

# President Knight announces retirement



President Robert K. Knight

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

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

Knight joined Clark in 2004 as Vice President of Administrative Services. In 2006, he was named acting president, and a year later was named president. During his tenure, he has overseen many changes at the college, including the opening of its Columbia Tech Center location in 2009, a

new STEM Building in 2016, and the development of the college's first three Bachelor of Applied Science degree programs.

Knight publicly announced his retirement on January 18, the day after delivering his annual State of the College address, in which he shared the news of the college's recent successful accreditation process.

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

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

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

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

*Dear college community,*

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

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

*While this is a decision that my wife and I have been weighing for some time, I wanted to see the college through its accreditation process before informing trustees and*

*Executive Cabinet. Now that our review is complete and the college has received commendations in six areas, I feel comfortable that I am leaving this institution on firm footing.*

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

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

*Thank you,*

*Bob Knight  
President*

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**Fall                      2018                      Classified  
Excellence Award**



Ian Beckett

Congratulations to **Ian Beckett**, recipient of the 2018 Fall Quarter Classified Staff Excellence Award!

Ian Beckett is the Instruction and Classroom Support Tech 4 for the Art Department and has shown exemplary work performance and outstanding service to the college community for over 17 years. As a highly skilled professional, Ian is responsible for the daily operations of the Clark College ceramics studio, dark room, painting and drawing studios, graphic arts lab, and metal arts studio. Ian has a great breadth of specialized and technical knowledge and is said to effectively navigate the labs and studios to ensure they are always clean and operational for an optimal student learning environment. Ian is said to be someone who “always considers the needs of art students and the art department above all” and is always “polite, professional, and respectful to all everyone that he works with.” In addition, Ian is described as “loyal, hard-working, consistent, of high integrity, and witty.”

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

- “Ian’s efforts and dedication to his job and the school make him more deserving for the Staff Excellence Award

than anyone. I have always wanted to show my appreciation for Ian's work and this is just a humble attempt at that. His spirit of work and exemplary performance makes him a role model for me and, I find it safe to assume, numerous other students. I really hope that Ian Beckett gets the appreciation and recognition he deserves."

- "Ian goes above and beyond the requirements of his job when helping students. He is the source for all camera and equipment check-out in the Art Department. I've seen him modify his schedule to accommodate students and give one-on-one tutorials on how to use equipment."
- "Ian serves the students daily. They clamor around his office door, waiting for him to dispense photography equipment, and I often hear him talking at length to students about their projects. He is so busy that sometimes they have to wander around the building looking for him, as he might be replenishing supplies or checking equipment for the studio classrooms, but he is always accessible, never loses patience with students, and is always welcoming."
- "I'm overwhelmingly nominating Ian Beckett for the Classified Staff Excellence Award! He has always been a fabulous help on short notice anytime and all the time for all my needs! And helpful in any assistance I may need. Ian really reaches out to all students in all their needs and questions for assistance and guidance. I can go on and on!"
- "When onboarding new hires and volunteers, Ian has a strong focus on preparing them to support the success of the art department and art students. Ian encourages student employees to seek guidance in their work from the art faculty that they are supporting in the art lab and studio spaces to help to maximize the experience of the art students."
- "I have been a metal shop monitor for the last year and a half. Ian Beckett is the most supportive and caring

boss I have ever worked for. He checks in with me every shift to see if I need anything and to just ask how I am doing. I help him with the overwhelming task of cleaning the classrooms at the end of each quarter and he is constantly thanking me for my help. He is the type of boss that employees will go above and beyond to help support him in any way possible. He is completely dedicated to support staff and students while never showing the fatigue he must have from the massive responsibilities he deals with every day. I am so grateful he saw in me the potential to work for him and this department and will always call him a friend.”

- “We are one of the last departments on campus that uses volunteers to assist students and to staff the various labs in the building. Not only does Ian create a master schedule that staffs our labs fully with both employees and volunteers (some seven days a week), but he is always there to help with any questions, conflicts, and concerns whether school related or not. I’ve heard him talk down crying students dealing with failing classes, going through breakups, and any variety of things that happen to students while in college. The bond he builds with his workers is lasting and many see him as a very supportive mentor. There is no way we could staff the building as we need to without the strong relationships that Ian builds with the people in our community.”

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

- Angela Dawson, Secretary Senior
- Denise Deane, Custodial Supervisor (now retired)
- Nichola Farron, Program Specialist II
- Kate Ireland, Administrative Service Manager B
- Kate Poffenroth, Program Coordinator

- Leslie Richards, Cashier Supervisor
- Tiffani Young, Lab Tech 2

**Angela Dawson** is a Secretary Senior in the Life Sciences Division for Science Technology Engineering and Math (STEM) department and is described as someone who approaches work with positive attitude and provides is a pillar of support for her department. One nominator said, "During the first few days of each quarter, you can see her standing in the lobby of STEM building to help students find their classroom and answer typical early-quarter student questions." Not only does she provide top-notch service to students, but also to fellow faculty and staff. Often, Dawson is the point of contact for many questions and concerns had by adjunct faculty teaching in her division. Dawson's ability to be a team player, problem-solve, and maintain positive working relationships have allowed her to build strong relationships across campus.

Here are comments about Angela Dawson:

- "Angela is an awesome team player and we are so fortunate to have her on our STEM Team. She is always willing to volunteer to help with projects that need to be completed in a timely manner. I have observed her faculty asking her for various information and she responds to them in such a helpful, positive manner. I can't stress enough what a joy she is to work with and she makes it such a pleasure to come to come to work and know that I can count on her if I need any assistance with whatever may arise."
- "Angela is the smiling face that everyone sees when they come into the STEM building needing assistance. She makes sure that she answers any questions asked of her thoroughly. If someone needs direction and they are not sure where to go, she will walk them to the indicated area, so they feel comfortable that they are headed in the right direction. She is always excited the first couple of weeks of the quarter because she really enjoys

helping the students find their way as they are experiencing possibly coming to Clark for the first time.”

- “Angela Dawson has been the Secretary Senior for Life Science for only two years, however she is a pillar of support for the department. She has quickly and efficiently learned the policies and procedures to navigate the entire college including working with grants, budgets and purchasing. She keeps track of not only the departmental budget, but also the budgets for each individual faculty member, reminding us to use our development funds and ensuring we meet deadlines to do so. Her professional manner makes it clear that she is invested in the success of our department, our students and our faculty. She’s in integral part of the community in the STEM building.”
- “Angela has been working for the Life Sciences Division for a few years now, and from the beginning has made life incredibly easy for students, faculty and other staff. There seems to be nothing she can’t handle, whether it’s helping students find their class, helping with faculty development funds, petty cash, a lost wallet found in the parking lot, a classroom that’s running too warm, needing a bookshelf, or finding information about Clark regulations (all of these have come up just this Fall quarter!). Angela either knows the answer or can find the answer (usually in a few minutes). Moreover, she always has such a positive attitude, and is genuinely happy to help.”

**Denise Deane** was the Custodial Supervisor for Facilities and as of November 2018, is now retired. Deane is described as someone who provides excellent customer service to people using the college campus for events. Though much of her work is behind the scenes, her passion for our custodial team to perform and provide clean facilities provides daily customer service to the entire campus. She works closely with groups



and supports many of the activities on our campus. She encourages teamwork and cooperation for the custodial department.

Other comments about Denise Deane:

- “Denise has been involved in many departmental projects. She recently completed training manuals and worksite books to help the custodial staff in their organization and efficiency.”
- “She will reach out to other departments to help coordinate events, special cleaning, and to ensure that we are providing a good service to the school.”
- “Denise has shown excellence consistently in her duties as the Custodial Supervisor. Recently she has seen a need, leapt into action, and started several projects to help the custodial team. This was all done behind the scenes to help ensure that others have the information that is needed to thrive in doing their work.”
- “She has been carrying an extra-heavy workload, being the only permanent custodial supervisor for the last year. Denise takes great pride in her work and excels in any tasks that are delegated to her. She ensures that events are set up as the groups outline and she will reach out to the events staff if there is something that she needs defined.”

