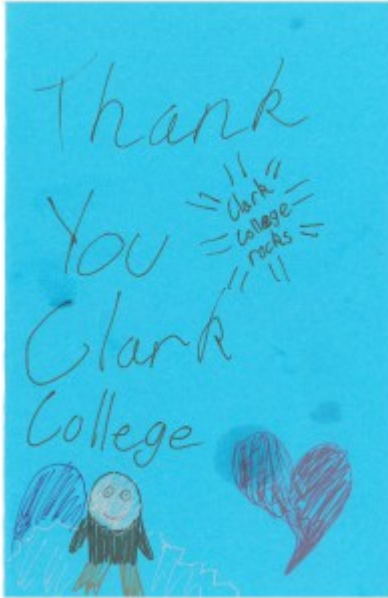


Clark employees' generosity is always in style



We are in the midst of change at Clark College. The STEM building is being built and people will begin moving next year. ctcLink has many of us reviewing our business processes and anticipating a modern ERP (enterprise resource planning) college-wide management software. The new Academic Plan is focusing us on developing academic pathways that will lead students to gainful employment and further education.

What hasn't changed is Clark College employees' willingness to go above and beyond to help students. This year, for the 12th annual Backpack Project, employees donated backpacks and supplies to 52 school-aged children of Clark College students. The support and generosity of employees has sustained this project through the years, and employees tell us that they always look forward to the announcement of the project.

Names of children are gathered and referred by Workforce Education Services, Financial Aid, Veterans Affairs, Child & Family Services, and the Diversity Center. Each child is asked their favorite color and characters so the donors can find a backpack that is specific to that child. The characters from the children's movie *Frozen* were the favorite this year.

This year we received some wonderful drawings and heartfelt

thank-you notes we wanted to share with you



"Hey, thank you for the backpack, it was very helpful for me. I know you guys didn't have to do it but I'm very thankful so thank you!"

"Thank you so much for the backpacks, you have no idea how much this helped out our family."

"I ♥ my backpack!"

No matter how things change, we know we can count on Clark employees to keep helping our students and their families, year after year. Thank you!

Meet the Coaches



With their low tuition rates and open-door enrollment policies, community colleges have long been a way for students of all socioeconomic backgrounds to pursue higher education and career advancement. However, students experiencing poverty often face challenges that go beyond paying for school. Financial hardship can turn anything from transportation to Internet access into a potential obstacle that could derail a student's plans.

That's why Clark College recently hired four new Resource Coaches to help students remain successful and supported all the way through their educational journey. The coaches were hired through a Working Families Success Network grant announced earlier this year, with supplementation from a grant from the Community Foundation of Southwest Washington, and are part of a collegewide effort to improve Clark's support and understanding of students in poverty.

"We want these coaches to be a resource not just for our

students, but for our employees as well,” said Associate Director of Workforce Education Services Armetta Burney. “Our hope is that, when staff or faculty encounter a student who seems to be overwhelmed by poverty-related challenges, they’ll know that they can refer the student to one of our coaches for help.”

According to most-recent data, almost half of Clark’s students are low-income, and almost three-quarters of them are first-generation students. These students may lack stable housing or a quiet place to study. They may have difficulty affording basic school supplies, or child care, or transportation to and from school. Additionally, college can feel very lonely for these students. Because they’re the first to attend college, they may not feel like they can turn to their family or friends for support or advice; meanwhile, they may feel alienated from classmates and faculty who don’t understand the unique challenges they face.

These four new Resource Coaches are meant to change that dynamic. Now, when a student is making the transition from basic education courses to credit-bearing college ones, they’ll have support from a Transitional Studies Coach during the process. When they’re struggling to afford housing or food, the Workforce Education Services Coach can help them apply for public benefits and connect with community organizations. If college becomes overwhelming and their grades begin to slip, the Retention and Career Coach can help them get back on track. And if they find their finances stretched thin, the Financial Literacy Coach can help them set up a budget and figure out strategies to make the most out of their financial resources.

While many of these services have been available at the college in different forms, the coaches add a personal relationship that can help keep at-risk students from slipping through the cracks.

