

# Penguins are champion walkers



Oswald and some Clark College Walktober participants pose with their 2020 trophy.

For the first time, Clark College has won Walktober, a 31-day walking challenge between Clark College, Lower Columbia College, and Washington State University Vancouver.

Participants used fitness trackers and mobile apps to track steps and entered their daily activity on a Walktober log. The school with the most steps, Clark College, is presented with a trophy (and bragging rights).

The following three

Clark winners will be awarded prizes for taking the most steps:

- **1<sup>st</sup> place: Sydney Brahmavar from Environmental Science** with 843,756 total logged steps
- **2<sup>nd</sup> place: Aaron McPherson from Facilities** with 826,264

total logged steps

- **3<sup>rd</sup> place: Travis Kibota from Biology** with 720,732 total logged steps

The **Departmental Walktober Challenge Winner** was Environmental Science, with an average daily total of 27,218 logged steps.

## Official Walktober results

- **1<sup>st</sup> place: Clark College** with an average daily total of 9,694 logged steps (based on 68 participants).
- **2<sup>nd</sup> place: Washington State University – Vancouver** with an average daily total of 9,399 logged steps (based on 48 participants).
- **3<sup>rd</sup> place: Lower Columbia College** with an average daily total of 8,391 logged steps (based on 57 participants).

## Now What?

- **Consider participating in the Free Fall Fitness Fun Run or Walk** on Tuesday, November 26 at 1:15 p.m. in front of Cannell Library.
  - **Keep up with your activity levels** by setting Specific, Measurable, Actionable, Realistic, and Timely (S.M.A.R.T.) goals, scheduling time on your calendar to move, and finding an accountability partner.
  - **Come to an event.** You can find upcoming events by visiting the **TLC Event Schedule**. Remember, we follow a more holistic model of wellness, so there are various ways to engage throughout the year. Check out the **Six Dimensions of Wellness** for more information.
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# The Weekly News: Week 18



## National Honors

Clark College has been named a 2020 Best for Vets college in the Career and Technical College category by *Military Times*—just one of 19 colleges across the nation to receive this designation. It's the third year in a row Clark has earned Best for Vets status. Kudos to everyone in the Veterans Resource Center, as well as everyone across the college who helps support our student veterans!

## New VP of DEI named

Please join me in congratulating Rashida Willard, who has accepted the appointment as the new Vice President for Diversity, Equity and Inclusion at Clark College. This is an important milestone for

the Office of Diversity, Equity and Inclusion and a positive leap forward for the college in supporting our staff, faculty and students.

Rashida stepped into the role as interim 17 months ago while still the Director of Operations and Risk Management in Administrative Services. She has taken on additional responsibilities in service to the college and she has earned the respect of her peers, our students, and the community as a strong and effective leader.

During this interim period, she has created and developed structures, spaces, and programs to help remove barriers for students and she's leading the effort to create a culturally competent campus to help students succeed. She is deeply invested in this work and passionate about creating inclusive, safe, and welcoming environments where *all* students have maximum opportunities to succeed.

Rashida holds a master's degree in Business Administration, a bachelor's degree in Business Administration, and an associate degree in Organizational Dynamics. She is currently attending Concordia University, pursuing a doctorate in Education with a concentration in Professional Leadership, Inquiry and Transformation.

Under Rashida's leadership, the ODEI team has built good momentum, developing new initiatives and programs that will help our college move forward.

Please join me in congratulating and thanking Rashida for accepting this role.

## **Penguin Power!**

We did it, Penguins! We won the Walktober challenge between Clark College, Lower Columbia College, and WSU Vancouver. Our 68 Walktober participants averaged 9,694 steps during the month of October, winning us a trophy and bragging rights. Special shout-outs to our top Penguin walkers:

- 1st place: Sydney Brahmavar  
(Environmental Science) – 843,756 steps
- 2nd place: Aaron McPherson  
(Facilities Services) – 826,264 steps
- 3rd place: Travis Kibota  
(Biology) – 720,732 steps
- Departmental winner:  
Environmental Science, with an average daily total of 27,218 steps

... And, of course, to Interim Director of Talent Acquisition and Development Vanessa Neal, who led our Walktober efforts. I invite all Walktober participants to join Vanessa, Oswald, and myself at noon on November 20 at the Japanese Friendship Garden (or inside O'Connell if it's raining) for a group photo with our fabulous trophy.

