deductible Plans) for 2014

The PEBB Program offers consumer-directed health plans (CDHP) with a health savings account (HSA) through Group Health, Kaiser Permanente, and the Uniform Medical Plan (UMP).

If you are currently enrolled in a CDHP or are considering enrolling in a CDHP for 2014, here are a few reminders:

- The CDHP has a lower monthly premium balanced with higher annual deductibles and higher out-of-pocket maximums.
- To enroll in a CDHP, you must meet the eligibility requirements of the HSA.
- The maximum contribution to the HSA for 2014 is \$3,300 for an individual and \$6,550 for an employee with one or more family members on the account. Employees ages 55 or older may contribute up to \$1,000 more annually.

– Your employer contributes \$58.34 per month (\$700.08 per year) if you are enrolled as an individual and \$116.67 per month (\$1,400.04 per year) if you are enrolled with one or more family members.

– You may also make contributions through payroll deduction (if your employer offers payroll deduction) or make a deposit directly into the HSA.

– When you calculate your contribution for the year, please include both the employer contribution and your individual contribution. Verify that you're not exceeding the maximum contribution allowed for the year. The *Employee Authorization for Payroll Deduction to Health Savings Account* form can help with your calculations.

- The HSA funds are yours to use to help pay for IRS-qualified, out-of-pocket medical expenses. The funds carry over from year-to-year, and remain yours even if you are no longer enrolled in the CDHP, leave your job, or retire.

More information about the CDHP and the HSA is available on the PEBB website.

[LINKS TO MORE HELPFUL INFORMATION:](#)

Health Care Authority Home Page

October 2013 For Your Benefit Newsletter

Compare Medical Plans

Medical Dental Plan Contact Information

Open Enrollment Videos

Dependent Verification Documentation

Summaries of Benefits and Coverage

TO FIND OUT WHAT MEDICAL AND DENTAL PLAN YOU AND YOUR DEPENDENTS ARE CURRENTLY ENROLLED IN:

Go to the PEBB website and select My Account on the left side of the page. (If you haven't registered yet through PEBB's upgraded system, select *Register* under *New User*.) Input your email address and password. You'll see which plans you currently have and family members enrolled on your account.

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Do you wish to enroll in **FLEXIBLE SPENDING** for 2014?

New Vendor for Flexible Spending: **Flex-Plan Services, Inc.**, has been selected as the new vendor to provide PEBB's flexible spending account (FSA) and Dependent Care Assistance Program (DCAP). ASIFlex, PEBB's current vendor, will continue to provide services through 2013, including the grace period.

If you are enrolled in Flexible Spending for 2013 and you wish to continue participating in 2014, you **MUST** re-enroll by November 30, 2013. Eligible employees not currently enrolled in the flexible spending account (FSA) must also enroll by November 30, 2013, in order to participate during 2014. On-line enrollment and hardcopy enrollment forms will be available on November 1, 2013. Eligible employees will have their annual contribution split over the following number of paychecks:

Classified/Exempt/Administrative employees: 24 payrolls

Full-time Tenure Track Faculty: 19 payrolls

Full-time Temporary Faculty with fall-winter-spring contracts: 12 payrolls

Full-time Temporary Faculty with winter-spring contracts: 11 payrolls

Adjunct Faculty: 6 payrolls

Cyclic employees: determined by Payroll Office

For Plan Year 2014 – The FSA is a PEBB-sponsored benefit that allows you to redirect a portion of your salary on a pre-tax basis to pay for your out-of-pocket health care expenses. The funds are deducted from your pay before FICA and Federal income taxes are calculated and can result in savings up to 40%. You can set aside as little as \$240 or as much as \$2,500 for the calendar year. The full amount you set aside for your FSA contribution is available on your first day of coverage for expenses.

Flex-Plan Service Home Page:

<http://pebb.flex-plan.com/home/default.aspx>

Flex-Plan On-Line Enrollment:

<https://pebb.flex-plan.com/part/enrollment.aspx> (click on "Enroll Online")

Flex-Plan hard copy enrollment form:

<https://pebb.flex-plan.com/part/enrollment.aspx> (click on "Enroll via Paper")

Flex-Plan 2014 FSA Enrollment Guide:

<https://pebb.flex-plan.com/pdf/2014FSAEnrollmentGuide.pdf>

Frequently Asked Questions:

https://pebb.flex-plan.com/part/FAQ_FSA.aspx

Flex-Plan Contact Information:

<http://pebb.flex-plan.com/home/contact.aspx>

Do you wish to enroll in DCAP for 2014?