**Nichola Farron** is the Program Specialist II for the Teaching and Learning Center and is said to exemplify the definition of being creative and efficient in accomplishing tasks while providing outstanding support to faculty and staff. Farron currently serves on two committees, Teaching and Learning Days and Focus on Learning, and is often quick to help and support her team and colleagues. She is also someone who brings forward ideas and explores possibilities outside of the typical way of approaching and task or project. Through her

work, Farron can see the big picture and is always interested in ways to support the mission and vision of the college and her commitment shows through her involvement in our campus community.

Other comments about Nichola Farron:

- “Nichola provides outstanding support to faculty and staff. Following a recent professional development event, a faculty member approached me to say how much he appreciated Nichola’s support throughout their first quarter. The faculty member commented how quickly Nichola answered his emails, provided referrals, and connected him with other campus resources. Our colleague emphasized that whenever he had a question, he contacted Nichola because he trusted that she would respond with accurate information or would research his request until she had an answer for him. Her prompt response, friendly demeanor, and no non-sense attitude, he states, are the reasons that let him know he had made the right choice to join the Clark College team.”
- “In collegewide committees, colleagues praise Nichola for her insight and collaborative nature; they emphasize her willingness to support the college and its mission.”
- “She is quick to identify gaps in service and create a plan to address said gaps. For example, in preparation for her first Focus on Learning, Nichola asked about what tasks needed to be completed and why. She took the time to learn processes and procedures for the office. Once she understood processes, she recommended a procedure to reduce staff time and resources.”

**Kate Ireland** is the Administrative Service Manager B for the Social Sciences & Fine Arts (SOFA Unit) and is known for her positive and welcoming attitude. Regardless of what she has on her plate, Ireland is always willing to listen, lend a helping hand, and engage in her own professional development. Ireland is also someone who goes above and beyond for students, staff

and faculty and ensures that our students are learning effectively and supported at Clark.

Other comments about Kate Ireland:

- “She is ALWAYS so supportive for students and faculty members and she always tries to find a solution to any tasks that seem impossible to complete.”
- “She responds to all emails so quickly and completes tasks in timely manner. Personally, I could not do a research project at Clark with her support and having someone like Kate whom I trust fully makes our job so much easier. Thanks to her help, I have more time to focus on my own students (instead of working on paper works and communicating with other offices) and do my job effectively.”
- “Kate clearly demonstrated that she has a strong desire to support students at Clark (by attending many workshops to learn about how we can support students) and help staff members effectively (e.g., supporting projects that are not responsible to do so.”

**Kate Poffenroth** is the Program Coordinator for Disability Support Services (DSS) and her nominator describes her as an “excellent, long-term employee who stands out in terms of her superb reliability and efficiency.” She is also said to be someone who shows a tremendous amount of commitment to creatively addressing issues. Arriving to the office every day with a high level of enthusiasm, energy, and a great sense of humor, Poffenroth creates a “creates a warm environment that builds collegial cohesion and teamwork.”

Other comments about Kate Poffenroth:

- “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.”

- “Kate always communicates in a manner that allows the student’s needs to be met, while also keeping in mind the available resources of the college. She neither overpromises nor under delivers when working with students in crisis or distress, which is a critical skill in maintaining the integrity of our dept.”
- “Kate handles every student situation with tact, professionalism, and sensitivity. Even during escalated or tense moments, Kate remains calm and lets students know that their concerns are being heard by a staff who cares for and respects them.”

**Leslie Richards** is the Cashier Supervisor at the Bookstore and is described as “amazing.” Keeping a calm demeanor as issues arise, she can present a smile even during difficult interactions with customers. Richards is also described as an excellent communicator and cares deeply for her team as she works to accommodate their schedules along with staffing needs at the store. Interacting with the college community daily, Richards is an essential part of the team that keeps the bookstore running and shelves stocked, as well as the ordering and distribution of all the caps and gowns for graduates.

Other comments about Leslie Richards:

- “Leslie Richards has worked for the Bookstore since September 2008. She started her position as a cashier, became our night supervisor and is currently working as our cashier supervisor. Leslie is amazing! She approaches every task with a smile and friendly/positive attitude.”
- “Leslie leads by example. If someone calls in sick, she is out on the front lines. No task is ever too much.”
- “She definitely leads by example with a great, positive attitude and ‘we can do it’ attitude. She never shows

stress even though this job can be quite stressful. She always smiles and handles whatever is tossed at her.”

**Tiffani Young** is a Lab Tech 2 in the Chemistry department and is described as someone who is “organized, thorough, and innovative in how she approaches her duties.” Constantly examining student lab procedures, reorganizing student labs, and establishing a new code of ethic for how labs are prepared for students, Young exemplifies the role of leader among the lab support technicians at the college. Her work both inside and outside of the lab is a testament of how actively she works to foster a climate at the college that models all aspects of its stated mission.

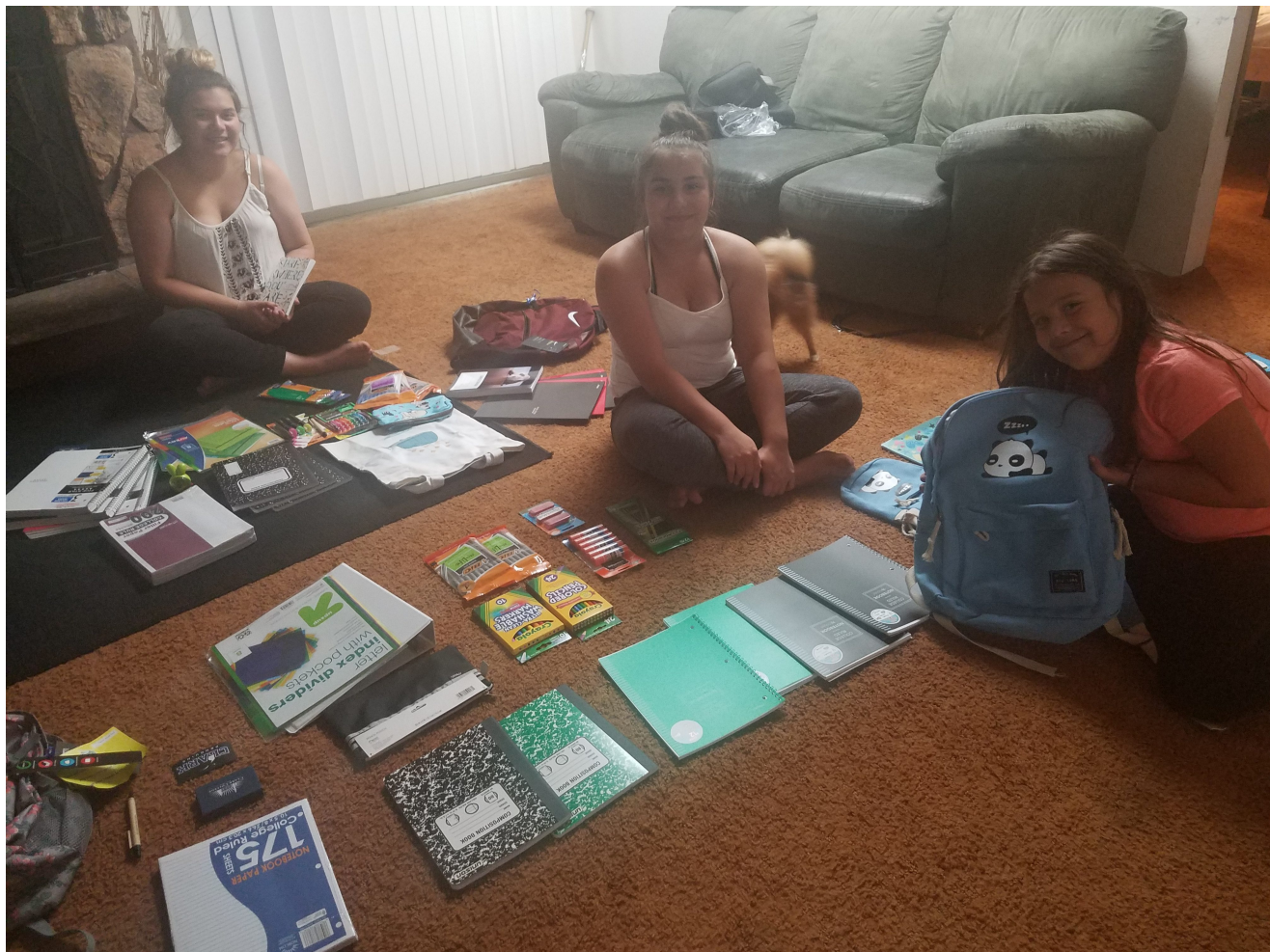
Other comments about Tiffani Young:

- “Tiffani has worked over the years to ask what needs colleagues in Geology or Environmental Science might have that she could support. This has brought many areas together into a shared space, fostering cross-discipline conversations and collaboration. This not only impacts direct instruction, but also community-based events like Science Olympiad, which Tiffani works to support as part of her other duties.”
- “Tiffani is always professional, polite, respectful, and inclusive with everyone she encounters. It is clear Tiffani understands that all employees represent Clark College in their capacity at work, and that each of us has a direct impact on students and the climate we work in.”
- “Tiffani’s work area is exceptionally well organized and clean – something Tiffani took on immediately with her position. Her workspace is built around efficiency and safety. Having worked in that area in the past, the change is both dramatic and is a model for the campus.”
- “Her attention to detail and knowledge of chemical handling and packaging gave all labs she prepared a very professional appearance, each optimized around student

use. For example, reagents for a lab experiment that once were just set out on a bench are now put together in well labeled kits. This ensures students have the materials they need and allows a greater focus on the procedural work vs. having the right chemicals or equipment. All chemical storage and waste bottles receive fresh labels each term, with the correct information displayed in compliance with state and local regulations. All student areas are well kept, tidied, and cleaned several times during the day.”

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## **Little Penguins get big help with Backpack Project**



hington families, the beginning of this school year was particularly challenging, featuring teacher strikes and last-minute scrambles for child care. But one thing remained unchanged: Dozens of Clark College students could depend on Clark employees to purchase and fill backpacks so that their children could start the school year off prepared.

The Clark College Backpack Project is a long-standing tradition at the college. Names of the children are gathered and referred by Workforce Education Services, Financial Aid, Veterans Affairs, Transitional Studies, Child & Family Services, and the Penguin Pantry. Volunteers gather information about each child—grade level, supply list, color preferences, etc.—and send a shopping list to an employee who has agreed to sponsor a backpack. Children receive their backpacks about two weeks before school starts in the fall.

This year, donors provided backpacks to 65 children. All told,

the Backpack Project has delivered almost 900 backpacks to children of Clark students over the last 15 years.

“This year has been rough, and without this help my children wouldn’t feel as secure with their schooling,” wrote one student whose children received backpacks. “I appreciate my Clark Family.”



Other parents expressed their appreciation for what the college community has done:

- “Your kindness and generosity will never be forgotten.”
- “Thank you so much for thinking of our family and providing such a meaningful thing for my kids to have. It makes my heart fill with love knowing they are starting the school year off right.”

The children were also very excited about their backpacks, sending messages like:

- “Thank you for my backpack, you did good job.”
- “Thank you I really like the backpack, when I saw it I said it was soooooooooooooooooo cool!”

The annual backpack project is coordinated by Cindy Heck, Susan Maxwell, and the Office of Planning & Effectiveness. Thank you to all of the employees who sponsored a backpack this year! These backpacks make a positive start to the school year for our students and their children. Thank you!

*This article and photos were contributed by the Office of Planning & Effectiveness.*



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# Supporting survivors at Clark



October is Domestic Violence Awareness Month, which is a good reminder that domestic abuse, sexual assault, stalking, and dating violence affect many of our students. In order to better support them, Clark College is developing a training and awareness campaign to help boost the reporting of these crimes and to help connect survivors to resources.

This work has been made possible by a grant from the Department of Justice Office on Violence Against Women. Despite the name of the grant, however, remember that these crimes can hurt people of all genders and orientations.

While most of us are willing to help combat these crimes and support survivors, it can sometimes be difficult to know how to do so. Clark College employees may have questions like, “How do I know if a student is in distress? How do I support them? How do I learn the skills I need to handle these situations effectively?” We’re providing some answers below.

## Identifying the signs of a student in distress

Students come to Clark each day with a variety of experiences and challenges in their world outside of the classroom environment. Some easy-to-spot signs that could point to something more going on in a student’s world include:

concerning appearance, concerning behavior, and/or concerning comments. These changes can be subtle or drastic. While this is by no means an inclusive list, if you notice changes in hygiene, disruptive behavior, becoming withdrawn or quieter than usual, excessive absence, out-of-proportion reactions, isolation, or references to suicide or self-harm—all of these can indicate a change in the student's life.

## **Responding to a student in distress**

What should you do if you suspect a student is in distress? Speak with the student privately, expressing concern and a willingness help; listen to what is causing them distress; and support them to find on-campus resources. If a student comes to you to share what is happening in their life, be mindful of the role you play in reporting. At Clark, the only confidential college resources are the counselors and nurse practitioner in the Counseling & Health Center (CHC). To connect a student with a confidential resource, please call CHC at 360-992-2614 to schedule an appointment. If the situation is more urgent than scheduling a future appointment, call Clark College security at 360-992-2133 or Clark County Crisis line at 360-696-9560.

At Clark, you are required to report when you hear about situations a student may be involved in that includes domestic/dating violence, sexual assault, stalking or sexual misconduct. To report instances and connect the student to support on campus, visit the Title IX reporting link here: <http://www.clark.edu/about/governance/policies-procedures/title-IX/index.php>

## **Learning skills to help students in**

# distress

As we move into October, we have put together a training series called *Safer Campus, Safe Communities* spread out over three sessions, descriptions of the sessions and speaking topics are listed below. We hope to see you at one or all of the upcoming training opportunities.

## **Navigating Conversations with Someone Who is Disclosing Incidents of Domestic Violence or Sexual Assault**

Thursday, October 11, 10:00-11:00 a.m., GHL 205

**Facilitator: Heather Adams**

Being able to connect with students and navigate difficult conversations is an integral part of working on campus. However some conversations can be especially difficult or emotional, such as when a student discloses that they have experienced domestic violence or sexual assault. This session aims to provide attendees with a working knowledge of relevant student conduct policies and guidelines around reporting in order to support students without overstepping professional boundaries. Attendees will learn how to spot signs of students in distress and develop strategies for navigating conversations where someone is disclosing incidents of sexual assault, harassment, or domestic violence.

## **Minimizing Harassment in Group Work**

**Tuesday, October 16, 2:00-3:30 p.m., HHL 121**

**Facilitators: Deena Godwin & Tavish Bell, Clark College**

Harassment can impact a student's ability to learn, feel safe, and often affects their decision of whether or not to continue a class or their academic career. Both anecdotally and in research studies, harassment is known to be a sizable problem in group class activities. This session will discuss common types of harassment in group-work settings and provide

practical strategies for how to minimize harassment. Attendees will leave equipped with a working knowledge of relevant student conduct policies and how to report harassment that is happening in both face-to-face and online settings.

## **Communicating About Harassment and Assault More Effectively Across Generations**

**Thursday, October 25, 3:00-4:30 p.m., GHL 213**

**Facilitators: Deena Godwin & Tavish Bell, Clark College**

Experiencing domestic violence and/or sexual assault is life-changing and requires support. Support is often needed though difficult to seek out because of the shame and guilt that accompany the experience. Couple that with differences among generations, and communication can be non-existent. This session aims to bridge the gap across generations specifically by discussing strategies for a survivor to seek support and strategies for support people to respond. Attendees will leave having practiced both seeking support and responding to requests of support.

