

Clark College announces new Trustee



Jeanne Bennett

Washington Governor Jay Inslee has appointed Jeanne Bennett to the Clark College Board of Trustees. Bennett is the retired CEO of Workforce Southwest Washington, a Vancouver resident, and a longtime community leader.

“I’m so pleased to serve Clark College and the community in this new role,” Bennett said. “I strongly believe in the college’s mission to be in service to the community and helping students achieve their educational and professional goals.”

Bennett will serve in the recently vacated position left open in May when trustee Royce Pollard stepped down to spend more time with his family. Bennett will join fellow trustees Jada Rupley, Paul Speer, Vice Chair Rekah Strong, and Chair Jane Jacobsen.

“This is good news,” said Jacobsen. “We welcome her to the board. We have important work to do in selecting a

new president for Clark College, and it will be helpful to have her expertise and experience.”

Current

President Bob Knight will retire July 15th after serving 13 years as

President at Clark College. Dr. Sandra A. Fowler-Hill has been selected

to serve as interim president for the 2019-2020 academic year.

Fowler-Hill is a retired college president from Portland Community College. Her

first day is slated for July 15th. The interim appointment provides ample time for the college to conduct a year-long robust search process for the permanent president.

Clark College has a website detailing the presidential search process at www.clark.edu/presidential-search.

Bennett’s biography and photo are available upon request.

Clark College announces new Interim President



Dr. Sandra Fowler-Hill

The Clark College Board of Trustees voted unanimously tonight to offer the interim college presidency to Dr. Sandra A. Fowler-Hill.

She has accepted, pending completion of contract negotiations. The decision was made at a special board meeting Tuesday June 25 following a two-month process led by the Board of Trustees with support from a national search firm.

The successful candidate was selected after a series of interviews with faculty, staff, students, and trustees, as well as a collegewide open forum. "We received many comments through the process, which were all taken into consideration as we made our deliberations," said Trustee Paul Speer. "We had three excellent candidates and we think Dr. Fowler-Hill will be a tremendous asset to our college during this year of transition."

Dr. Sandra A.

Fowler-Hill is an experienced leader in higher education, having served as President of Portland Community College's Rock Creek Campus from 2014 to 2018. She has also served as Vice President of Instruction at Everett Community College and Dean for Student Learning at Cascadia Community College. She began her career at Olympic College, where she worked for 19 years, beginning as program manager of Women's Programs, then moving into a tenured faculty position before being named to the position of Dean for Social Science and Humanities. Since retiring from PCC Rock Creek, she has served as a consultant for the Association of Community College Trustees. She earned her bachelor's degree in Applied Behavioral Science from George Williams College in Downers Grove, Illinois; her master's degree in Human Development Counseling from the University of Illinois at Springfield; and her doctorate degree in Community College Leadership from Oregon State University.

Retiring

President Bob Knight will meet with the incoming President to help with the transition, both before and after his planned retirement date of July 15, 2019.

"We are grateful to Bob Knight for his leadership. This marks a major milestone in Clark's history. By appointing an interim president for the year, the college and the community will have ample time to recruit,

screen, interview and interact with candidates for the permanent position,” said Speer. “We want this to be a robust, inclusive and transparent process.”

To read more about the presidential search process and next steps go to www.clark.edu/presidential-search.

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.

Exceptional Faculty



The 2018-2019 Exceptional Faculty Award recipients are, *clockwise from top left*, Dr. Karl Bailey, Nadine Fattaleh, Deena Godwin, Erin Staples, Malcolm McCay, and Zachary Grant. During the 2019 Commencement ceremony, President Robert K. Knight announced the names of the recipients of the 2019 Clark College Exceptional Faculty Awards. The awards are presented annually to full-time and part-time faculty members. Nominations can be submitted by Clark College students, faculty, classified employees, administrators, alumni, Board members, and Foundation directors.

The awards are made possible through an endowed trust fund established by the Washington State Legislature and the Clark College Exceptional Faculty Endowment Fund, which was established in 1993. That fund provides recognition of exemplary work performance, positive impact on students, professional commitment, and other contributions to the college.

This year's Exceptional Faculty members are:

Dr. Karl Bailey, Chemistry



Dr. Karl Bailey

Dr. Karl Bailey has taught chemistry at Clark College for the past 13 years. He served as chair of the chemistry department from 2012 to 2016 and has had a key leadership role in the college's implementation of the Guided Pathways model of higher education, which works to eliminate "achievement gaps" between different populations of students.