“We almost never talk to a student just once,” explains Transitional Studies Coach Nicole Hopkins. “After we meet with a student, we call them back. And I will call them again and again if I have to: ‘Hey, how are you doing? Are you working on that plan we figured out for you?’ I am happy to walk students across the street to someone’s office if I think they need more help after our meeting.”

Additionally, the Resource Coaches serve as advocates to the rest of the college, sharing their students’ perspectives and working to make Clark a more inclusive environment. They offer workshops to Clark faculty and staff on how to communicate with students experiencing poverty, including one held during the college’s first-ever Teaching and Learning Days in August. The additional grant from the Community Foundation of Southwest Washington funds the Financial Literacy Coach’s work teaching workshops on financial resources and skills to students in order to help break the cycle of intergenerational poverty.

“We want to help remove the stigma and misperceptions about poverty, both here at Clark and within our broader community,” says Director of Career Services Edie Blakley. “We see it as part of the college’s role as a learning institution.”

Meet the Coaches



Nicole, Transitional Studies Coach

Nicole works with students enrolled in Clark's Transitional Studies program—which includes English as a Second Language, Adult High School Diploma, and GED Preparation—as they transfer into credit-bearing courses at the college. When students come in to meet her, she helps them assess which resources they have, and which they lack, to succeed at Clark. She discusses their personal and educational goals and helps them identify potential barriers, connecting them to resources that might help diminish those barriers. Often she guides them through options like I-BEST and Learning Communities that could help them enter college successfully. And she helps them with college logistics like testing and registration.

Nicole calls her job “exciting and inspiring,” adding, “each one of us has our own story, and it is my privilege to be a part of someone’s story. I get the opportunity to help students move past the barriers on their journey toward success and the best part is, I get to celebrate with them as they reach each goal.”

Contact: TBG 209; M-F 8 a.m. – 4:30 p.m.; nhopkins@clark.edu



Angelica, Workforce Education Services Coach

Angelica works primarily with students enrolled in Workforce Education programs, which help low-income and unemployed individuals earn vocational/technical degrees and certificates. She helps guide these students through college processes, from applying for financial aid to setting up their student email. With years of experience working with people experiencing poverty, she can help connect students to support services both inside and outside the college so they can focus on their education.

“My position excites me because I am able to provide information to students about resources that they may not have been aware of,” Angelica says. “I love to see students grow and develop into professionals as they complete their degrees at Clark. I have been able to build lasting relationships with students that go beyond degree attainment.”

Contact: GHL 128; T 9 a.m. – 5 p.m., W 9 a.m. – 2 p.m., Th 9 a.m. – 1:30 p.m.; WESCoach@clark.edu



Craig, Financial Literacy Coach

Attending college brings with it a whole slew of financial challenges. For a person who's used to living paycheck to paycheck, receiving a quarter's worth of financial aid at one time can be difficult to manage. Books, fees, and equipment can cost hundreds of dollars. Craig's job is to help students manage their budgets and avoid common pitfalls. He helps them check their credit scores and shop for the best bank or credit card to fit their needs. He works with them to develop plans to work through any debt or financial challenges they currently have, as well as long-term plans to help them create a solid financial foundation from which to build. Additionally, Craig regularly holds workshops on financial literacy through the Career Center and the Library.

"I enjoy helping students understand how to make money work for them, thereby bringing them closer to attaining their dreams," he says.

Contact: PUB 002; M-F 9 a.m. – 5 p.m.; cebersole@clark.edu



Alex, Retention & Career Coach

Most students come to Alex for one of two reasons: Either they're not sure where they want to go, or they've hit a stumbling block on the road to get there. Alex helps students explore careers and academic fields that fit their skills and interests, and then create a plan to reach their chosen goal. Additionally, she helps students whose grades have triggered an Academic Early Warning, helping them take the steps they need to get their grades back on track without jeopardizing their financial aid. She takes a holistic look at their lives, helping connect them with services that can help them with not just their academic challenges but their personal ones as well.

"I think being a former Clark student myself helps me understand what these students are going through," says Alex, who earned her associate degree in 2009 before transferring to Portland State University for her bachelor's. "What excites me about this position is the opportunity to support students in accessing and using relevant campus and community resources, help prioritize their success and set strong, personalized goals, and ultimately tie these skills to their future career goals."