New Vendor for DCAP: **Flex-Plan Services, Inc.** has been selected as the new vendor to provide PEBB's flexible spending account (FSA) and Dependent Care Assistance Program (DCAP).

ASIFlex, PEBB's current vendor, will continue to provide services through 2013, including the grace period.

If you are enrolled in the Dependent Care Assistance Program for 2013 and you wish to continue participating in 2014, you **MUST** re-enroll by November 30, 2013. Eligible employees not currently enrolled in DCAP must also enroll by November 30, 2013, in order to participate during 2014. Online enrollment and hardcopy enrollment forms will be available on November 1, 2013.

The DCAP allows you to redirect a portion of your salary on a pre-tax basis to pay for your qualified day care costs for your dependents (e.g. preschool, babysitting, before/after school care, in-home care for a disabled dependent). The funds are deducted from your pay before FICA and Federal income taxes are calculated and can result in savings up to 40%. You can set aside as much as \$5,000 for the calendar year (\$2,500 if you and your spouse file separate tax returns).

Flex-Plan Service Home Page:

<http://pebb.flex-plan.com/home/default.aspx>

Flex-Plan On-Line Enrollment:

<https://pebb.flex-plan.com/part/enrollment.aspx> (click on "Enroll Online")

Flex-Plan hard copy enrollment form:

<https://pebb.flex-plan.com/part/enrollment.aspx> (click on "Enroll via Paper")

Flex-Plan 2014 DCAP Enrollment Guide:

<https://pebb.flex-plan.com/pdf/2014DCAPEnrollmentGuide.pdf>

Frequently Asked Questions:

https://pebb.flex-plan.com/part/FAQ_DCAP.aspx

Flex-Plan Contact Information:

<http://pebb.flex-plan.com/home/contact.aspx>

Welcome, Tim!

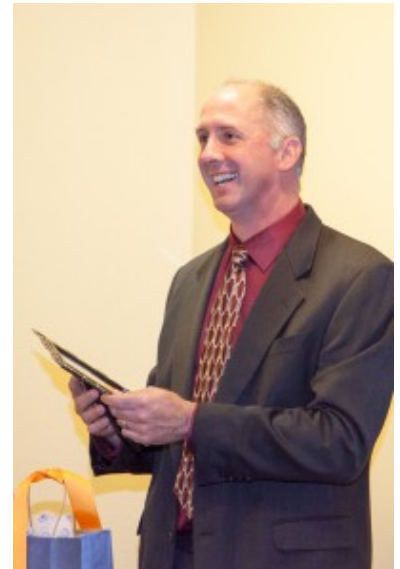


Clark College Foundation President and CEO Lisa Gibert, *center*, gives new Director of Facilities Services Tim Petta, *right*, a warm welcome.

Incoming Director of Facilities Services Tim Petta was

welcomed warmly by the Clark College community at a reception in the Baird rotunda on Friday, November 15. Petta joined the college on November 4.

Petta has extensive experience in facilities management at the University of California Los Angeles, where he was Senior Educational Facility Planner. As part of UCLA's facilities management team, he was responsible for supporting 175 on-campus and 100 off-campus buildings. He has been involved in a number of large new construction projects—from design and document review to building and commissioning.



Director of Facilities Services holds his welcome-to-Clark gift of a framed photo of the Chime Tower.

Petta began his career early, working in construction while in high school and college. He studied computer science at California State University Northridge, but decided to instead go into plumbing. He quickly rose to a management position, and has taken management courses through Dale Carnegie Training, Fred Pryor Seminars, and other companies, as well as

college courses in mechanical engineering.

As Director of Facilities Services, Petta oversees all capital projects at the Clark College, ranging from the soon-to-be-built STEM Building to minor repairs and improvements. He is also responsible for the maintenance, grounds, and custodial services provided to the college every day. His department includes more than 50 full- and part-time staff in all facilities trades, from maintenance mechanics to grounds specialists to custodians.

Vice President of Administrative Services Bob Williamson welcomed Petta with a framed photo of the Chime Tower and a bright orange Administrative Services T-shirt.

Photos: Clark College/Jenny Shadley