Dr. Bailey holds a bachelor's degree in biochemistry from California Polytechnic State University and a doctorate in chemistry from the University of California, Davis. In addition to his tenure at Clark, he has taught at Everett Community College and the Florida Institute of Technology, as well as at both his alma maters.

"Dr. B continuously shows that he supports his students and will do anything to help them succeed," wrote one student. "He has offered to help outside of office hours. ... I'm a single mom fighting to succeed, and he has been there during two quarters, doing everything he can to accommodate any hardships, within reason. Teachers like him leave marks on your academic heart."

Nadine Fattaleh,

Chemistry



Nadine Fattaleh

Nadine Fattaleh has taught chemistry at Clark College since 2002 and currently serves at the head of the chemistry department. She earned her bachelor's degree in chemistry from Scripps College in Claremont, California, and her master's degree in chemistry from Carnegie Mellon University in Pittsburgh, Pennsylvania.

Fattaleh is a member of the leadership team of the Pacific Northwest Green Chemistry Network. At Clark College, her primary teaching responsibilities are in general and organic chemistry, where she has implemented green chemistry lab experiments.

"Having taken a year of college-level chemistry before, I walked into Nadine's class nervous because the classes I had taken in the past made no sense to me or anyone else in the class," wrote one student in their nomination. "It turns out, though, that some educators can teach these complex concepts in a way that actually makes sense to students. Nadine sets us up for successful careers in science."

This is Fattaleh's second time earning the Exceptional Faculty Award, which she also won in 2010.

Deena Godwin,

Communication Studies



Deena Godwin

Deena Godwin has taught communications courses at Clark College since 2001. She currently serves as chair of the communications and humanities division, and served as interim dean of the college's BEECH (Basic Education, English, Communication and Humanities) unit for two years. Over her time at Clark, she has contributed to the college community in many ways, including as advisor for the Phi Theta Kappa honor society, chair of the Associate of Arts Advisory Committee, and facilitator for many Teaching and Learning Center workshops providing professional development to Clark College employees.

Godwin earned her Bachelor of Arts degree in organizational communication from Dana College in Nebraska and her Master of Science degree in communication studies and journalism from South Dakota State University.

One student wrote in her nomination that Godwin helped her not only during class, but also after the class was over by writing her a letter of recommendation. "She not only wrote me a personalized letter, but she filled out recommender forms for five colleges for me—all of which I got into," she wrote.

Zachary Grant, Libraries



Zachary Grant

Zachary Grant's career at Clark College Libraries began in 2005, when he interned at Cannell Library as part of his coursework to complete his master's degree in library science from Emporia State University. He was hired into a tenure-track position at the college in 2006.

At Clark, Grant serves on the Emergency Management Planning Committee and has been active in the college's work toward implementing the Guided Pathways model of higher education, which is focused on eliminating the "achievement gap" between different populations of students. He earned his Bachelor of Arts degree in history from Oregon State University.

Grant earns praise from colleagues for his patience and care when helping students find reliable sources for their research projects. One faculty member wrote in a nomination, "He is so concerned that the library be equally accessible to all that he began studying American Sign Language in order to be able to better communicate with Deaf students."

Malcolm Mccay, Economics



Malcolm McCay

Malcolm McCay did not come to teaching until after a 20-plus year career spent working in the energy and public-utility fields, primarily providing policy and legislative analysis. In 2007, he retired from Portland General Electric, where he had served as a federal policy specialist. In 2010, he began volunteering as a tutor at Clark College, where his skill and depth of knowledge led to an offer to teach classes.

McCay earned his bachelor's degree in economics from Humboldt State University in Arcata, California, and his master's degree, also in economics, from the University of California, Santa Barbara.

One student wrote in their nomination that McCay "makes everyone feel important," adding, "His teaching style really makes you start looking at the world and the history of the world in a different light. He brings to the subject a lot of examples of the effects of economics on our world and community."

Erin Staples, Health and Physical Education



Erin Staples

Erin Staples has taught health and physical education classes at Clark College since 2009. She has been active at Clark as a faculty academic advisor, a faculty advisor to a student club, and participant in the Curriculum and eLearning committees. She also volunteers with the YWCA SafeChoice Domestic Violence

Program.

Staples earned her Bachelor of Science degree in hospitality management from the University of North Texas and her Master of Public Health in health education/healthy promotion from Portland State University. Additionally, in 2018 she earned a graduate certificate in diversity, social justice, and inclusion, which she used to revise the curriculum for a new Multicultural Health course, as well as her existing Women's Health course.