*Contact: HSC 124; T & W 9 a.m. – 4 p.m., Th 9 a.m. – 2 p.m.;
amartin@clark.edu*

Photos: Clark College/Jenny Shadley

Summer Quarter Classified Staff Excellence Award



Congratulations to Thor Tesdale, recipient of the 2015 Summer Quarter Classified Staff Excellence Award!

Thor Tesdale is a Maintenance Mechanic in Facilities Services and has been with Clark College for more than 15 years.

Nominated with input from 10 Clark employees, Tesdale is described as someone who is “always smiling and willing to problem-solve.” One of his nominators remarked, “One of the things I admire most about Thor is his respect for all individuals. Thor’s personality is inclusive and he desires to work together to achieve the necessary job-related outcomes.”

Another nominator wrote, “His energy and enthusiasm are contagious. He creates a positive work climate.”

Other characteristics attributed to Tesdale’s outstanding work

performance include responsiveness, collaboration, efficiency, creativity and communications skills. Nominators describe a colleague who responds promptly to all phone and email messages, is always on time for scheduled meetings, and makes sure all involved individuals understand the decisions that have been made. They say his communication skills are critical to making sure jobs are completed correctly and on time. As one nominator explains, "Even when deadlines loom and tensions mount, Thor's calm and respectful personality is a beneficial addition to Facilities Services."

Also nominated this quarter was:

Guisela Eberle

Eberle is a Human Resource Consultant at Clark College and was highly commended by her nominator for her "exceptional service."

Her nominator explains, "Guisela has met with me numerous times during this past spring and summer to help me understand, and appropriately fill out, the many complex health and retirement forms necessary for my successful retirement from Clark. She has been unfailingly patient, knowledgeable and helpful to me during these many meetings. In my experience, she is outstanding for her willingness to meet with me, sit patiently while I ask questions, and to answer all the questions until I understand. I have been very impressed with her and always leave her office with a smile on my face, which is nearly miraculous, given the complexity of the issues involved."

Spring Quarter Classified Staff Excellence Award



Counseling and
Health Center
Administrative
Assistant Marianne
Luther

Congratulations to **Marianne Luther**, recipient of the 2015 Spring Quarter Classified Staff Excellence Award!

Marianne Luther is the secretary senior for the Counseling and Health Center and is on the “front line” for walk-in students in crisis.

Luther is described as “wonderfully calm, friendly, supportive, and compassionate to all students visiting the center.” She patiently speaks with students to find out what they need; researches resources and provides directions to services on campus and in the community.

Luther has independently transformed the CHC lobby, adding free herbal tea, calming posters, positive thoughts that can be torn off, puzzles, coloring books, and create-a-poem magnets. On her own initiative she created a “chill out” room where students can call crisis lines when counselors are unavailable.

Luther maintains a positive attitude and is very respectful and courteous to those around her by placing the needs of others in front of her own. One of her colleagues describe her as “by far one of the best administrative assistants I have ever had the pleasure of working with. Her warm demeanor, can-do attitude, compassionate tone, and friendly sense of humor have made her a huge asset to the Counseling and Health Center.”

Also nominated this quarter were:

Vanessa Meyer

“Vanessa Meyer was recently promoted to secretary senior in the Behavioral and Social Sciences Department, and has done everything needed to keep the place organized. She takes care of lockers, printers, and paper and ink cartridges as well as maintaining the mail room and keeping it free of clutter. She goes the extra mile to keep the break room tidy. Everything she does is orderly. When help is needed, Meyer takes prompt action and even delivers letters and books to faculty members who are less frequently physically present. The most important thing about her great customer service is her cheerful attitude. Vanessa displays a high degree of courtesy to her colleagues and others look forward to her services. Above all, this employee is polite and shows courtesy to the students, faculty and staff.”

Gail N. Robinson

“eLearning’s secretary senior, Gail N. Robinson, is a real cheerleader for success and will do anything to help all of

her coworkers be successful in their jobs. Gail takes pride in making everyone around her shine. When she sees a need she finds a way to help in any way she can. She considers each person's contributions and wisely considers all pieces for the best outcomes – she is very good at bridging gaps between biases and services. She respectfully communicates and advocates for those she supports. This is evident by the way she identifies events and opportunities for the eLearning staff, our Dean and other departments in the CLASS unit to reach out to and to support the college community. It is amazing how she organizes her time to accommodate so many staff so successfully. It is a privilege, to state the least, to have Gail as an eLearning team member.”