## **Kudos to the STEM Team**

Thanks to dozens of STEM Unit students, staff, and faculty volunteers who hosted the Elementary Science Olympiad on

Saturday, in conjunction with the Southwest Washington Science Olympiad (WSO). Eighteen teams of third-through-fifth graders from throughout Southwest Washington participated, representing 14 schools from 8 school districts, with a total 270 students. The challenging and motivating events of WSO align with Washington State Learning Standards. The events throughout the day were designed to enhance and strengthen both science content and processing skills.

And, thanks to the Clark College Surveying and Geomatics Department, in conjunction with the United States Forest Service, for hosting Geographic Information Systems (GIS) Day on Friday. GIS is a scientific framework for gathering, analyzing and visualizing geographic data to help us make better decisions. GIS Day included a number of speakers, displays, and interactive geospatial activities.

Also, congratulations to STEM Dean Peter Williams on his recent presentation with Dr. Carli Schiffner, SBCTC Deputy Executive Director of Education, and Dr. Gita Bangera, Dean of the RISE Learning Center at Bellevue College, on "Scaling Up Classroom Undergraduate Research Experiences Statewide" at the Association of American Colleges and Universities (AAC&U) Transforming STEM Higher Education conference in Chicago, Illinois.

# Time to nominate outstanding employees

There are three employee award programs now accepting nominations. I hope you will look around you and decide to make a nomination: the Lora Whitfield Social Equity Award, the quarterly Classified Excellence Award, and the Exceptional Administrative Exempt Award.

The Lora Whitfield Social Equity Award honors a member of the Clark College community that has demonstrated a sustained commitment to advancing equity. Award recipients will receive a plaque along with \$1,000 funded by the Clark College Foundation. This award will be presented at Opening Day before the beginning of fall quarter each year. This 2020 inaugural year, the award will be announced during State of the College in winter quarter.

For 2020, nominations should be submitted by **November 29** for the Executive Cabinet to review and select an award winner by State of the College in January.

Please nominate a Clark College Employee by visiting the Lora Whitfield Social Equity Award page and fill out the **online submission form**.

Do you know of an outstanding **Classified employee** at Clark? Have you been looking for a meaningful way to say "thank you" to that person who has gone above and beyond in their service to you,



your department

or the college community? Now is your chance to acknowledge that special person.

Also, nominations are being accepted for outstanding Classified

employee at Clark for the **2019 Fall Quarter Award**. Please continue

reading for more information. Submissions can be made by filling out the **online**

**submission form**. Please only submit a nomination for the current quarter. The

deadline is **5:00 p.m. on**

**Friday, November 22**. For questions, contact Vanessa Neal, [vneal@clark.edu](mailto:vneal@clark.edu) in Human Resources.

And, a new award for 2020 is the **Clark**

**College Administrator and Exempt Excellence Award** honoring two Exempt staff

members who contribute in significant ways toward building a positive climate,

inclusive environment, and improving the quality of life at Clark has been

created. Submissions can be made by filling out the online submission form by **5:00 p.m. on**

**Friday, December 13**. For questions, contact Lisa Wolfson, [lwolfson@clark.edu](mailto:lwolfson@clark.edu) in the Office of the President.

Selection

will be based on the following criteria:

- Exemplary Work Performance
  - Excellence in work performance
  - Makes a significant impact on the College (give examples of involvement, attitude, helpfulness, etc.).



- Contributes and demonstrates commitment to the College's mission and core values.
- Initiative and Collaboration
  - Positive interaction and engagement with all community partners (faculty, staff, students and the public)
  - Exhibits respect for fellow workers and students
- Special Achievements or Contributions to the College Community
  - Initiates or actively participates in projects for the betterment of the college community
  - Serves in leadership roles with campus groups/committees and/or external college partners
  - Displays consistent interest in and active support of diversity; seeks and promotes interaction with and between groups with differing ideologies, cultures, socioeconomic status, etc.

Recipients of this award will receive a glass plaque and \$1,000 funded through an anonymous donor's contributions to the Clark College Foundation. These awards will typically be announced on Open Day before the beginning of fall quarter each year. This inaugural year (2019-2020), the awards will be presented at the State of the College address during winter quarter.

To be eligible, the nominees must be a current full-time Administrative employee who has been in their current position for more than

twelve (12) months. Members of the President's Executive Cabinet are not eligible to be nominated.