It was taking that latter class that prompted many students to nominate Staples for this award. One wrote, "Erin is absolutely amazing! She does a wonderful job at making every student feel comfortable in her class without judgment." Another wrote, "This instructor has taught me more about myself and helped guide me toward a better understanding of the world than any other previous instructor."

Photos: Clark College/Jenny Shadley

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

**Winter 2019 Classified
Excellence Award**



Sara Seyller

Congratulations to **Sara Seyller**, recipient of the 2019 Winter Quarter Classified Staff Excellence Award!

Sara Seyller is a Program Specialist 2 for the Office of Instruction and is described as a “super hero” by her colleagues. “It’s very easy to underestimate the centrality of the work that Sara undertakes for Clark,” wrote one nominator. “A huge number of college processes pass under her watchful eyes, and without her sharp proficiencies in technical detail, there would be delays and consequences for the College as a whole. She demonstrates a determination and commitment that often sees her take on additional tasks and oversight to ensure that all the many processes she contributes to run smoothly. Sara’s spirit is indomitable: She always brings humor alongside her professional drive to move things forward, create improvements, and work within very rigid systems to ensure the best outcome for Clark. She goes above and beyond, and makes herself a resource for those who are struggling and without assistance from any other corner.”

Seyller gets praise for her tireless committee work. One person said, “As the Chair of the A.A. Advisory Committee, I find Sara to be invaluable in creating the connections between the various committees. While each one has a different purpose and focus, they are all entangled. Decisions made in one

committee can have positive or negative effects in the next committee. With Sara's institutional knowledge as well as her expertise in the legalities of our degree programs, she significantly contributes to the discussion and decision-making regarding curriculum choices and design."

Completing tasks with a smile on her face, Seyller's positive attitude is said to allow for better partnerships, which positively impacts student learning. She is also described as someone "reliable, responsible, and accurate in her work," whose quick response time and problem-solving skills are "invaluable."

Seyller's timeliness, her quality of work, her willingness to help faculty and staff are appreciated. Her positive and helpful guidance is said to create "a peaceful, collaborative work environment, which has made the college a more productive environment, a friendlier place, and more responsive to our students." Her positive attitude, humor and smile are contagious to all who come through the Office of Instruction.

Below are additional comments about Sara:

- "Faculty and staff that take part in College Committee work are well aware of the collaboration, support, and great leadership that Sara brings to the college. Without Sara in her current position, we would have a catastrophic mess of information, and our college processes in regard to curriculum, outcomes, assessment, and instructional planning would certainly not be as organized and effective as they are today."
- "She is not afraid to speak up or speak out when students or colleagues need advocacy. She values the hard work of others and in turn works hard to make our campus and our community the best that it can possibly be. She serves on councils and committees and is involved in many different campus initiatives that ask

her to give freely of herself and of her time; she does so without asking anything in return except that we do our best to help her carry out the work that she has taken on and truly believes in.”

- “Sara goes well above and beyond her job description in offering training and resources to all members of campus, particularly faculty, so that they can successfully navigate the college’s systems. She spends an incredible amount of time personally responding to emails, phone calls, and scheduled and impromptu office visits with people who need help and have questions. She never turns people away if they have questions. She does this not only to make sure that people are informed, but also because she has great empathy for the workload and challenges that her coworkers face.”

Congratulations, as well, to all nominees for the winter 2019 Quarter Classified Staff Excellence Award:

- Shannon Alicea, Program Support Supervisor 2 Disability Support Services
- Lizette Drennan, Program Specialist 2 for the Office of Financial Aid
- Amy Harrington, Human Resource Consult 2 for Human Resources
- Jonni Hattershide, Program Support Supervisor 2 for Production Printing
- Vanessa Meyer, Administrative Assistant 3 for Social Sciences & Fine Arts
- Kate Poffenroth, Program Coordinator for Disability Support Services
- Leslie Richards, Cashier 4 for the Bookstore
- Thao Schmidt, Human Resource Consult 2 for Human Resources
- Joanne Vaughn, Program Specialist 2 for Financial Aid