*This article was submitted by Tavish Bell.*

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## **Summer 2018 Classified Excellence Award**



Sherry Smith

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

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

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

“She has handled her position with impeccable skill, resourceful determination, and intuitive propriety. In making decisions, she often gets a consensus of perspectives from

several individuals, or group discussion participants, who have knowledgeable understanding of the topic at hand. Organization and planning are two subjects she has fine-tuned to achieve her objectives. In her daily operations and conversations, she sets a calm, cool-tone persona, when engaged with concise dialogue for key issues needing acceptable conclusions by all in a timely manner.”

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

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

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

“Sherry’s exemplary work ethic is also evident through her continued commitment to supporting students. While fostering a welcoming atmosphere, she shows a genuine interest and ability in helping them with a multitude of issues. As a result, they are compelled to reach out to her. It is not out of the ordinary for Sherry to step out of the office for one purpose then return with an additional one; many times returning with students that needed assistance in tow. It seems that when students cross her path with an issue, she makes the time to ensure their needs are met rather than delegate the task to

her staff, even though her schedule is always seemingly very hectic. Sherry understands that students are a very important element of her job, and she really does care about them. She is very aware that they are a critical component to the success of Clark College and the community.”

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

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

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

Other comments about Heather Adams:

- “Heather creates a positive, welcoming atmosphere for students and colleagues to stop by and ask questions, or to wait to meet with me regarding conduct issues. She has strong knowledge of not only the college community, but the larger Clark County community. She readily offers this information to coworkers and students who have questions that reach beyond the Dean of Student Engagement’s office. Heather engages students in a

meaningful way even when her interactions with them, or theirs with our office, is brief. She continually provides information to students about how the Dean of Student Engagement, and Student Affairs, can be of assistance to the student's individual success. One of my favorite things is when these students take Heather up on her offer to 'stop by and say hi' to our office even when they do not have a question or need; it is clear evidence that Heather excels at community-building and cares for Clark."

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

**Ian Beckett** is an Instruction and Classroom Support Tech 4 for the Art department and has provided outstanding service to the college community for over 17 years. Ian is described as a highly skilled professional, knowledgeable, polite, and respectful to all everyone that he works with who provides unparalleled customer service to the Clark College art community.



## Other comments about Ian Beckett:

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

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

Other comments about Chris Chaffin:

- "Chris has a strong work ethic. He is very organized and likes things to be done correctly, the first time. He is not shy about asking questions for clarification or to provoke thought. One of his greatest skills is the ability to critically think and challenge others to do so as well. I have observed him doing this in a variety of settings, with students, faculty and staff. He serves on various committees and initiatives here at Clark. He is committed to a wide range of social justice issues and acts in a manner that so many find approachable and supportive. He believes in equity for all while at the same time insisting on personal responsibility and accountability. He is the very first one to lend a helping hand, only after the individual has given it an honest effort to begin with."
- "I am very active in asking questions and sharing ideas/suggestions/concerns. Chris has always been

gracious, accepting, and liberally gives me his attention and consideration. I feel safe and confident reaching out to him about anything on my mind.”

- “Chris takes the time to talk with others on campus, gets to know them, finds out what they contribute to the campus community and leaves with better information to refer other students/employees to them or to a particular department.”
- “Chris always makes sure employees are up-to-date on changes, and is always asking for feedback on how we feel, and if there is anything he needs to work on. He is constantly checking up on his employees and gives us confidence. Chris is always caring and understanding towards all of his co-workers and employees.”

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

Other comments about Denise Dean:

- “Denise has been involved in many departmental projects. She recently completed training manuals and worksite books to help the custodial staff in their organization and efficiency.”
- “She will reach out to other departments to help coordinate events, special cleaning, and to ensure that we are providing a good service to the school.”
- “Denise has shown excellence consistently in her duties as the Custodial Lead Person. Recently she has seen a need, leapt into action, and started several projects to help the custodial team. This was all done behind the

scenes to help ensure that others have the information that is needed to thrive in doing their work.”

- “Last winter, when the campus was hit with graffiti, Denise was here on a weekend in the cold rain helping make sure the campus was cleaned up and ready and looking good for Monday morning.”
- “She has been carrying an extra-heavy workload, being the only permanent custodial supervisor for the last year. Denise takes great pride in her work and excels in any task that are delegated to her. She ensures that events are set up as the groups outline and she will reach out to the events staff if there is something that she needs defined.”

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## **Oswald gets a new look**



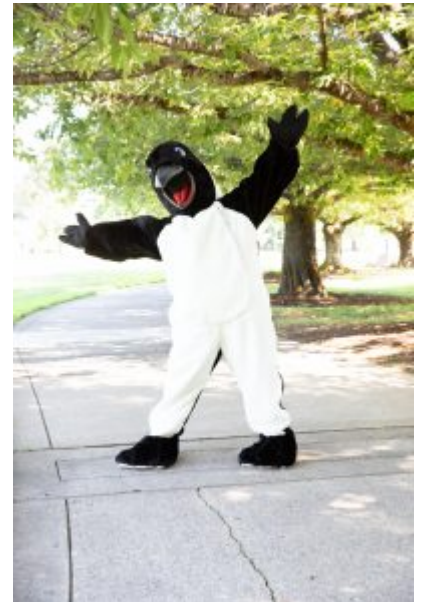
President Bob Knight welcomes Oswald back to campus after a summer makeover. The new Oswald was revealed at Opening Day on September 17.

Oswald the Penguin has been Clark College's mascot since the college was first founded—in fact, he was donated by the college's very first student. But that doesn't mean he hasn't changed his feathers from time to time. This fall, Oswald will be receiving his first makeover in 17 years.

"We love Oswald—everybody does," said Athletics Director Chris Jacob. "But the current costume is hard to move in. We needed to help him get into a form that allowed him to cheer at games, to run out onto the court or field, and to be able to interact with people a little more.

"Basically," Jacob added, "we sent Oswald to the gym over the summer, and he's come back more toned and agile."

Jokes aside, the process of redesigning the beloved mascot required input from many members of the college community, including Student Life, Admissions, Athletics, Communications and Marketing, and the Associated Students of Clark College. Starting in March, the work group discussed how to make Oswald better able to perform his duties as an ambassador of the college at games, special events, and in the community. A key issue was making the costume less burdensome for the students who wear it, while ensuring he remained the fun and approachable penguin that makes him a family favorite at community events.



“With the old costume, the feet were these giant things that made it hard to move without falling over,” said Student Life Program Support Supervisor Sami Lelo. “We would always need to have two students available if we wanted Oswald at an event—one to wear the costume, and the other to lead Oswald around by the hand so he didn’t bump into things or trip.”



Oswald’s new costume can be put

on without help.

The new costume's feet slip over the tops of the performer's own shoes, allowing them to wear athletic shoes for easier movement. Its arms and legs are also easier to move, allowing for better mobility—no need for a guide anymore. Also, the new costume can be donned without assistance, making it easier for Oswald to appear at events all over campus and the community.

The new Oswald will get his official reveal at the college's annual Opening Day employee event that kicks off the new academic year, on September 17. At that point, the old costume will be officially retired and put into storage.

Cartoon images of the old Oswald, complete with tie and running shoes, will still appear in print and online media ... for now.

"It's inevitable that, once people get used to Oswald's new look, they're going to want to have images of him available to put on invitations, flyers, etc.," said Clark College Senior Graphic Designer Jenny Shadley. "We'll be ready for those requests when they start to come in."

*Photos: Clark College/Jenny Shadley*

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## **Teaching accessibility**



Bruce Elgort

Clark College computer technology instructor Bruce Elgort recently received grants from the national organizations Teach Access and the Partnership on Employment & Accessible Technology (PEAT), as well as the Washington State Board for Community and Technical Colleges (SBCTC), to incorporate accessibility principles into computer science curriculum.