Thor Tesdale

“Thor Tesdale works for Facilities Services at CCW, as Maintenance Mechanic 2 and Painter. When Thor looks at a job, rather than saying it can't be done, he helps figure out ways to make it happen; and make it happen within financial limitations. He prioritizes jobs so that the most pressing deadlines are met first and schedules his work to minimize disruptions to students, faculty and staff. He also helps other co-workers complete tasks not related to his typical responsibilities. Thor is a team player! Many employees that work in facilities are not highly visible but their work impacts the college community in such a positive way. Thor is one of these people. His attention to detail is to be commended.”

Lynn VanHoomissen

“A former graduate of Clark College, Lynn VanHoomissen has worked in the Security Department as a parking checker, security officer, emergency communications operator, and currently as the program support supervisor. Lynn has always shown a dedication to the college and the Security Department. Recently Lynn assisted the Portland Police Bureau Crisis

Negotiation and Southwest Washington Regional Crisis Negotiation Teams in a joint training session. In recognition of the contributions, the negotiation teams presented the college with a framed Certificate of Appreciation. She is a member of the College Council, and a member of several committees, including On and Off Boarding and 25 Live. Lynn is also responsible for establishing the 'Bring Your Child to School Day' ID card, and participation in the initiation of the Whistle Program for students."

Clark employee part of social justice pilot project



Roslyn “Roz” Leon Guerrero, *third from right*, attends a retreat in 2014 with her fellow members of the Social Justice Leadership Institute’s pilot cohort. *Photo courtesy of Roslyn Leon Guerrero.*

Clark College employee Roslyn “Roz” Leon Guerrero was invited to be part of a new cohort project designed to develop leadership skills in community college employees from historically disenfranchised or underrepresented populations.

Leon Guerrero, who identifies as a Chamorro from the Northern Mariana Islands, was one of 20 members of the pilot cohort of the Social Justice Leadership Institute. Members met five times over the course of the 2014-2015 academic year to participate in activities designed to help them grow their leadership skills, develop a systemwide network of colleagues, and learn new tools for supporting diversity at their respective institutions.

“There is so much to share about the growth and development I received from being a part of the SJLI first cohort group,” says Leon Guerrero. “There was a lot of reflection on me personally and professionally. Being able to come together with a group of awesome and inspiring individuals, sharing the same struggles and challenges, and mentoring and empowering each other is uplifting, inspiring, and heartening. If there was one word I could use to describe this experience, it would be ‘blessed.’”

Leon Guerrero, who has worked at Clark College for more than five years both in the Office of Instruction and now in the Office of Diversity and Equity, first heard about the SJLI from psychology professor and early childhood education division chair Debi Jenkins. Moments after Jenkins’s email, she received another from the Office of Instruction asking if she was interested in participating. Just a few weeks later, she was walking into the Whidbey Island Institute to attend a three-day retreat with the rest of her cohort.

The remaining four meetings took place at Bellevue College, which houses the SJLI. Leon Guerrero says that over the course of the year, she learned how to identify and use her personal strengths—a valuable experience. “Being able to focus on myself and understanding myself is important especially in my work in the Office of Diversity and Equity,” says Leon Guerrero, who currently serves as that office’s Administrative Support.

Leon Guerrero says she hopes to create a similar program here at Clark, and hopes other Clark employees will apply for the 2015-2016 cohort of SJLI, applications for which are due August 1. She offers this advice to anyone interested in participating: “Remember to do self-care before SJLI. Always reflect on yourself, and have an open mind . SJLI is not an avenue for you to find someone to take in your stuff; rather, it’s a safe place for historically underrepresented individuals to learn, grow, develop, and reflect on themselves so they can grow and succeed in their position in higher education. Be your authentic self in everything you do. ”

Wellness Interest Survey



Greetings from the Healthy Penguin Nation
Wellness Team!