Shannon Alicea, Program Support Supervisor 2 Disability Support Services

Shannon Alicea is described as someone who provides a consistently high level of service to the students, public, the community, and coworkers on a regular basis; demonstrates excellence in all areas of her position; and exudes excellent performance of her duties by going above and beyond. One way Alicea shows exemplary work performance is by collaborating with different departments to ensure all public events have sign language interpreters, whether or not there has been an official request from a Deaf consumer. Alicea also works diligently with faculty to ensure videos and content shown in classes are close-captioned; in doing so, she has become a college resource for accessibility and universal design. In her role, Alicea not only provides accommodations for our Deaf and Hard of Hearing students, she provides an outlet for students to have a place to express their concerns, challenges, and situations with classes, campus life, and personal affairs. She advocates and empowers students to utilize all resources and connects them to departments around the college. Shannon's work is not only limited to the office of Disability Support Services. She actively contributes to special projects, efficiency measures, and serves in leadership roles for the betterment of the college community.

Additional comments about Shannon:

- "Shannon ... works closely with students, facility, and interpreters on a daily basis to ensure access and communication in a way that empowers all parties. A vast amount of college community members look to Shannon for her expertise to navigate situations that might otherwise present barriers to communication and access.

Shannon demonstrates this with our students by collaborating on solutions and ideas to problems they may face.”

- “She works with her fellow interpreter colleagues attentively and diligently to provide feedback and support in interpreting and professional situations, and because of this many interpreters strive to work at Clark College.”
- “Shannon strives to fill all interpreting requests, but there are times when interpreters are not able to take these last-minute assignments; in these instances, Shannon takes it upon herself to rearrange her schedule and fill those assignments to ensure equitable access.”

Lizette Drennan, Program Specialist 2 for the Office of Financial Aid

Lizette Drennan is described as “extremely detail-orientated, maintaining excellence in her work consistently, and someone who goes above and beyond while working with students to make sure they are on the right track.” With her constant patience, Drennan takes the time to listen to students so she can do the best to serve them. Within her work, Drennan often provides scholarship presentations to the public and community, and is said to make an impact wherever she goes. She goes to scholarship information conferences so she can learn about recent scholarships and teaches her assistants of new offerings to share with students. She works closely with the Clark College Foundation to better serve the students and her colleagues. One person said, “Her work is inspiring, and she has been a great role model as a co-worker.”

A leader in the LatinX community, Drennan provides a “one-stop” experience to students, showing them a high level of

service. One person said, "Any student that comes into the office, she always treats them with a genuine smile and respect."

If Drennan cannot assist someone directly with scholarships, she will find a way to find other alternatives, which means she is also contacting different departments that can support the student's requests and needs. This requires creativity and efficiency, as every student is different. Once she's able to understand a student's situation or story clearly, Drennan is described as someone who does her absolute best to find a solution or suitable route that she knows will benefit the student overall.

Additional Comments about Lizette:

- "Students love working with Lizette. They constantly come to her for help with more than just scholarships."
- "She is a well-rounded individual who is very humble, respectful, and always optimistic. She communicates strongly with others by being attentive to their tone of voice, body language, and open ears to everyone."
- "Lizette is a hard worker who is skilled in her position and performs excellently and independently."
- "She shows team cooperation by helping her assistant and student workers with things we need help with."
- "She is full of energy and that brings out the positive environment she portrays every day. Lizette. She constantly checks up on current and graduated students and keep them motivated and going."

Amy Harrington, Human Resource Consultant 2 for Human Resources

Amy Harrington is described as someone who demonstrates and consistently provides high level service to the students, the

public, the community, and co-workers. Beginning with a front-desk position, she was promoted a few months ago and has been training in her new job as an HR Consultant 2. Although her new position does not require her to assist customers who walk into HR, she is always one of the first to provide help when the front desk is short-staffed.

Additional comments about Amy Harrington:

- “Amy has the ability to anticipate the needs of her customers and she is an active listener, knowledgeable of available resources, communicates in a kind and confident manner, and follows up in a timely manner.”
- She is “always willing to help and even if the HR office is busy, Amy always maintains a great level of customer service.”
- “Amy is dependable and committed to collaborate to achieve our goals. She is an asset for the HR team.”

Jonni Hattershide, Program Support Supervisor 2 for Production Printing

Jonni Hattershide is described as someone who exemplifies the same level of dedication day after day. One person said, “She knows what it means to care about her job and care about people.” Hattershide is friendly and knowledgeable and is quick to get a print job delivered in a timely fashion. One person said, “There were times I sent a print job in ‘last minute’ asking if a ‘rush’ could be put on the job, and within a couple of hours my print job was finished. Jonni is a hard worker and she is dedicated to what she does at Clark College.”