Elgort was just one of 13 faculty members across the nation to receive this grant and the only instructor from a community college to do so. He plans to use the funds to enhance his current curriculum so that it expands its teaching of Universal Design principles.

“We teach accessibility in our HTML classes—you know, ‘add a description to all your images so people using screen-reader technology know what they are,’” Elgort said. “It’s time to start taking accessibility further. It’s time to create forms for people with cognitive disabilities, or physical disabilities that go beyond visual impairment.”

The topic is deeply personal for Elgort, who is visually impaired himself. “I am a user of accessibility,” he said. “I am someone who is challenged as a user of technology.”

Funded by Teach Access and PEAT, the Teach Access Curriculum Development Award totals \$5,000. The SBCTC is matching that grant with an additional \$5,000. Elgort plans to use the funds to develop curriculum enhancements over the summer, and have



them ready to share with other faculty in the fall.

“We’re extremely fortunate to have a faculty member like Bruce working at Clark College. His strong commitment to ensuring everyone can use technology is commendable. With the Teach Access and PEAT grant, which SBCTC is matching, Bruce can impact an entire industry by making sure future web developers are equipped to develop accessible technology as soon as they enter the field,” said Jess Thompson, program administrator for accessible technology initiatives at SBCTC.

## **About Bruce Elgort**

Bruce Elgort began his career as an electrical engineer and then moved into the world of enterprise information technology. He was responsible for designing and developing collaborative computing solutions to serve global businesses. Elgort also started one of the largest open-source communities for IBM’s Collaboration Software division. He is a popular speaker at conferences and industry events. As an entrepreneur, he created the award-winning IdeaJam idea-management software. Elgort began teaching at Clark College in 2013 and has earned the college’s prestigious Exceptional Faculty Award in 2014 and 2018.

## **About Clark College**

Located in Vancouver’s Central Park and serving more than 12,000 students per quarter, Clark College is Southwest Washington’s oldest public institution of higher education. The college currently offers classes at two satellite locations: one on the Washington State University Vancouver campus and one in the Columbia Tech Center in East Vancouver. Additionally, its Economic & Community Development program is housed in the Columbia Bank building in downtown Vancouver.

## **About Teach Access**

Teach Access is a unique collaboration among members of higher education, the technology industry and advocates for accessibility, with a shared goal of making technology broadly accessible by infusing accessibility into higher education, with enhanced training and collaborations with people with disabilities. Teach Access includes members from leading tech companies, academic institutions and disability advocacy organizations and other non-profit institutions. Teach Access operates as a fiscal sponsorship fund at the Silicon Valley Community Foundation (SVCF). To learn more visit [teachaccess.org](http://teachaccess.org) or email [info@teachaccess.org](mailto:info@teachaccess.org).

## **About the Washington State Board for Community and Technical Colleges**

The Washington State Board for Community and Technical Colleges is led by a governor-appointed board and provides leadership, advocacy, and coordination for Washington's system of 34 public community and technical colleges. Each year, about 374,000 students train for the workforce, prepare to transfer to a university, gain basic math and English skills, or pursue continuing education.

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## **Exceptional faculty**



The 2018 Exceptional Faculty Award recipients are: computer technology instructor Bruce Elgort; English as a Second Language professor Sara Gallow; music professor Richard Inouye; mathematics professor Dr. Kanchan Mathur; and addiction counselor education instructor Don Wissusik.

During the 2018 Commencement ceremony, President Robert K. Knight announced the names of the recipients of the 2018 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:

- Bruce Elgort, computer technology instructor
- Sara Gallow, English as a Second Language professor

- Richard Inouye, music professor
- Dr. Kanchan Mathur, mathematics professor
- Don Wissusik, addiction counselor education instructor

## Bruce Elgort



If there is one word to describe computer technology instructor Bruce Elgort, it is probably “connected.” He stays connected to his students through email, social media, and online tools. “Never in the history of teaching has a professor been more available to his students,” raved one student in their nomination.

Elgort is also connected to local industry through his long career in tech, which includes high-level positions at major companies like Sharp and Underwriters Laboratories, as well as launching his own successful software company. And he creates connections in his community, regularly attending (and sometimes speaking at) conferences and inviting others to come with him. “I can’t count the number of events I’ve attended because Bruce posted something on Slack or Facebook—or gave me a digital nudge saying, ‘You should go to this!’” wrote another student.

Small wonder, then, that Elgort has gathered a significant fan base at Clark since beginning to teach here in 2012. Indeed, this is his second time winning an Exceptional Faculty Award at the college; the first time was in 2013. Elgort says that,

since then, he's become involved in numerous Clark committees and initiatives. In other words, he's become more, well, *connected* to Clark—and clearly Clark is all the stronger for it.

## Sara Gallow



When Sara Gallow began her teaching career, she imagined it would be a way to travel the globe. But one day, while teaching English in Japan, she read a newspaper article about a program in the U.S. teaching English to immigrants and refugees; instantly, she realized that was what she wanted to do. Within a year, she was living in Portland and teaching ESL (English as a Second Language) at area colleges, including Clark.

Clearly, it was the right fit: Gallow was hired full-time in 1999 and has been here ever since. Currently, she serves as chair of the Transitional Studies division and has been described as the division's "consistency, vision, driving force, and backbone." Under her leadership, Transitional Studies has redesigned all of its ESL and basic education courses, as well as developed a new program serving inmates in the Clark County Jail.

Throughout her career, however, Gallow's first love remains teaching. "My students teach me strength, persistence, and humility," she says. "I've had doctors, lawyers, teachers, engineers, and musicians in my classes. I've had students who weren't able to finish elementary school and others who have escaped war. All of them came to this country for a better life, and for one quarter they trusted me to teach them English and help them reach their goals—it's truly an honor to be their teacher."

## Richard Inouye



It's hard to imagine Clark College's exemplary concert band and jazz ensemble without their fearless band leader, music professor Richard Inouye. Since 2007, Inouye, who is retiring this June, has not only led the band but also raised its musical reputation in order to recruit top notch student musicians to attend Clark. Additionally, he has directed Clark's annual Jazz Festival, which has grown to attract more than 50 middle and high school bands from around the region.

Inouye has a long professional career in music, beginning with teaching band in Colorado public schools and followed by a 20-year career in the United States Air Force Academy Band as a saxophonist, music director, and band leader. He also served on the music performance faculty at The Colorado College for eight years before moving to Vancouver to begin teaching at Clark.

"Although Rich can come across as stern and direct, he's also got a soft heart, often coaching and mentoring students on his own time and with his own resources," wrote one nominator. "He believes in giving students second chances, within parameters designed to help them become successful."

"He wants us all to be responsible, of course, but he will lend a hand whenever needed," wrote one student. "He continues to push us to be the best we can be—in band and outside of band."

## Dr. Kanchan Mathur



“I enjoy everything about math,” says mathematics professor Dr. Kanchan Mathur. “The clarity of thought it brings, the seemingly unrelated quantities that come together in a beautiful formula, the numerous applications of it, the elegant proofs of theorems, the history behind some of the most important developments—and, well, numbers in general.”

Dr. Mathur is all too aware, however, that not all her students feel the same way. “Math should not be intimidating, but it is, sadly,” she says. A tenured professor at Clark since 2008, she helps students overcome their math hurdles by making herself available outside of the classroom for one-on-one help with tricky concepts—and with other challenges they face.

“In addition to her dedication to our students’ academic success, she also genuinely care about their well-being,” wrote one nominator, point out that Dr. Mathur stocks a variety of snacks in the Mathematics Department office for hungry students.

In addition to her teaching duties, Dr. Mathur has served as the Mathematics Department’s scheduler. She also works with local schools to hold several math competitions and to get young students excited about mathematics and higher education. And she’s teamed up with other math faculty on many of the department’s math-themed events, like its annual Pi Day celebration and its “Read a Math Book to your Child” campaign on Bring Your Child to Work Day.

