

New Hires

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

Mishel Kirby was appointed to the classified staff position of Administrative Assistant 2 in the Office of Instruction effective January 9, 2014. She has a bachelor's degree from University of Puget Sound. Mishel has previous work experience at Auburn Adventist Academy and Auburn City SDA Church.

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

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

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

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

at Clark College and Catholic Community Services.

Fall 2013 Classified Staff Excellence Award



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

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

“Jessica always strives to meet the needs of the public, community, and co-workers with her high level of service,” a nominator wrote. “She has built relationships with vocational

counselors whose clients often have short timelines for completion of programs, and they count on her when they need assistance or to connect with an advisor. When working with the public, she will always ask additional questions, ensuring that people leave with everything they need so that they don't have to return or call for something she could have helped with."

Congratulations to all of the Fall Quarter 2013 nominees:

Vicki Cheng *"Vicki has been a Clark employee for 31 years and her reputation reflects her dedication to students, faculty and staff at Clark College. She is a tremendous asset to Clark College in so many different ways in her various roles, and she handles it all with a calm intelligence and a great sense of humor."*

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

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

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

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

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

Sarah Weinberger *“Sarah is constantly going above and beyond in her work in the Career Services office. This is evidenced by her ability to balance a variety of tasks on a daily basis. Her creativity is apparent in everything from developing a social media plan for the Career Services office, executing marketing efforts for events, and planning career and job fairs on campus.”*

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

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

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

New Hires

Sophanarith Lem was appointed to the classified staff position of Information Technology Specialist 3 in the ITS department

effective December 2, 2013. Sophanarith has previous work experience at Pacific University, Five-Star Audiovisual, Dthree Productions and PSAV.

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

Joanne Vaughn was appointed to the classified staff position of Program Coordinator in the Financial Aid department effective October 16, 2013. Joanne has previous work experience at Clark College, Burgerville and Van Tech Enterprises.

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

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

Two Centuries of Service



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

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

Scott Root and Kathy Bobula



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

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

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



John Fite and his wife,
Nancy

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

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

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



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

The 2013-14 retirees are:

FACULTY

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

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

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

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

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

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

Classified Retirees

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

Michele Eason was originally hired in 1981 in Admission. She retired from her her current position as Program Assistant in the Financial Aid Department on July 31, 2013, after 31 years of service to Clark College.

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

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

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

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

Exempt Retirees

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

Photos: Jenny Shadley/Clark College

Associate Vice President of Human Resources Darcy Rourk contributed to this article.

View more photos on Flickr.

Get Ready to Run



Members of Team Penguin 2013

show off their tees. (Oddly, organizer Joe Jenkins, *front right*, is wearing a shirt and tie.) *Photo: Clark College/Alison Pezanoski-Browne*

Once again, academic advisor Joe Jenkins is organizing a Clark College team to run in the next Shamrock Run, held March 16 in Portland. Last year, 115 members of Team Penguin completed one of the courses—which range from a 3.1-mile walk to a 15-kilometer run—raising \$575 for the Alex Montoya Scholarship Fund at Clark College Foundation. Interested in learning more? Jenkins has created a Facebook page for team members to share information, schedule training runs, and cheer each other on.

New Hires

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

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

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

Los Angeles. De'Sha has previous work experience at Loyola University, Chicago and University of California.

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

Open Enrollment



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

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

The HCA "For Your Benefit" newsletter about Open Enrollment

can be viewed electronically at: October 2013 For Your
Benefit

The PEBB Health Care Authority website provides many links to
information: Health Care Authority Home Page

What's Changing in 2014: Changes for 2014

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

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

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

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

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

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

start in July.

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

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

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

YOU CAN MAKE THE FOLLOWING CHANGES DURING OPEN ENROLLMENT:

1. CHANGE MEDICAL OR DENTAL PLANS. If you are considering changing dental plans, be very certain your dentist will be available to you in the new plan. We recommend contacting the plan for confirmation. Plan customer service information is available at the HCA website: Medical Dental Plan Contact Information
2. ENROLL, IF YOU HAD PREVIOUSLY WAIVED COVERAGE
3. WAIVE MEDICAL COVERAGE, IF YOU HAVE OTHER COMPREHENSIVE GROUP MEDICAL COVERAGE (Coverage through the Health Benefits Exchange is **not** considered group coverage)
4. ADD ELIGIBLE FAMILY MEMBERS WITHOUT PROOF OF LOSS OF OTHER COVERAGE
 1. Dependent Verification documents are required if the dependent was not previously verified.
 2. Dependent children are not required to be enrolled in school to be covered up to age 26.
5. REMOVE FAMILY MEMBERS

6. CHANGE MEDICAL INSURANCE PREMIUM DEDUCTIONS TO PRE-TAX OR POST-TAX (IRC Section 125)
7. RE-ENROLL / ENROLL IN FLEXIBLE SPENDING (to continue participation in FSA, you must re-enroll every year)
8. RE-ENROLL / ENROLL IN DEPENDENT CARE ASSISTANCE PROGRAM (to continue participation in DCAP, you must re-enroll every year)

MONTHLY MEDICAL INSURANCE PREMIUMS FOR 2014:

Additional surcharges will be added to some employees' monthly premiums effective July 1, 2014 (see information above)

HOW TO MAKE CHANGES IN MEDICAL/DENTAL COVERAGE

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

To obtain a hardcopy form:

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

If dependent verification documents are required, review

the list of valid verification documents: Dependent Verification Documentation

PEBB's CDHPs (High Deductible Plans) for 2014

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

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

- The CDHP has a lower monthly premium balanced with higher annual deductibles and higher out-of-pocket maximums.
 - To enroll in a CDHP, you must meet the eligibility requirements of the HSA.
 - The maximum contribution to the HSA for 2014 is \$3,300 for an individual and \$6,550 for an employee with one or more family members on the account. Employees ages 55 or older may contribute up to \$1,000 more annually.
- Your employer contributes \$58.34 per month (\$700.08 per year) if you are enrolled as an individual and \$116.67 per month (\$1,400.04 per year) if you are enrolled with one or more family members.
- You may also make contributions through payroll deduction (if your employer offers payroll deduction) or make a deposit directly into the HSA.
- When you calculate your contribution for the year, please include both the employer contribution and your individual contribution. Verify that you're not exceeding the maximum contribution allowed for the year. The *Employee Authorization for Payroll Deduction to Health Savings Account* form can help with your calculations.
- The HSA funds are yours to use to help pay for IRS-

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

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

LINKS TO MORE HELPFUL INFORMATION:

Health Care Authority Home Page

October 2013 For Your Benefit Newsletter

Compare Medical Plans

Medical Dental Plan Contact Information

Open Enrollment Videos

Dependent Verification Documentation

Summaries of Benefits and Coverage

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

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

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

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

provide services through 2013, including the grace period.

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

Classified/Exempt/Administrative employees: 24 payrolls

Full-time Tenure Track Faculty: 19 payrolls

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

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

Adjunct Faculty: 6 payrolls

Cyclic employees: determined by Payroll Office

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

Flex-Plan Service Home Page:

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

Flex-Plan On-Line Enrollment:

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

Flex-Plan hard copy enrollment form:

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

Flex-Plan 2014 FSA Enrollment Guide:

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

Frequently Asked Questions:

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

Flex-Plan Contact Information:

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

Do you wish to enroll in **DCAP** for 2014?

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

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

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

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

if you and your spouse file separate tax returns).

Flex-Plan Service Home Page:

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

Flex-Plan On-Line Enrollment:

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

Flex-Plan hard copy enrollment form:

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

Flex-Plan 2014 DCAP Enrollment Guide:

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

Frequently Asked Questions:

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

Flex-Plan Contact Information:

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

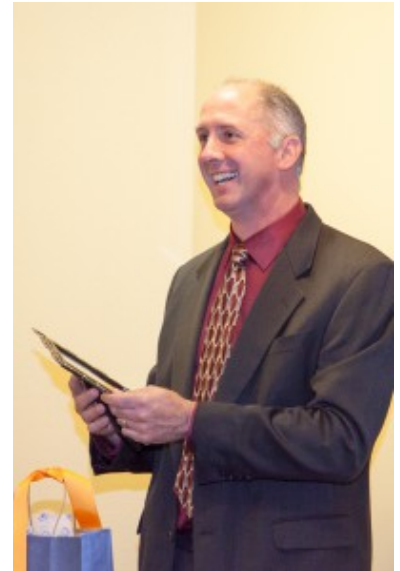
Welcome, Tim!



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

Incoming Director of Facilities Services Tim Petta was welcomed warmly by the Clark College community at a reception in the Baird rotunda on Friday, November 15. Petta joined the college on November 4.

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



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

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

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

Vice President of Administrative Services Bob Williamson welcomed Petta with a framed photo of the Chime Tower and a

bright orange Administrative Services T-shirt.

Photos: Clark College/Jenny Shadley

Safety Steps



Among the many events organized by the Emergency Management Planning Committee was this evacuation drill held on May 9, 2013.

The Emergency Management for Higher Education (EMHE) federal grant period concluded Sept. 30, 2013. Over the three-year performance period, the \$744,402 Department of Education grant successfully supported expansive steps to create a safer

college environment for students, personnel and guests.

Grant-funded activities were overseen by members of the Emergency Management Planning Committee. Key accomplishments include staff development, support and training; equipment and supply selection and acquisition; and creation of detailed plans such as the Emergency Operations Plan and Continuity of Operations Plan. During the grant period, the college accomplished all seven grant objectives. In its summation, the independent third-party evaluation team "found Clark College's efforts to fulfill the intent and requirements of the EMHE grant to be exemplary. The college took its commitment to the Department of Education seriously and has found a way to overcome each obstacle that surfaced throughout the grant period. Not only did Clark College meet the goals and objectives of its integrated emergency program under the EMHE grant, in the opinion of the third-party evaluation team they exceeded them."

A video entitled "Clark College: Development of a Community College Emergency Management Program (2010-2013)" was produced by emergency management staff. The project was developed as a "show-and-tell" piece for both contemporary and historical use and to share with other community and technical colleges. Key components of Clark College's emergency program are featured in the 3:43 piece, which illustrates program building blocks, personnel contributions and the related college culture shift that has occurred. It is open-captioned for accessibility. EMHE grant-funding allowed staff to hire local government CVTV to film the video.

A new Emergency Response Guide was completed and distributed in October. The bright yellow, spiral-bound, 24-page guide serves as a detailed desk reference on college emergency procedures. The guide was revised and enhanced to reflect the content of the college's Emergency Operations Plan. The cost was paid by the federal Emergency Management for Higher

Education grant. Distribution was handled by Environmental Health and Safety staff and student employees, and includes all work sites throughout the college. An electronic version is also available on ClarkNet [login required], with a student version available on Clark's website.

Striking Developments

On October 3, the Clark College community came together for an annual tradition, the Students vs. Staff softball game. One change to the tradition: After years of being held during spring quarter, this event was moved to fall quarter. (Expect another competition, possibly kickball, to take its place during spring quarter.) Another change: After many years as the underdogs, Team Staff (which also includes faculty) came away with the victory, trouncing Team Student 13-4. Team Staff owed some of their success to new softball coach Mandy Hill's able leadership, as well as Health and Physical Education instructor Alan Wiest's impressive tally of four home runs.

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