Additional comments about Jonni Hattershide:

- “Jonni has great customer-service skills. She is dedicated to helping employees in an efficient and

friendly manner. She goes above and beyond to do her job and she does it well by building and maintaining good relationships with Clark employees.”

- “Jonni has taken on the role of managing the everyday processes of Production Printing. She was involved in the process of moving away from a paper receipt (which required someone to sort and mail out a copy to the departments) to an online copy.”
- “Often, you will see Jonni driving the golf cart around campus as she delivers bundles of completed print jobs (which are nicely wrapped in brown paper to protect them). Whatever task Jonni takes on, she always maintains a positive attitude.”
- When Administrative Services has a potluck, Jonni is always ready and willing to help by making decorations for the tables, printed “ice breaker” games, or pictures to hang on the walls, making the area very festive.

Vanessa Meyer, Administrative Assistant 3 for Social Sciences & Fine Arts

As the primary support for all of the Social and Behavioral Science Departments as well as the Clark College Honors program, Vanessa Meyer is described as someone who always goes above and beyond to service students, faculty and administrators in a collegial fashion. One person said, “A student asked for directions to a classroom and instead of just pointing in a direction, Vanessa walked that student to her destination.” Another wrote, “I have witnessed how she staffs the front desk in Foster Hall engaging students who arrive in a number of emotional states. I have seen her listen to students before responding; calm an agitated, stressed-out student trying to submit a paper to an instructor he could not find; and promptly fix the copier for a faculty member on his way to giving an exam.” Another person said, “As one of her department and division chairs, I can attest to her important

role as the Social Science Administrative Assistant.”

Meyer is also said to be a reliable source of institutional knowledge and thinks creatively to address the needs of students: “Vanessa is absolutely reliable at serving anyone who asks. She goes beyond crossing all the t’s and dotting all the i’s if asked to assist in any task. There has never been a time that I asked for guidance, assistance, or explanation that Vanessa has let me down. She simply sees the people on the other side of her desk as her colleagues worth her time and respect, or students deserving of her service. This is a rare quality in a person.”

Additional comments about Vanessa:

- “Vanessa has been quick to dive into the work and expectations of her new role as an Administrative Assistant 3 (AA3). Vanessa has worked closely with the Bachelors of Applied Science in Human Services (BASHS) Faculty Program Director to build the foundation for this budding program. Before student enrollment began, Vanessa organized a BASHS information session to market the program to students and faculty.”
- “Vanessa is quick and responsive to the needs of BASHS faculty, students, and the program as a whole. She has worked hard to ensure consistent division, program, and unit-wide operations.”
- “Vanessa demonstrates her commitment to the college community in a number of ways. She is always looking for ways to do things better and more efficiently. In addition to her regular duties, Vanessa serves on the Safety Committee, where she represents Foster Hall. She volunteered to take on this role when no one else was willing because she recognizes the importance of maintaining a safe campus. Furthermore she regularly volunteers to perform building inspections for the Safety Committee.”
- “Vanessa knows a lot about this college, and can answer

virtually any question from multiple perspectives (besides her long employment here, she was also a student at Clark). I know this is hard to quantify, but I cannot downplay the importance of knowing that someone has your back. Vanessa is simply good for morale, productivity, and instruction and student service. I wish we could clone her.”

Kate Poffenroth, Program Coordinator for Disability Support Services

Kate is described as someone who “stands out in terms of her superb reliability and efficiency.” Kate’s devotion to her work allows accommodations to be coordinated in a timely, flawless manner, and her commitment is apparent in the way that she creatively addresses issues. One person said, “I cannot think of a way that a staff member could provide better customer service than Kate does. Each and every day, Kate arrives at the office with energy, enthusiasm, and a great sense of humor that she shares with every person that she sees that day. Our department handles sensitive and difficult issues as students walk into our office for accommodations related to a myriad of disabilities. Kate handles every student situation with tact, professionalism, and sensitivity.”

Another comment shared is that “Kate is also extraordinary in terms of her ability to multi-task. Within a five-minute span of time, Kate will help a student at the front desk, answer two phone calls, and assist staff in relation to an office matter. Kate is rarely able to complete one task without being interrupted at least several times, and yet she never misses a beat it seems. When Kate is out for lunch or on break, the rest of the office staff covers for her position. It is not uncommon for us all to remark that it easily takes two-plus staff for us to cover the tasks that she singlehandedly

addresses every day!”