## **Congratulations, Dr. Donald Appert**

The award-winning Clark College Orchestra will present its Fall concert as part of the 2019-20 season celebrating the 30th anniversary of Music Director/Conductor Donald Appert on Wednesday, December 4 at Skyview High School.

This all-orchestral extravaganza will include *La Valse* by Maurice Ravel, *Nuages* and *Fêtes* from Claude Debussy's *Nocturnes*, and Josef Suk's *Symphony No. 1 in E minor*. The performance is at 7:30 p.m. and admission is free and open to the public. Donations to the Orchestra General Fund will be accepted at the door.

For complete information about all the Clark College Music Department concerts including the orchestra, concert band, jazz ensemble, and choirs, please see <http://www.clark.edu/campus-life/arts-events/music/music-concerts>.

We are fortunate to have such treasures at Clark College.

## **Student Enrollment**

Clark College began registering students for Winter quarter this

past week for priority registration. While Clark's ctcLink Project Management team works to provide access to queries that will help manage enrollment, I ask for your patience. Planning and Effectiveness is working to redevelop our enrollment management tools in Tableau to be available to all during winter quarter.

## Open Enrollment for employees

It's that time – a chance to review and make changes to your public employee benefits. Open enrollment ends Saturday, November 30. To make changes go to *My Account* on the PEBB website. If you have questions about your benefits or account, please contact one of our benefits team members:

- Thao Schmidt, [tschmidt@clark.edu](mailto:tschmidt@clark.edu), ext. 2628
- Amy Harrington, [aharrington@clark.edu](mailto:aharrington@clark.edu), ext. 2325
- Guisela Eberle, [geberle@clark.edu](mailto:geberle@clark.edu), ext. 2119

## Reflections from this past week and looking ahead

Once again, I want to share my appreciation for the Clark ctcLink team, who have done an amazing job throughout the goLive conversion. I am inspired by the dedication of all the staff that I've seen

across the campus in Finance, HR, Student Services, Instruction, Planning and Effectiveness, and IT who have been problem-solving throughout the week. Change is hard, and this has been exhausting and frustrating work. This amazing team has risen to the challenge. The whole state community college system has been watching us to see how this is done. Congratulations again, Penguin Nation. You've got this!

This next week I look forward to my first quarterly meeting between the WSUV Executive Team and Clark College Executive Team. The following day the Clark College Executive Team is participating in a daylong retreat with Dr. Kathy Obear, continuing to work on improving ourselves as a team.

Congratulations to the Penguin Men and Women who are running the NWAC Cross Country Championship in Lacey today (Monday, November 18). Go Penguins!!

I will be in Seattle the remainder of the week with Shanda Haluapo, Associate Vice President of Planning and Effectiveness and Clark College Accreditation Liaison Officer, at the Northwest Commission on Colleges and Universities Annual Conference on Student Success, where I look forward to learning more about the new Eligibility Requirements and Accreditation Standards for 2020. I plan to stay in Seattle for the weekend to have an early holiday with my family.

This coming weekend will be a busy one on campus, with performances of “A Bright New Boise” in the Decker Theatre in Frost Arts Center

Thursday, Friday and Saturday evenings at 7:30 p.m.; Men’s and Women’s

Basketball games in O’Connell

Sports Complex; and the Clark College Jazz Band, under the direction of Dr.

Doug Harris, presenting its “A Salute to the Big Bands” on Saturday at 7:30

p.m. in Gaiser Student Center.

And just because Walktober is over, that doesn’t mean we Penguins

should stop being active: Get ready for the Fall Free Fun Run and Walk next

Tuesday, November 26, at 1:15 p.m. in front of the Cannell Library.

Registration is free and starts at 1:00 pm.

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## **VP for Diversity, Equity, and Inclusion announced**



Rashida Willard

Clark College announced today November 14, 2019 that Rashida Willard has accepted the position of Vice President of Diversity, Equity and Inclusion at the college effective immediately.

“Rashida has earned the respect of her peers, our students and the community as a strong and effective leader,” said Clark College Interim President Sandra Fowler-Hill who made the appointment. “She has created and developed structures, spaces and programs to help remove barriers for students and she’s leading the effort to create a culturally competent campus to help students succeed. The college is thrilled to make this announcement.”

Willard joined Clark College four years ago as Operations Manager of Administrative Services. She has taught as an adjunct professor, has served as Director of Operations and Risk Manager, and for the past 17 months has served as Interim Associate Vice President of Diversity,

Equity and Inclusion.