**Donald Wissusik**



For almost two decades, Donald Wissusik has made the long commute to Vancouver from Newberg, Oregon, to teach evening classes to students in Clark's Addiction Counselor Education (ACED) program. That he has done so on top of his full-time job as a clinical services manager in addiction medicine for Kaiser Permanente speaks to his dedication to teaching.

"The wisdom from his many years of experience, along with his gentle and kind demeanor, makes him very approachable and makes us students feel valued," wrote one nominator. "Don has made a huge impact on me, and I will carry his words of wisdom with me into my professional career."

Wissusik's own career is coming to a close, as he is retiring from Clark this year. (He retired from Kaiser in 2016.) But his legacy will continue at Clark through his many years as a volunteer on the ACED's advisory committee, which helps ensure the program's outcomes match employers' needs.

"I am very honored and amazed to receive this award," Wissusik says. "I have tried to be guided by being mindful of how I wanted to be mentored when I started this career over 40 years ago."

*Photos: Clark College/Jenny Shadley*



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# Spring 2018 Classified Excellence Award



Shelly Williams

Congratulations to **Shelly Williams**, recipient of the 2018 Spring Quarter Classified Staff Excellence Award!

Williams is a Program Coordinator in the Fine Art Division and is described as someone who brings “energy, enthusiasm, and dedication” to the Music Department. Her nominators said, “Her dedication to the department and college is an invaluable and immeasurable resource to Clark and the greater Vancouver community. The reputation the Clark Music Department and Clark College Jazz Festival holds throughout the nation clearly demonstrates the excellence Shelly demonstrates in her execution of her duties.”

Shelly has many noted accomplishments, one of which is her

role as the festival coordinator for the annual Clark College Jazz Festival. The three-day Clark College Jazz Festival is the largest community music event in Southwest Washington during winter. The festival showcases Clark College to over 1,200 middle and high school students as well as over 3,000 community audience members. The festival welcomed Shelly as an official member of the festival administrative team in 2015. One nominator said, "The organization, resourcefulness, and vitality she has added to the festival has helped bring exponential community awareness to Clark College, and her adept management of the student managers and volunteers adds another level of educational resource to the department, one that cannot be taught in the classroom."

Although scheduling and coordination of Music Department events and the festival are part of Williams's job, she goes above and beyond her required responsibilities because, nominators say, she sees the viability of this event to Clark College and the community.

Williams brings skills from her prior experience as business manager of the Columbia Symphony which have been invaluable assets when it comes to raising funds for scholarships and to recruiting and retaining students. "From her first month at Clark, Shelly's enthusiasm for raising awareness and funds for the various music programs was apparent," wrote Vivian Cheadle Manning, Director of Development at Clark College Foundation. "She wants the best for the students and is willing to work at making both fundraising and public promotion key to her duties—and fun for those of us who get to work with her. She understands the value of relationships, community involvement, and education."

Below are other supportive statements from faculty, staff, and students:

- "Shelly is one of the most generous and uplifting people I have had the pleasure to work with, but she is also a

true professional in her ability to take care of business. After running the jazz festival for a couple of years by myself, bringing Shelly on board as the coordinator was a blessing and her contributions have been integral to the festival's success. Working with her in the department, Shelly has the uncanny ability to see a need, develop strategies to fill the need, present her strategies to fill the need to the department, and successfully implement the strategy for the benefit of everyone. It is a privilege to work with someone of this caliber and I hope the committee will give her the consideration she deserves!" – Rich Inouye, Band and Jazz Festival Director

- "I have worked with Shelly for the last three years and she is wonderful to work with. She is a huge asset to the music department keeping everyone organized. Shelly assists with the details of the Jazz Festival, ensuring paperwork is submitted in a timely manner so participating folks get their stipends. She organizes the money and verifies that all is correct and accounted for. She is passionate about the students doing what she can to keep them engaged. The music department is honored to have such a wonderful and caring person supporting them." – Chris Plamondon, Foundation Accounting Manager
- "Shelly goes the extra mile for all of us. Her work with the orchestra in assisting to solicit ads for the program is tireless. She is always glad to help regardless of the request. She has frequently gone beyond the call of duty to assist in organizing such as the Faculty Recital to raise funds for applied lesson scholarships. Her cheerful nature is consistent no matter what the situation! When she is unsure of the answer to a problem or question, she does not hesitate to research for the solution. Her concern for the needs of our students is boundless in nature!" – Don Appert, Orchestra Director

- “Shelly Williams goes the extra mile for students here at Clark, reaches for that extra inch to make sure we have a bearable if not amazing college experience. I am amazed by her desire to help every student with something as simple as a pencil, to a ride to class when something goes wrong, and everything in between.” – band student
- “Shelly Williams is an extraordinary member of the Clark College music program. She goes out of her way and does everything she can to ensure smooth operation of the various bands. Shelly is genuine, and cares for the well-being of the many students here at Clark.” – dental hygiene student
- “Shelly Williams is an incredible individual who has exceedingly aided me in my endeavors, as well as those of my peers. Whenever you are stressed out, worried, or need somebody to talk to, Shelly is the person to help point you into the right direction.” – orchestra student
- “Shelly approaches every day with a positive outlook and a smile. Shelly is infallibly positive and is able to find the good in any situation. Her presence alone helps to uplift the morale of our team and the sweet treats she regularly shares only further increases our spirits. Shelly has demonstrated an increased awareness and has changed practices to accommodate budget, ethics, and diversity issues, as these are important issues on campus.” – Kate Ireland, SOFA Admin Services Manager
- “She’s always positive! She is the most positive and upbeat person I’ve ever met! She can find the bright side in any situation, and always sees the cup half-full and never half-empty. She genuinely cares for students and puts their needs first! With her, they can share their fears, needs, stories, jokes—the list goes on! Not only has she become their trusted confidant, but their friend, too. She has proved to be an invaluable and extremely dedicated member of the Music Department. It would be lost without her!” – Vanessa Meyer, SOFA Senior

## Secretary

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

**Elizabeth (Beth) Ernst** is a Secretary Senior for the Health & Physical Education (HPE) Division and is described as someone who is knowledgeable, involved, supportive, collaborative, and helpful. As the first line of contact with many students, Ernst is always eager to offer assistance. Her positive attitude and smile are contagious to all who come through the HPE department. In her time at Clark, Ernst has been described as “a pillar of strength for the HPE division.”

One nominator said, “Beth regularly goes beyond the call of duty to perform her daily responsibilities; she does so graciously while making HPE faculty feel supported and while being present and attentive to the needs of students and community members. Her consistency in excellence has been a tremendous addition to our work and student learning. Not only is Beth present and always in a good mood, she goes well beyond what is expected of her. We can think of numerous occasions when Beth has gone the extra mile to respond to community member or prospective student questions; when Beth has personally worked with individual students to help them navigate the college system; and when Beth has supported faculty/staff with quick proofreading, printing support, computer assistance, and project completion. In taking the time to recognize Beth’s outstanding customer service to the college, her support and dedication serve as an integral function in the day-to-day and long-term operation of the HPE Division and the college as a whole.”

Other comments about Beth include:

- “Beth has been a wonderful addition to our department since her very first day here. She has a calm and joyful manner when meeting and greeting students, faculty, and

anyone else who comes through her office door. She has become very knowledgeable with procedures, processes, and paperwork not only for our department but also across campus, with students needing enrollment paperwork, etc.”

- “An example of her excellent skill-set in dealing with people is exemplified in this student testimonial: ‘I was confused about what paperwork I needed to enroll in a class. I ended up in Beth’s office asking for help. Beth took the time to help me, asked me what I was trying to do, came from behind her desk, and showed me where the paperwork to do that was. She then gave me the proper form and gave me directions as to where to find the instructor who was teaching that class.’”
- “Her willingness to be committed to the many activities that we are involved in within the HPE Division, give us a central person who has a handle on supplies needed, supporting paperwork, and or the proper budget from which to access funds. This makes our lives as faculty easier, allowing our focus on teaching and the delivery of the information to the students.”
- “Her timeliness, her quality of work, her willingness to help faculty who are not as familiar with software, computers, and the like, has also been appreciated by staff members. They feel like her guidance has always been one that is positive, helpful and without judgement. This creates a peaceful, collaborative work environment, which has made the HPE Division more productive, friendlier and responsive to the college and the students served here.”