Additional comments about Kate:

- “Kate’s positive and sunny demeanor not only impacts our students, but the department as a whole. Her boisterous laugh is infectious, and Kate always creates a warm environment that builds collegial cohesion and teamwork.”
- “Kate tracks hundreds of details that require high-level processing. This kind of tracking is only possible by a staff who really takes to heart the saying that the ‘devil is in the details.’ For example, some students connected to our office are eligible for an accommodation of priority registration (PR). In order to properly track the use of this accommodation, Kate must use multiple software interfaces that function independently from one another. Just one overlooked detail can have very significant consequences for a student with this accommodation.”
- “Kate is concise and user-friendly in how she instructs people. Kate herself has been a quick, sharp learner, as she easily adopts new software processes and encourages others to make necessary changes.”
- “During weekly staff meetings, Kate is always an active contributor to group discussions on issues which affect student engagement. She repeatedly demonstrates in depth knowledge of the issues impacting delivery of services to students with disabilities. The solutions that she formulates are grounded in principles such as student-centered principles and improving efficiencies.”
- “The department literally would not run without Kate’s help. She is central to every single function of the department. She works collaboratively and respectfully with each staff in the office, and takes the time to understand the nuances of every staff’s particular work assignments. Kate’s strong work effort is deeply

appreciated, and everyone on the team displays a high level of respect for her.”

Leslie Richards, Cashier 4 for the Bookstore

Leslie Richards has worked for the Bookstore since September 2008 and is described as someone who excels in interpersonal skills. One person said that Richards “is friendly with everyone she interacts with, from customers to co-workers, and greets each person with a smile.” Richards is said to be a born leader who cares deeply for her team and helps them grow while they work at Clark. She is said to keep her team motivated and excited about their job by playing customer-service Bingo games. It is said that “Leslie is a leader who leads by example, and her team mirrors this quality. She can multi-task like no one else. Just the other day, she was repairing the register, answering a student’s question and assisting a cashier—all while smiling. You never see Leslie not smiling. She is amazing with people.”

Additional comments about Leslie:

- “Her outgoing, positive personality and caring attitude make us love working with her. She builds strong relationships with her team and approaches all customers with a smile and positive attitude. I am thankful that I get to work with this amazing, hardworking team managed by Leslie.”
- “Leslie has also served on hiring committees since she has so much experience in hiring and training staff. Her knowledge and experience are invaluable.”

Thao Schmidt, Human Resource Consultant 2

for Human Resources

Thao Schmidt is described as someone who provides a high level of service to the students, staff and supervisors, the community, and co-workers. Throughout her employment with Clark College, Schmidt has built and continues to build relationships, and she demonstrates excellent customer service in her interactions with students, staff and supervisors. She has taken it upon herself to learn the basic front-desk procedures and is often one of the first ones to offer help and to cover breaks and lunches when the front desk is short-staffed. One person said that Schmidt is “dependable and adapts to challenges while maintaining a positive outlook and great customer service.”

Additional comments about Thao:

- “In my observation, Thao has an ability to listen to her customers and offer solutions. She is knowledgeable of internal and external resources that can help an employee and communicates in a professional and kind manner.”
- “Thao is professional and always willing to help.”

Joanne Vaughn, Program Specialist 2 for Financial Aid

Financial aid is not easy to navigate, and one of Joanne Vaughn’s best qualities is her ability to teach others by breaking down complex rules and processes into more simple and easy-to-follow steps. She is described as someone who “understands differences in learning and communication styles and tailors her own training methods to ensure comprehension. By doing so, she not only helps others learn – she helps them build confidence.”

Vaughn reviews financial aid applications to award funds, helps balance student accounts, and ensures the college is in compliance for the Pell Grant program. This includes verifying the right amount of funding is going to eligible students, submitting weekly reports to the Department of Education to authorize Pell Grant payments, and helping students resolve eligibility issues. Vaughn is a Pell Grant expert who keeps a complex program operating smoothly.

Vaughn is also said to demonstrate “genuine care and respect for her colleagues and students and is known to always support her teammates through helping with projects and lending a listening ear when someone is having a rough day.”

Additional comments about Joanne Vaughn:

- “Joanne’s kindness, patience and expertise makes a difference in even the most difficult situations.”
- “Although much of her work is technical in nature, Joanne has never lost sight of the impact her work has on students. Joanne has been instrumental in driving changes that have reduced the length of time it takes for students to receive their financial aid awards, and she continues to analyze processes and make recommendations for continuous improvements – all with the student experience at the forefront.”