We need your input! Clark College is a member of Team WorkWell, a statewide initiative that supports healthy lifestyle behaviors for employees of state agencies and higher

education institutions, and is moving forward to plan a comprehensive and sustainable wellness program for our community members. Please share your voice by completing a brief online survey, telling us about your health and wellness interests and needs.

This survey is voluntary and anonymous and should take less than 10 minutes to complete.

You can access the survey through **May 15** by following this link:

<https://webapps.clark.edu/snapwebhost/s.asp?k=142930177939>

Paper copies of the survey are available upon request: kferguson@clark.edu

Update on ctcLink

As the new Clark ctcLink Project Director, I am pleased to relay the good news we received from the Washington State Board for Community and Technical Colleges: Clark College's Go Live date for ctcLink (i.e., PeopleSoft) has been deferred to August of 2016. This additional time will benefit Clark for the following reasons:

- Since most of our current student and business processes are based on our 40-year-old legacy management systems, the college now has the time to plan and implement more effective and efficient processes that will fully utilize PeopleSoft's capabilities.
- The college now has the time to correct inaccuracies and duplications within our current system. This will enable us to start anew with clean data.
- We have the time to learn from the FirstLink colleges'

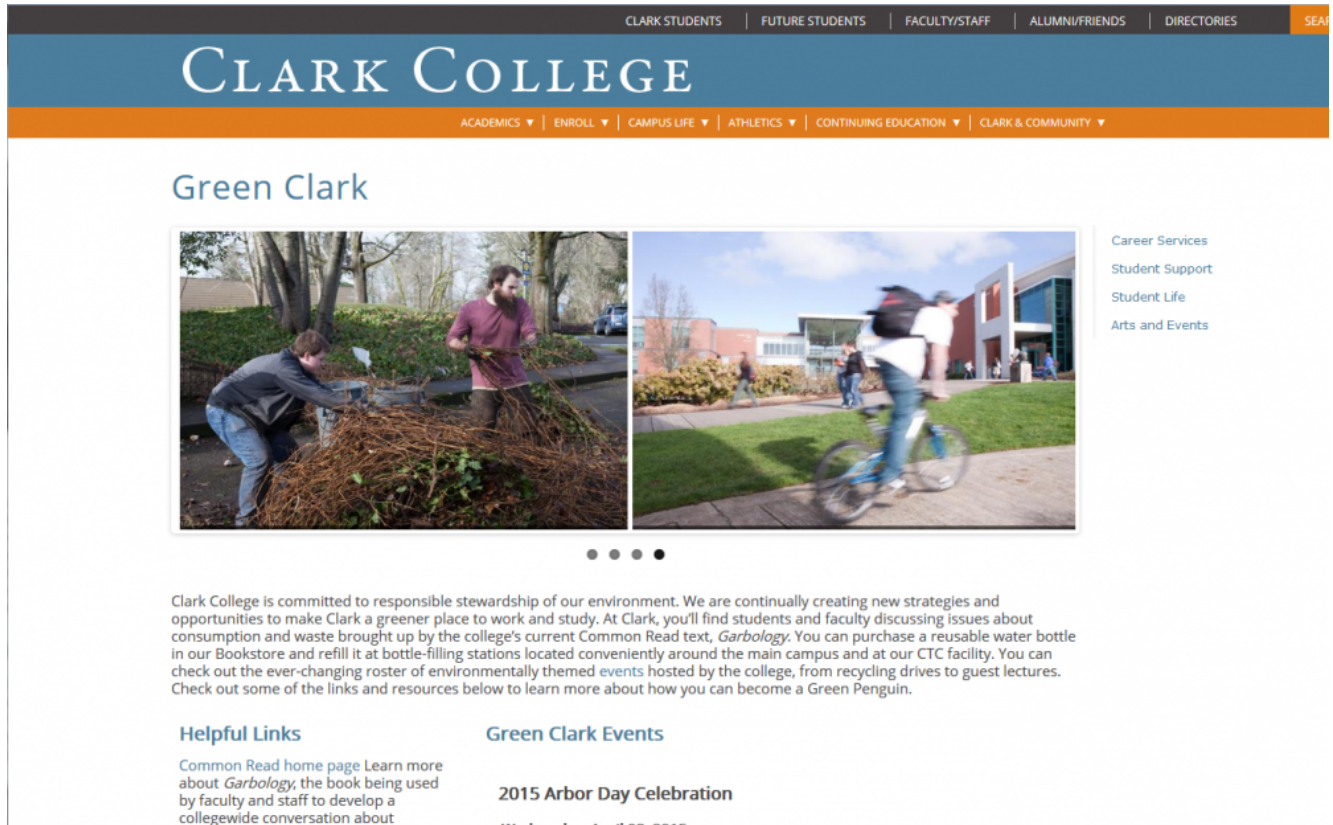
transition, receive appropriate training, and identify clear expectations for each employee group in how PeopleSoft will impact our work. The FirstLink colleges (Tacoma Community College and Community Colleges of Spokane) will go live in August 2015.

