

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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No Prank: Clark Prof Co-Wrote with Kelsey



English professor
James Finley

From the “Hidden Lives of Clark College Employees” files, we bring you this detail about English professor James Finley: He once co-wrote a novel with Ken Kesey as part of the legendary Northwest author’s graduate-level course in creative writing. Blogger Theodore Carter recently interviewed Finley about his experiences as a student in that class and about the novel he and his classmates produced and eventually published in collaboration with Kesey, *Caverns*.

Finley, who is perhaps better-known around campus for his work with the Columbia Writers Series, provides a thoughtful distillation of what he learned about writing from the experience. He reveals that Kesey—famous for the antiauthoritarian novel *One Flew Over the Cuckoo’s Nest* and his psychedelic shenanigans with the Merry Pranksters—possessed a strong work ethic and a dedication to craft, qualities Finley clearly has taken to heart himself.

Teaching the Teachers



New tenure-track faculty at CTC with Ann Fillmore, *far left*, Bob Knight, *back row in suit and tie*, and Lorraine Leedy, *fifth from right*.

The Teaching and Learning Center was busy during Fall Orientation, helping faculty members prepare for the coming academic year. Below are just a few highlights from the center's activities in September:

Faculty Focus 2013: More than 200 Clark College educators gathered for Faculty Focus on September 16 and 17 to explore student learning from the perspective of the "Aha Moment." Day One was held at Clark College at Columbia Tech Center, giving many faculty members a first glimpse at the East County location. Following a welcome address and discussion of the Aha Moment by Vice President of Instruction Tim Cook, nine

instructors explained their perspectives on the barriers to student learning as well as how their programs may contribute to student learning. Librarian Kitty Mackey talked about the variety of resources and volume of learning moments in the Libraries; ESL professor Sara Gallow spoke about Fast Track, a career-exploration program for ESL and Basic Ed students; Multicultural Retention Manager Felis Peralta described simple but powerful steps to establish equity and acceptance in the classroom. Automotive Technology professor Mike Godson addressed the teaching-and-learning framework for his department's program; Kristin Sherwood, Human Development, described First Year Experience and this year's new College 101 course, which helps students successfully navigate their first year of college. English professor Ray Korpi described the work going on in various learning communities within the college and Spanish professor Erika Nava recounted her year teaching a fully online Spanish class from Mexico. Kathy Chatfield brought the group up to date on the benefits and achievements of those participating in Quality Matters, and Mechatronics professor Chris Lewis spoke about his department's cohort model. After the morning presentations, the assembled group broke into smaller interdisciplinary cohorts to reflect and share best practices with the goal of engendering student learning.

Day Two began with remarks from President Bob Knight, who then introduced four students who each had a different perspective on their learning experience at Clark. ASCC President Dena Brill described her return to school as an adult learner; Casey Harris spoke of his success in Basic Ed; Lulu Chen talked about the support she receives as an international student navigating unfamiliar customs, cultures, and education systems; and Jordan Robertson shared his experience in the Weekend Degree program. Inspired by the student presentations, faculty then convened with their respective departments to continue their work in outcomes assessment.



President Knight served and cooked pancakes at the New Faculty Retreat before giving his personal welcome to the many new and returning faces that make up our new tenure-track faculty.

New Faculty Retreat: A retreat for new tenure-track and full-time faculty was held at Columbia Tech Center during Fall Orientation Week on September 19 and 20. Representing a wide variety of disciplines, 23 faculty members attended. Modeled after the textbook *Teaching At Its Best* and facilitated by Outcomes Assessment Liaison Ann Fillmore, the retreat included topics like learning-centered course planning, classroom civility, teaching methodologies, universal design, the interactive classroom and assessing student learning. Presenters included Tiffany Williams, Workforce and Career Pathways; Carole Mackewich, Human Development /Counseling & Health Services; Bevyn Rowland, Human Development /Counseling & Health Services; and Katy Washburne, Adult Basic Education.

New Faculty Orientation: An orientation for faculty new to Clark College was facilitated by Outcomes Assessment Liaison

Ann Fillmore on September 13. Twelve new part-time and full-time faculty attended this event, which is held at the beginning of each academic quarter. Everything from Clark policies and resources to parking permits and office keys was covered. Susan Muir from Student Affairs explained the Student Code of Conduct and Behavioral and Threat Assessment (BITA); Mel Favara, English & AEW Faculty Liaison, outlined the Academic Early Warning (AEW) program; and Gracie White, IT Services, provided training on the SMART Classroom podium.