**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.

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.

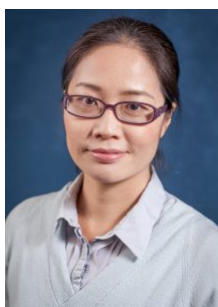
At Clark, Lemmond serves as lead instructor for the college's accounting and finance courses; a Quality Matters reviewer; an accounting tutor; and a faculty advisor in the college's business program. Additionally, she has led the accounting faculty through the process of

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.

How to stay safe during the measles outbreak



Health experts say that even one dose of vaccine could prevent the contraction of measles. *Photo courtesy of the Centers for Disease Control*

Clark County is experiencing an outbreak of measles. While the college has not identified any confirmed cases on campus at this time, we want to prepare our community members in the most proactive manner possible, and let you know about the steps you can take to protect yourself, your loved ones, and the Clark College community.

As of today, the current number of confirmed cases in Clark County is reported to be 63. On January 25, Gov. Jay Inslee declared a state of emergency in all counties.

- Recommendations from the Clark County Department of Public Health
- What would happen if a confirmed case of measles was discovered at Clark College
- If you are exposed to measles elsewhere
- How to stay informed

Recommendations

Here are recommendations from the Clark County Department of Public Health:

- Locate your vaccination records – specifically for MMR (Measles, Mumps, Rubella)
 - This may include documentation of blood titer tests (proving immunity)
 - If you are unsure of your vaccination status, contact your health provider
- If you are not protected, **get the MMR vaccination as soon as possible**. While not perfect, a single dose of the vaccine is 93 percent effective in protecting against measles; two doses are 97 percent effective. Importantly, getting even just the first dose of the vaccine now will prevent you from being excluded from the college, should a measles case be discovered here.
 - Those with health insurance should check with their health care provider to learn if your plan covers the cost of vaccines.
 - Students can get the vaccine at cost (\$70 per dose) at our Counseling and Health Center in the Health Sciences Building (HSC) room 124. If cost is a concern, please contact the Counseling and Health Center to discuss available options.
- Stay home if you are sick; pay attention to fevers
 - Symptoms of measles are:
 - Runny nose
 - Coughing
 - Conjunctivitis (red, itchy eyes)
 - Fever
 - Rash
 - Most of these symptoms may begin before the rash, and you are contagious as soon as any of these symptoms begin
- If you believe you may have measles symptoms, or develop symptoms:
 - Stay home
 - Avoid public spaces if possible
 - Call your doctor (do not sit in waiting rooms)
- If you have questions about vaccine efficacy or your own

personal health risks, please contact your health care provider for advice.

If measles is discovered at Clark College

While there are still no confirmed cases at Clark College at this time, the outbreak's spread does bring up the question of what would happen if a case was discovered here.

If a case of measles was confirmed at a college location, Clark County Public Health could determine that any individual who was exposed and could not prove immunity would be excluded from the college for up to 21 days. (This process is called an "exclusion.") The college is working on details regarding how to keep students subject to an exclusion in class remotely (where appropriate) and how employees would report leave. However, the most effective way to prevent being part of an exclusion is **to proactively find your record of immunity and, if you do not have immunity, to get vaccinated as soon as possible.** (See Recommendations section above for more information.)

If you are exposed to measles outside of Clark College

Any individual who has been notified that they are part of a measles-exposure exclusion and who does not have documented proof of immunity to measles should consult with their health care provider for guidance. Students who do not have a health care provider may contact the college's Counseling and Health Center.

If a measles-exposure exclusion prevents someone from visiting Clark College locations, they should alert their instructor and/or supervisor. The college is examining options to allow excluded individuals to continue their studies and/or

employment during an exclusion.

How to stay informed

If Clark College is notified of a confirmed case of measles at a college location, further communication will be shared via your Clark College email account. Depending on advice from Clark County Public Health, the college may also send alerts via our RAVE Alert system, the college's home page, and our Alerts web page.

Anyone

with questions about measles infection or the measles vaccine should call their primary care provider or their local county health department:

- Clark County Public Health, 360.397.8021
- Skamania County Public Health, 509.427.3850
- Klickitat County Public Health, 509.773.4565
- Multnomah County Public Health, 503.988.3406
- Washington County Public Health, 503.846.3594
- Clackamas County Public Health, 503.655.8411

Some helpful links with more information

Clark County Public Health Latest Measles Updates:

<https://www.clark.wa.gov/public-health/measles-investigation>

Measles Basic Info Sheet

(available in multiple languages):

https://www.clark.wa.gov/sites/default/files/dept/files/public-health/CD/Resources/Measles_Basic_Info_english.pdf

CDC Measles FAQs:

<https://www.cdc.gov/measles/about/faqs.html#am>

This article will continue to be updated as the college receives new information. It was last updated on Feb. 21, 2019.