**Thao Schmidt** is a Human Resources Consultant 2 for the Human Resources Department and is described as someone who “consistently performs with a high degree of accuracy and professionalism. Often, Thao is quick to offer help, volunteer for projects and she contributes suggestions for improvement. She also helps the Human Resources department in maintaining a

positive, professional and service-oriented atmosphere.

Her nominator said, "One example of Thao's excellent work performance is the most recent seniority list. Due to some College Bargaining Agreement (CBA) changes, the format of the seniority list changed and it required extensive research on conversion from hours worked to dates and notification to employees. Thao sought clarification on the CBA language and followed guidelines provided by the appropriate parties, partnered with Information Technology Services (ITS) and oversaw the conversion from hours to dates. She documented changes to dates, resolved discrepancies, and provided a comprehensive, clear and accurate seniority list. In addition, she was efficient and conducted several meetings with ITS and HR Management to provide updates on the progress of the project and requested feedback. After several weeks of work, she conducted a detailed revision of the final seniority dates and submitted a comprehensive, clear and accurate seniority list."

Other comments about Thao include:

- "The new process that Thao developed has saved the department many work hours, and provides an effective way to produce the seniority list in years to come."

**Sherry Smith** is the Admin Services Manager B for Science Technology Engineering Math (STEM) and is described as someone who is respectful, positive, helpful, professional, collegial, and always ready and willing to assist. While fostering a welcoming atmosphere, she shows a genuine interest and ability in helping students with a multitude of issues. One nominator said, "On a couple of occasions on the way to meetings, I have watched her notice students struggling or looking lost and then immediately stop and help them or make sure they were okay. Sometimes when students were lost, she had even walked them to their classrooms."

Smith is also known as someone to ask if you need to learn about the proper college procedure to accomplish a task. No matter how busy she is, Smith is always willing to share her in-depth knowledge about how the college works.

Other comments about Smith include:

- “Sherry consistently shines in her attitude, teamwork, and support of others. She is the key employee for making sure that all operational aspects of the STEM Unit, the largest instructional unit at Clark College, runs smoothly. For example, she provides in-depth counsel and assistance to the deans, division chairs, department heads, adjunct coordinators, directors, and program managers in the areas of a) appropriate personnel practices and adherence to AHE and WPEA contracts, b) institutional policies and procedures, c) appropriate uses of the many different funding sources that support the STEM Unit, and d) STEM Unit procedures, practices, and history. The high level of work she provides goes above and beyond the call of duty. I often have a need with a short timeline turn-around, and she is always able to accommodate those requests. Lastly, she is creative and efficient in accomplishing tasks. Much of the last year we have been short-staffed for one reason or another, and she has managed these staffing shortages creatively and efficiently.”
- “Sherry Smith has been an employee at Clark College for 15-plus years. I have had the good fortune of working closely with her these past few years, which has given me the opportunity of witnessing her exemplary work ethic. One way that is evident is through her continued commitment to supporting students. While fostering a welcoming atmosphere, she shows a genuine interest and ability in helping them with a multitude of issues. As a result, they are compelled to reach out to her. It is not out of the ordinary for Sherry to step out of the



office for one purpose and then return with another; many times when she returned, she would have students who needed assistance in tow. On a couple of occasions on the way to meetings, I have watched her notice students struggling or looking lost and then immediately stop and help them or make sure they were okay. Sometimes when students were lost, she had even walked them to their classrooms. It seems that when students cross her path with an issue, she makes the time to ensure their needs are met rather than delegate the task to her staff, even though her schedule is always seemingly very hectic. Sherry understands that students are a very important element of her job, and I believe she really does care about them. She knows that they are also a critical component to the success of Clark College.”

- “Sherry goes above and beyond the call of duty by taking the time to meet with each support staff on a weekly basis to enable them time to discuss projects, concerns and feel connected. She is a good listener, very supportive, and a team builder!”
- “Sherry has been my supervisor for 12 ½ years. She is absolutely AWESOME to work with. I can’t imagine working for anyone else on campus. If I ever need assistance in resolving an issue, she is always there for guidance. She isn’t a micro-manager. She has always been approachable and will always listen. She also leads by setting a good example and has a great work ethic. I admire and respect her as a person and a great supervisor.”
- “Sherry is the ‘go to’ person in STEM for everything. Most importantly, when we were preparing to move into the STEM building Sherry took the lead. Sherry was the liaison for faculty and staff, making sure we had what we needed to make the processes as smooth as possible. This was an immense relief to faculty, as we knew with Sherry in charge nothing would get overlooked. Then once

moved in, she made sure to address any issues that came up and always checked in with us, caring about how everything was working. Sherry has strong ethics and is extremely well respected for her diligence and hard work. In one statement, the STEM unit would not function smoothly without Sherry.”

- “Sherry is a real asset to the college and the unit. Her willingness to solve problems and her extensive knowledge of Clark College has been critical to our ability to do our jobs. She is always positive and a pleasure to work with.”

**Peggy Sweesy** is a Program Assistant for Transitional Studies/BEECH Unit and is described as someone who “willingly tackles any task I hand to her, finding the best approach to complete it while continuing to provide a high level of service with her regular tasks.” Peggy is also known to be pleasant to work with as well as encouraging and caring. One nominator said, “I know if you were to ask anyone who knows her, Peggy’s positive demeanor and sunny disposition would be the first things they would mention. If I am having a tough day, she can help me see the positive side of things and make me laugh. She is truly one of the things that make Clark a great place to work for me!”

Other comments about Peggy include:

- “Peggy cares deeply about doing a good job. We know we can count on her stability and dedication, everyone feels safe and comfortable with her. She helps to create a positive atmosphere here.” – Jeri Kemmer, BEECH Unit Operations Manager
- “I wish I had more time to write all the things I appreciate about Peggy. I think foremost is her cheerfulness and willingness to listen to requests (even if they aren’t necessarily in her purview). I always feel comfortable communicating with Peggy. She listens with care/caring. On short notice and with many many

requests for help, she came through in a timely manner recently. This has happened on numerous occasions. She was careful about using a cardboard box she needed for moving things around from a classroom. Checking first to see if anyone needed it, and afterwards promptly replacing it. (she is very thoughtful and considerate)" – Jackie Allen-Bond, Transitional Studies Faculty

- "Great choice. Peggy is an amazing team player dedicated to supporting each of us so that we can serve our students well. I appreciate her dedication and support." – Sam May-Varas, Transitional Studies Faculty
  - "Peggy is the most positive, upbeat, always-a-smile, willing-to-help staff person I have ever worked with. She has excellent follow-through and always goes the extra mile. She is both very professional and very personable. Everyone loves her and she is an absolute joy to work with. She is a wonderful listener. " – Les Rivera, Transitional Studies Faculty
  - "Peggy always displays a high degree of integrity, responsibility, and positive energy. She is an inspiration to others and you always feel better after spending time with her. She is truly a ray of sunshine and a joy to work with." – Gayle Lee, Transitional Studies Staff
  - "I just want to say that Peggy is one of the most amazing ladies I have ever met. She is dedicated, respectful, and very friendly. It is simply a joy to work with her!!!" – Marilú DeYoung, Transitional Studies Office Assistant
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# Welcome, professors!



On May 7, a reception was held in Gaiser Student Center to welcome the nine newest members of the tenured faculty at Clark College. Glenna Afflerbaugh (dental hygiene), Patricia Atkinson (economics), Caron Ford (career and academic preparation), Rebecca Herman (dental hygiene), Yusufu Kamara (economics), Donald Ludwig (sociology), Laura Nagel (library), Robert Weston (mathematics), and Tess Yevka (psychology) were all granted tenure during the Clark College Board of Trustees meeting on March 14.