The Clark ctcLink project timeline has been adjusted:

- April 1 through October 1: Clark is taking a break from large scale discussions about ctcLink as a few teams focus on specific tasks which will prepare us for the project.
 - The Technology and Security Team will continue to work on an overall strategy to solidify Clark College's data security plan.
 - The Alignment Team will continue to work on aligning student and business processes with PeopleSoft.
 - The room scheduling software (R25) will be replaced with 25Live—a component of PeopleSoft. The new software has better functionality and can be implemented independent of PeopleSoft.
- October 1, 2015: A new ClarkNet site for ctcLink will be launched to keep the college informed.
- After October 1, 2015: The other teams, Communication, Training, and Go Live Weekend, will resume.

I am confident that PeopleSoft will be implemented; this will not be another Rehosting scenario. If you have questions about the project at this stage, please direct them to me and/or check out <https://connect.clark.edu/sites/ctclink>.

Introducing the “Green Clark” Web Page



Clark recently launched a new “Green Clark” web area to make it easier to share and learn about environmental sustainability at the college.

Attention, Green Penguins! Now there’s a great new way to learn and share information about events and resources at Clark College that support environmental sustainability. The college’s new Green Clark web page was recently launched to help centralize information for everyone—employees, students, and community alike—interested in knowing about options Clark offers to be more environmentally responsible.

Event Calendar

Please remember to update your entry by entering the word "cancel" in the "Search Keyword" field if your event is canceled.

The form is titled "Event Calendar" and includes a note: "Please remember to update your entry by entering the word 'cancel' in the 'Search Keyword' field if your event is canceled." The form fields are as follows:

- Title:
- Location:
- Contact Email:
- REGULAR CALENDAR: ☐
- Recurring Event: ☐
- Start Date: (Month, Day, Year)
- End Date: (Month, Day, Year)
- Recurrence: (Hour, Minute, AM/PM, IF unspecified Time)
- Search Keyword: (highlighted in yellow)

To add a keyword to your event, simply add it in the "Search Keyword" field in the online form on ClarkNet. (Click image to enlarge.)

Are you organizing an event that you think belongs on the Green Clark page? It's easy to add it to the page's calendar feed. Just add the keyword "greenclark" (all one word, all lower-case) to the "Search Keyword" field of your listing on the online Events Calendar. (See highlighting in the image to the left.)

As a refresher, any Clark employee can add an event to the college's online Events Calendar through ClarkNet. Once logged into ClarkNet, simply select "Tools" from the main menu, then scroll down to "College Calendar" and select "Add Events." Once you've filled out the simple form, your event will be added to the college's main online calendar, where it will be accessible to anyone visiting the website and will appear on the clark.edu home page when it becomes one of the two closest upcoming events on the calendar.

If you've already created an event that you think belongs on the Green Clark page, it's easy to add the "greenclark" search term to your event—all you have to do is log into ClarkNet, select "Tools," and then under "College Calendar" select "Update/Delete Event."

Winter Quarter Classified Staff Awards



Congratulations to **Jeri Kemmer**, recipient of the 2015 Winter Quarter Classified Staff Excellence Award!

Jeri Kemmer is the BEECH Unit Operations Supervisor and has been with Clark College for 19 years.

The following comment from one of her Secretary Seniors best summarizes Jeri's exemplary work performance: "Jeri really does go above and beyond when it comes to working at Clark College. She doesn't just do her job. She is constantly exploring ways to make everyone's job easier and she's been instrumental in many changes that have happened within our unit and across campus. She won't simply accept the status quo. If there is a problem, she wants to find a solution that benefits everybody."