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).

Presidential Coins



Employee Development Manager Vanessa Neal shows off her Presidential Coin.

Since 2007, Clark College President Bob Knight has presented Presidential Coins to faculty, staff, and community members to honor their

exemplary service to the college and the community. In 2016, President Knight expanded the coins' recipients to include exemplary supporters of the college.

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 in January.

Six Clark College employees received Presidential Coins during the 2019 State of the College address on January 17.

Eben Ayers



Left to right: Damon Grady, *Campus Security Officer*, Mike See, *Director of Security and Safety*, Eben Ayers, *Campus Security Officer*, and Chris Layfield, *Security and Safety Secretary Senior*.

Eben Ayers first began working for Clark College as an intern in the Security department while he was in high school. Starting in 2004, he worked in part-time positions at the college until becoming a full-time security officer in 2012. Since then, Ayers has developed into the Security department's primary training officer for all new-hire parking enforcement and security personnel.

"He is well-known throughout the college for being approachable, responsive, and caring," said Knight.

Ayers's professionalism and compassion has been recognized by the local community. In October 2017, he was featured in an article published jointly by *The Independent* and *The Columbian* that illustrated his strong work ethic and commitment to serving the Clark community.

Randy Broberg



For the past four years, Randy Broberg has been a volunteer tutor in the Veterans Resource Center. As a veteran himself, having served in the Navy in the late 1960s, Broberg is known for being willing to offer whatever help and support the student veterans need to be successful.

“He drives from Portland to volunteer four or five days a week, for seven hours a day, sometimes coming in as early as 6 a.m. to help students prepare for exams or go over troublesome homework,” said Knight.

His students describe him as patient, supportive,

encouraging, and having a great sense of humor while being able to lend a sympathetic ear when needed.

Karen Hagen



Foundation CEO Lisa Gibert and Board Members cheer on Karen Hagen.

Karen Hagen has been a Clark College employee since 1994. Beginning as a receptionist, she has worked her way through several positions including database management, facilities maintenance, IT oversight, and departmental historian. Hagen currently works as the Accounting & IT Manager for the Clark College Foundation, where she is the longest-tenured employee.

“Her attention to detail, her pleasant personality, and her overwhelming commitment to Clark College and its mission make Karen a dedicated and exemplary employee,” said Knight.

Vanessa Neal

Vanessa Neal, *pictured above*, has been an employee of Clark College since 2016 and has made many positive contributions in that time. As an Employee Development Manager, Neal focuses on providing meaningful, engaging employee development opportunities for staff and enhancing the employee experience. She also co-chairs the Teaching and Learning Days Workgroup.

“She cares deeply about the college community and has a genuine interest in the well-being of those around her,” said Knight. “Not one for surface interactions, she is known for pausing folks to ask, ‘No, how are you *really* doing?’”

Janice Taylor



Since 2006, Janice Taylor has held nearly every staff position in Tutoring Services. She began as a part-time work-study student before becoming a full-time Program Assistant and then Program Manager. For the past 18 months, Taylor has served as Interim Associate

Director. She supports college-wide initiatives by serving on committees and work groups, including co-leading the Guided Pathways Pillar 3 group.

Taylor is known for brainstorming creative ways to improve services and provide equitable access to resources to improve student outcomes.

In the words of President Knight, she tracks data “like a bloodhound,” searching out bits of information so Tutoring Services can make informed decisions about how to use resources effectively to support student success.

Bill Raedy



As an adjunct math instructor at Clark College for 20 years, Bill Raedy has helped countless students, but Knight shared one recent story that exemplified Raedy’s willingness to go the extra mile for students.

When a student had missed several days of class, Raedy reached

out in concern. He learned that this student was a veteran and had been the last living member of his combat team, and he confided that he was contemplating ending his life. Raedy immediately reached out to the Veterans Resource Center. Together they were able to get the student connected to resources and convince him he was safe and welcome at Clark.

“It took a whole team to get this student up on his feet again,” said Knight before presenting Raedy with a coin. “But it all started with this one instructor caring enough to reach out to the student and knowing enough to connect him to the right resources on campus.”