To find out about upcoming training events for faculty, visit the Teaching and Learning Center's home page.

Photos: Clark College/Jenny Shadley

Managing Change



Director of Change
Management Jane
Beatty

In anticipation of upcoming statewide changes to the community and technical college system, Clark College recently hired experienced manager Jane Beatty to help guide the college through what will be a complicated but beneficial transition.

Beatty has been hired to oversee changes occurring across the college. A great place for her to start is with the college's adaptation of ctcLink, a new, standardized system of online functions that will replace the current computer system used by Washington state's 34 community and technical colleges (CTCs), which is more than 30 years old. In this position, which is expected to run for about five years, she will identify organizational changes required to make ctcLink successful at the college; represent the college in statewide discussions about ctcLink; and ensure that the college adheres to its schedule for ctcLink implementation. She will also work closely with stakeholders from all departments affected by ctcLink—departments as varied as Instruction, Enrollment, Financial Aid, Information Technology, Business Services, and Human Resources.

"This campus has a rich history and an energy that speaks of excitement, growth, and future possibilities for students, faculty, and staff," said Beatty. "In learning more about the Director of Change Management position, I realized I could help the college understand, prepare for, and embrace the changes that are ahead of us. In order to fully reach our potential, change must take place. Working together, we can take Clark College toward that vision. I'm really pleased to be a part of that effort and a part of Clark College."

"As our new Director of Change Management, Jane Beatty's deep industry experience and understanding of systems implementation will really benefit Clark College," said Clark College President Robert K. Knight. "She will be a great addition to the college and the executive leadership team."

About Jane Beatty

Jane Beatty is an experienced leader and manager with a strong commitment to community service. Most recently she was the president of Custom Interface, Inc., a producer of electromechanical devices. Previous to that she worked at Intel Corporation in Human Resources, where she supported a worldwide software implementation that replaced legacy systems in finance, receiving and inventory and helped to drive training, change management and business alignment to the new system. Despite a two-decade history of success in the private sector, however, Beatty began her career as a high school teacher and welcomes a return to an academic environment.

Beatty earned her bachelor's degree from Emory University and Masters in Education from Georgia State University. Both colleges are located in Atlanta, Georgia, where she was born.

Beatty recently relocated to Camas, Washington, from the Columbia Gorge, where she was an active member of the community. She served as president of the Gorge Technology Alliance, a non-profit that supports STEM education, building strong technology-related businesses and other means of community support. Additionally, she was a member of the Hood River City Council.

About ctcLink

ctcLink is the implementation of a single, centralized system of online functions that will give students, faculty and staff 24/7 access to a modern, efficient way of doing their college business. But it's about much more than new software. As the existing legacy software is replaced with modern technology, all college districts will also redesign and align current business processes.

ctcLink will be a massive upgrade for the entire CTC system.

Students, faculty and staff will have access to information from anywhere at any time, with many processes available from a mobile device. Students will use online tools for doing their college business and they'll have a more common experience across the CTC system, whether they transfer from one college to another or attend two or more CTCs at once. They will have one student ID and use common online tools for everything from admission to graduation. Among many other things, colleges—and the system as a whole—will benefit from a single source for accurate and timely data and the standardization of select administrative processes to support efficiency and effectiveness across the system.

ctcLink is anticipated to take five-to-six years to fully implement. Two pilot colleges, Tacoma Community College and the Community Colleges of Spokane, have been chosen to begin implementation in summer 2014. Other colleges will follow in “waves” of up to eight colleges each. It has yet to be determined in which wave Clark College will be.

Photo: Clark College/Jenny Shadley

Penguins in the News



Rick and Jeri Kemmer in Tanzania, where they first learned about the moringa tree.

In 2012, *Clark 24/7* profiled BEECH Administrative Assistant Jeri Kemmer for the work she and her husband, Rick, have done to create a nonprofit planting moringa trees in developing countries. The moringa tree can be of great benefit to people living in marginal economies; its leaves and green seedpods are nutritious, its dried seeds have coagulant properties that can help filter contaminants in dirty water, and its ripe seeds produce an oil that can be used as machinery lubricant.