Jeri has served on numerous committees at Clark and has attended over 300 hours of professional development training

in order to benefit herself, her job, and everyone at Clark. One office assistant wrote, "Jeri's work ethics are exemplary and she always has Clark's best interest in mind. She makes all of us better employees. I love working with her."

The College Community will celebrate all 2014-2015 nominees and recipients at the Annual Ice Cream Social held in September.

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

Other nominees for this quarter, with quotes from their nominations, were:

Karmel Baldwin, Secretary Senior, STEM

"Karmel shows excellence in work performance by staying on top of her work, completing assignments on time, and keeping paperwork organized, tracked, and moving through the system. Karmel strives to be the best at what she does, no matter where she is stationed. She has taken on significantly large workloads, supporting very large departments. She tracks budgets, paperwork, email, forms, new hires, evaluations, faculty and an enormous number of students; all with an upbeat attitude and a smile. Karmel is always quick to offer her services, no matter what."

Ernie Hasfo, Custodian 1, Facilities Services

"For 20 years Ernie has served as a custodian for Clark College. Over the years, he has taken on the tasks of window washer, hard floor specialist, and temp lead in addition to his regular custodial tasks. His co-workers can depend on him

to be a team player and his positive and helpful attitude allow him to go the extra mile without being asked or complaining. Ernie is dedicated to outstanding service and excellence. Ernie is a good worker and supporter of the college. He cares about how his areas look and how he can improve the college."

Carmen Roman, Program Specialist 2, Advising

"Carmen's work performance is beyond exemplary and her work ethic is excellent. She is always prompt to meet with a student, and is mindful of their time. She provides concise and clear information that ensures students understand their pathways and goals. The information Carmen provides to students, faculty and staff is timely and accurate. She has an unmatched and unique ability to adjust to all modes and levels of communication. Carmen makes you feel comfortable with the entire student experience by her ability and manner of speaking and the respect given to her clients."

Tia Schmidt, Administrative Assistant 3, Nursing

"When urgent and unexpected events occur, Tia has responded with creativity and unexpected solutions. She has often been the voice of reason and many times has been able to offer new perspectives, which have been invaluable when making hiring decisions. Tia is very considerate of new employees and goes out of her way to make them feel welcome. She goes above and beyond with her organization, attention to details, explanations of college systems and in sharing her experiences. Tia leads by example, exhibiting professionalism with coworkers and is available to all her colleagues with an open door."

Open Positions

The following positions are open at Clark College as of March 5, 2015. To apply for any of these positions or learn more about them, visit <http://www.clark.edu/jobs>.

CLASSIFIED POSITIONS (WITH CLOSING DATE):

Plumber – Maintenance Mechanic 3 (Continuous)

Fiscal Specialist 2 (3/10/15 3:00 PM)

Health Occupations Credential Evaluator (Program Specialist 2)
(3/19/15 3:00 PM)

FACULTY POSITIONS (WITH CLOSING DATE):

Tenure-Track Baking Instructor (Continuous)

TEMPORARY POSITIONS (WITH CLOSING DATE):

Part-time CADD and Engineering Instructor (Continuous)

Part-time Cisco CCNA Instructor (Continuous)

Part-time Computer Science and Engineering Instructor
(Continuous)

Part-time Fiscal Technician 1 (Continuous)

Part-time Fiscal Technician 3 (03/17/15 3:00 PM)

Part-time Information Technology Instructors (Continuous)

Part-time Mechatronics Instructor (Continuous)

Part-Time Microsoft Applications Instructor (Continuous)

Part-Time Microsoft Network Technology Instructor (Continuous)

Part-time Nursing Instructor (Continuous)

Part-Time Program Assistant (Event Services) (3/9/15 3:00 PM)

Sign Language Interpreter (part-time hourly) (Continuous)

FOUNDATION OPPORTUNITIES (CONTACT PERSON LISTED):

Reception Desk – Volunteer position (Contact Person: Kim Lee – 992-2319 or klee@clark.edu)

Foundation – Database Specialist (Contact DBS@TJandassociates.com)