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

### Glenna Afflerbaugh



Glenna Afflerbaugh graduated from Clark College's dental hygiene program with an associate degree. She received a Bachelor of Science in Dental Hygiene degree from Eastern Washington University and a Master of Education degree in Educational Leadership from Concordia University. She has worked as a dental hygienist in private practice and began teaching at Clark in 1994. She has served as senior lead clinical instructor in Clark's dental hygiene program since 2015.

At Clark, Afflerbaugh coordinates mock board exams for senior dental hygiene students; she also mentors and advises students as they move through the dental hygiene program. She also serves on the Dental Hygiene Advisory Committee.

"My teaching approach is to lead with integrity, and provide a learner-centered environment in which trusting, supportive, and synergistic relationships allow individuals to grow, become empowered, and accomplish their goals," said Afflerbaugh.

### Patricia Atkinson

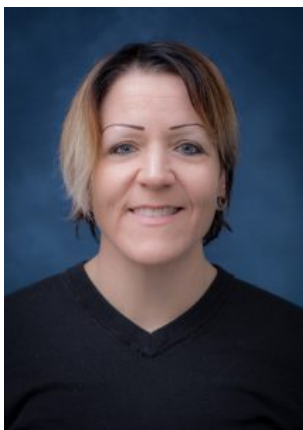
Patricia Atkinson earned her Bachelor of Science and Master of Science degrees in economics from Marist College and Portland State University, respectively. She has taught at Clark College since 2008, and has previous teaching experience at Portland State University and other community colleges in the Portland-Vancouver metro region.



At Clark, Atkinson serves as Lead Economics instructor and sits on the Bachelor of Applied Science in Applied Business task force. She co-hosts weekly brown-bag lunches where students are invited to discuss different economic topics, and also serves as advisor to the college's Chess Club.

"As an economics instructor, I try to create community in the classroom and connect economics to students' everyday life," Atkinson said of her teaching philosophy.

## Caron Ford



Caron Ford received her bachelor's degree in English Literature from San Francisco State University. She earned her English Teaching Credential and Master of Education in Curriculum and Instruction from California State University Bakersfield. She has previous teaching experience at South High School in Bakersfield, California, and has worked at Clark College since 2009.

At Clark, Ford serves as I-BEST Lead Teacher for the Department of Career and Academic Preparation (CAP), as the curriculum developer for CAP English, and as the Transitional Studies CAP representative in the college's work to adopt a Guided Pathways model of higher education.

"I approach teaching from a learning perspective, and I

approach curriculum from a student perspective,” said Ford. “I want my students to see themselves in what they read and what they write so they can effectively engage in, challenge, and change the world.”

## **Rebecca Herman**

Rebecca Herman graduated from Clark College’s dental hygiene program with an associate degree. She completed a bachelor’s degree in Business Management and Communication, as well as a Master of Education degree in Curriculum and Instruction, at Concordia University.



Herman has previous work experience as a clinical dental hygienist for many years. She has also taught at Mt. Hood Community College. She began teaching at Clark College as an adjunct instructor in 1994. At Clark, Herman advises and mentors students as well as new faculty. She serves on the Dental Hygiene Advisory Committee and regularly contributes to work and initiatives within her department.

“My approach to teaching is to focus on student learning and retention,” said Herman. “I also believe a learner-centered environment is best for the students to achieve outcomes.”

## **Dr. Yusufu Kamara**



Dr. Yusufu Kamara earned his Bachelor of Science degree in Economics with honors from the University of Sierra Leone. After being awarded a Fulbright Scholarship, he earned his master's and doctorate degrees in Economics from the University of Kansas. He has previous teaching experience at Avila University, Baker University, Neosho County Community College, and the University of Kansas (all of which are located in Kansas). He began teaching at Clark College in 2015.

Dr. Kamara sit on the International Education Committee at Clark college, and has helped to plan the college's annual International Education Day. He also serves as a faculty advisor to the college's Harambee Black Student Union.

"I always strive to create an interactive and inclusive class environment, providing the opportunity for students from all backgrounds to participate in collaborative problem solving, engage in constructive class discussions, and to relate the issues discussed to their communities and beyond," said Dr. Kamara. "I focus on developing the critical thinking skills students need understand and apply the basic principles we cover in class."

## **Dr. Don Ludwig**

Dr. Don Ludwig earned his associate degree from Spokane Community College and his bachelor's degree from Whitworth University. He holds a Master of Divinity degree from Princeton Theological Seminary and a Master of Social Work degree from Rutgers University. He holds doctorate degrees from both the New York-based International University for Graduate Studies and from Portland State University.





At Clark, Dr. Ludwig has served as the Faculty Assessment Liaison and Sociology Department Lead; a Guided Pathways faculty liaison; and the Clark Representative to The Democracy Commitment, a non-partisan national program to promote civics at community colleges. He has participated in both the I-BEST and Learning Communities and the Integrative Faculty Learning Community. He also served as a faculty panelist during a 2015 discussion on economic inequality.

“Teaching and learning should be committed to social justice and equity in all things and all ways,” said Dr. Ludwig. “The best question you can ask my students on any day is, ‘What are you learning today, why is that important, and what are you doing about it?’”

## Laura Nagel



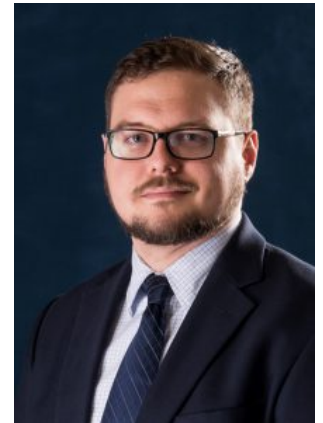
Laura Nagel earned her Bachelor of Arts degrees in Sociology and Art History from Pacific Lutheran University. She earned her Master of Arts in Library and Information Studies from the University of Wisconsin Madison. Before coming to Clark, she worked as a librarian at Linn-Benton Community College.

Since coming to Clark in 2015, she has served on the Library Leadership Team, as the Collection Development Lead, and as the Business and Health Sciences Liaison. She also served as project director for the college’s 2016 hosting of a traveling exhibit called “Native Voices: Native Peoples’ Concepts of Health and Illness.”

In discussing her philosophy toward education, Nagel quoted the librarian James Elmborg, saying, “I tell students that it is my job to work with them to find, evaluate, and use information to ‘ask and answer questions that matter to them and to the world around them.’”

## Robert Weston

Robert Weston earned his bachelor's degree in Mathematics from Oregon State University and his master's degree in Mathematics from The City College of New York. His work history includes teaching mathematics at numerous institutions in both New York City and Portland for 10 years, working as an instructional designer for an online college, and serving as a consultant on education projects through his own small business.



At Clark, Weston serves on the Guided Pathways Steering Committee and is developing a co-requisite remediation version of MATH 105.

“Student understanding of mathematics is developed by well-designed experiences that challenge students in a supportive environment,” said Weston in describing his teaching philosophy. “In order to meet these challenges students should be supported in developing effective study habits, organization skills, and healthy attitudes towards learning.”

## Tess Yevka

Tess Yevka earned her bachelor's degree from Marylhurst University and her master's degree in Counseling from Portland State University. Her previous teaching experience includes Carrington College, Marylhurst University, and Mt. Hood Community College. She has additional work experience as a counselor in private practice and as a community educator working in child-abuse prevention.

At Clark, Yevka serves as a member of the Teaching and Learning Advisory Committee and the Faculty Development Subcommittee. She assists other faculty members in setting up and conducting online classes as well as in creating

accessible teaching materials. Additionally, she is involved in the Vancouver community as a certified Long Term Care Ombudsman.

“My teaching philosophy is to make it real,” said Yevka. “By anchoring the content of a course in the context of daily life, students learn real-world application. Being able to see the relevance of material, and have the opportunity to apply it, increases interest and participation.”

*Photos: Clark College/Jenny Shadley*