At the time of our article, the Kemmers' nonprofit, Strong Harvest International, was just getting going. Recently, however, it's been gaining more publicity; the *Columbian* ran an article on Strong Harvest earlier this month, and just last night KATU aired a segment on Strong Harvest and the moringa tree. Kemmer, meanwhile, says she and Rick plan to continue growing the nonprofit, eventually expanding into Tanzania and Haiti. (They currently operate in Nicaragua and Mexico.)

Photo courtesy of Jeri Kemmer

Excellent News



Joe Jenkins basks in his colleagues' applause as he receives his Exceptional Classified Staff Award.

Opening Day is traditionally the occasion for announcing the yearly Exceptional Classified Staff Awards, which recognize two classified employees for their contributions to Clark College. Recipients receive a glass plaque and \$1,000, funded through an anonymous donor's contributions to the Clark College Foundation.

The 2013 Exceptional Classified Staff Award winners were:



Joe Jenkins

Joe Jenkins, Academic Advisor

Joe Jenkins was described in his nomination as having a relatable sense of humor and high energy that keeps students engaged and aware. “He helps others think outside of the box and communicates in an easy, friendly manner,” the nomination read. “He is active in identifying student needs, and has advocated for greater course offerings so students can complete their degree requirements in a timely manner. His expertise and knowledge has led to increased student retention and engagement.”



Jennifer
Wheeler

Jennifer Wheeler, Information Technology Services

In her nomination, Jennifer Wheeler was described as “one of the most diligent, collaborative and consistent members of the college community.”

“She is delightful, professional, personable and respectful of the diverse individuals who work and go to school here,” the nomination comments continued. “She takes pride in her work, but more importantly in the effect it has on the success of the entire college. She is always upbeat and exemplifies a can-do spirit for Clark College.”

New Steps



After the office of instruction showed their music video “Rock of All Ages” a flash mob started at the front of the gym. The flash mob enticed members of staff, faculty, students and even members of the Clark College board of trustees to get up and dance.

On September 11, Clark College employees gathered in the O'Connell Sports Center gymnasium to kick off another academic year. Opening Day festivities are an annual tradition at the college, a time to recognize employees' accomplishments and to reinvigorate the college community for the coming year.

This year, the day began on a more somber note than normal, as President Bob Knight took a moment to acknowledge that Opening Day happened to fall on the anniversary of the September 11 attacks on the World Trade Center and the Pentagon. He noted that he had been in the O'Connell gym 12 years ago, playing an early-morning game of basketball, when he first learned of the attacks. Knight then asked the gathered crowd to hold a moment of silence in memory of the victims of September 11.



Knight then mapped out some of the challenges and changes the college would face in the coming year. He noted that after years of skyrocketing enrollments, numbers are starting to slip downward again, requiring staff in many departments to focus on recruitment and retention. The college is also gearing up to adopt ctLink, a new collection of online systems being phased

into use at all 34 Washington state community and technical colleges. And while the 3-percent pay cut that affected most college employees has ended, the college is still facing some budget difficulties, partly due to decreased enrollment and partly due to being underfunding by the state. For instance, the college's new STEM Building was funded by the state—but at \$4.5 million less than originally planned.

"I am confident that you will face these challenges and overcome them, just as well as you have done in the past," Knight said, adding that the college would continue to rely on

private support gathered by the Clark College Foundation, which is ending its \$20 million Ensuring a Bright Future campaign next June.

Associate Vice President for Planning and Effectiveness Shanda Diehl spoke about another upcoming challenge: crafting the college's 2015-2020 Strategic Plan. "Since we will use the strategic plan as a tool to make decisions, we need all of your feedback during its development," she said, mapping out how that would take place.

But along with the talk of challenges and policies, there was also time for fun and high jinks. Traditionally, Opening Day includes a music video about the college, and this year it fell to the Office of Instruction to create the video. Titled "Rock of All Ages," it drew cheers and laughter from the gathered employees—and, afterward, sparked an impromptu dance party that lured to the floor faculty, staff, Student Ambassadors, and even the three trustees in attendance.



Clark President Robert K. Knight presents French professor Doug Mrazek with an award for 35 years of service to Clark College.

The event also was occasion for President Knight to award Presidential Coins to five employees, and for Human Resources to announce the recipients of the 2013 Exceptional Classified Staff Awards and to present service-anniversary awards to employees who had worked at the college for five, ten, 15, 20, 25, and 30 years. One employee, French professor Doug Mrazrek, received an award for 35 years at the college—as well as a standing ovation from the crowd. The event was also an opportunity to present plaques to the recipients of the 2012-2013 Exceptional Faculty Awards, whose names were officially announced during Commencement.

Photos: Clark College/Jenny Shadley

EDITED 9/30/13 to correct end date of Foundation campaign.

Vision Quest



Associate Vice President of
Planning and Effectiveness
Shanda Diehl

On Opening Day 2013, Associate Vice President for Planning and Effectiveness Shanda Diehl explained the college's approach to creating its 2015-2020 Strategic Plan. "Since we will use the strategic plan as a tool to make decisions, we need all of your feedback during its development," she said, mapping out how that would take place.

The process began on Opening Day with employees being randomly assigned to groups of 12. These groups met for an hour to discuss how each individual member helped support student learning, which the college has identified as the common purpose that unites all departments and programs.

These groups will meet again in October, November, January, and February to discuss different aspects of student learning.

After the small-group meetings, employees gathered near Andersen Fountain for a complimentary lunch, where some of them discussed the previous activity.



New Career Services employee
Alex Martin

“You tend to stick with the people you know, so it was a good way to meet new people at the college,” said Facilities Services Office Assistant Ramona Sott. “And it’s important to be talking about this: How do we help the students here get a better education, and get them to stay?”

“I thought it was fun,” said Career Services employee (and Clark '09 graduate) Alex Martin, who found herself providing feedback for the college’s future on her first day of work. “We had custodians in our group, people in Admissions, all kinds of employees—it was great. I learned a lot.”

Presidential Coins



Dr. Travis Kibota steps forward to receive his Presidential Coin on Opening Day 2013. Typical of Kibota's spotlight-averse personality, he told President Knight he thought someone else probably deserved the coin more.

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

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

Five Clark College employees received Presidential Coins during Opening Day 2013 on September 11. They were:

Karen Wynkoop

Before coming to Clark in 2005, Director of Business Services Karen Wynkoop had already had a distinguished career in higher education. She served as Assistant Vice President of Equity and Diversity and as Organizational Development Specialist at Washington State University; prior to that, she worked at The Evergreen State College in a variety of positions, starting as an accountant and concluding her time there as Associate Vice President for Academic Budget and Financial Planning.

Knight said that Wynkoop “has provided strong and steady leadership of the college's financial management system and budget process during years of rapid growth as well as dramatic cuts in state funding,” adding that she “is widely recognized throughout the state as one of the premier business officers in the system.”

Dani Bundy

During her 10 years at Clark College, Dani Bundy has worked in Eligibility Programs, Credentials, Advising, the Vice President of Student Affairs Office, and Financial Aid. She is currently Assistant Director of Financial Aid. Knight commended Bundy for “never [leaving] a department without implementing a new enhancement that improved efficiencies.”

Knight added that because Bundy is a Clark alumna herself, “she understands the external and internal barriers that students encounter along their educational paths. Because of this, she is always thinking of solutions that will benefit students.”

Dr. Travis Kibota

Biology professor Travis Kibota has worked at Clark for almost 20 years. During that time, he has twice served as interim dean and is currently division chair of Life Sciences. “He has great vision, is a team player, and has a perfect handle on all of the dynamics of how Clark College works,” said Knight.

Knight added: “He eagerly works with people throughout the college as a connector, which makes him successful in the roles he plays as a faculty member, in administration, on committees, and as a grant developer.”

Cindy Heck

Planning and Effectiveness Administrative Assistant Cindy Heck began working at Clark while still a student here, interning with the Legal Secretary program in 1995. That led to a part-time position, which moved to fulltime in 1998.

“Cindy’s ability to see the big picture, attention to detail, practical nature, outstanding work ethic, and sincere care for others all make her an obvious choice for the Presidential

Coin," said Knight.

Heather King

Business and Health Sciences Administrative Assistant Heather King also got her start at Clark as a student, graduating in 1991 and returning, after receiving her B.A. from WSU, for a Certificate of Proficiency in Clinical Office Assistant in 1998. She began working at Clark as a fiscal specialist in the Office of Instruction, moving to BHS in 2009.

"She is the thread that hold the BHS unit together," Knight said. "Her years of dedicated service to Clark College in many areas of the institution; her commitment to students, faculty, and staff; her service on multiple committees are but a few of the reasons she is receiving this coin."