During that time, she has developed, aligned and integrated new and existing initiatives and procedures into a cohesive platform to foster a more inclusive, welcoming and diverse college community.

“I am deeply invested in this work, and am passionate about creating inclusive, safe and welcoming environments where *all* students have maximum opportunities to succeed,” Willard said. “I am eager to move forward in community and collaboration, building on our team’s momentum of the last several months.”

Willard was a participant and graduate of the Social Justice Leadership Institute for the Washington State Community College System in 2017-2018 and was nominated as a Real Hero by the Learn Here Project in 2018. She is also a part of the Vancouver Police Chief’s Diversity Advisory Team.

Willard holds a master’s degree in Business Administration, a bachelor’s degree in Business Administration, and an associate degree in Organizational Dynamics. She is currently attending Concordia University, pursuing a doctorate in Education with a concentration in Professional Leadership, Inquiry and Transformation. Her current research explores strategies that faculty and staff employ to create culturally engaging spaces for students of color attending predominantly white institutions and how campus racial climate



affects their persistence and completion rates. This research will be used to examine and identify strategies to close the equity gap among students of color in higher education.

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## The Weekly News: Week 17



## Veterans Day

Thank you to our student and employee Veterans who have served our country. We have 304 Veterans enrolled at Clark College this fall. I'm so proud of our Veterans Resource Center that is available to help veterans and their dependents get connected

with the resources and networks of support available to them at Clark College and in the local community. The Center provides welcoming staff, mentoring from other student veterans, and tools to succeed academically and personally including subsidized dental care, a Books for Vets program, and tutoring.

## ctcLink Success

Congratulations and thank you to our amazing ctcLink team!

89% of our staff have now activated their accounts. 47% of our students and 55% of our faculty have activated their accounts. Here's a helpful link for students with step-by-step instructions on how to activate their new accounts. The timing is important because registration starts this week with eligible student veterans, and continues in waves through next week.

It's the beginning of the third week and while we've made tremendous progress, and there is still considerable work to be done. **I ask for your continued patience** right now.

Staff are not able to respond to requests because they are very busy making sure the information is correct in ctcLink. It's hard on everyone. Our staff want to respond to questions and yet they don't have the bandwidth at this moment.

Thank you for your continued patience and let's give grace to one another in every way possible, knowing everyone is doing the best they can.

## Congratulations, Athletic Director Laura LeMasters!

What great news to see that our own Laura LeMasters has accepted the position of athletic director at Clark

College. Laura joined Clark College as assistant athletic director in 2016 and most recently served as interim athletic director since June. She has a master's degree in Kinesiology with an option in Sport Management from California State University – Long Beach and a bachelor's degree in Sport Management with an emphasis in Communication from WSU Pullman.

Laura brings a wealth of experience in student success, college athletics, marketing, operations, and recreation from her prior roles at Occidental College, Central Wyoming College, and Lewis & Clark College. Laura is a strong student advocate and has played an important role in ensuring our compliance with state, federal and NWAC regulations. Laura is committed to continuing our focus on academic and athletic excellence in our athletic department.

## Go Penguins!

I watched the Clark College women's soccer team play hard on Saturday in the rain. The No. 4- ranked Penguins were upset by Tacoma Community College for the NWAC quarterfinal round. It was a tough ending, but much respect to Tacoma and best of luck going forward. Clark Penguins finished the season 11-4-1. Congratulations to our Penguins! You make us proud.

## Time for nominations

Do you know of an outstanding Classified employee at Clark? Have you been looking for a meaningful way to say "thank you" to that person who has gone above and beyond in their service to you, your department or the college community? Now is your chance to acknowledge that special person.

We are pleased to announce that nominations are being accepted for the **2019 Fall Quarter Award**. Please continue reading for more information. Submissions can be made by filling out the **online submission form**. Please only submit a nomination

for the current quarter.

Nominations will be reviewed by the Classified Staff Awards Committee and will be evaluated entirely on the basis of the information submitted on the nomination form. The deadline is **5:00 p.m. on Friday, November 22, 2019**. For questions, contact Vanessa Neal, [vneal@clark.edu](mailto:vneal@clark.edu) in Human Resources.

## Student enrollment

Each week I'd like to share with you enrollment facts that paint a picture of our student body.

Under the Guided Pathways model, all new, degree-seeking students entering fall 2019 identified their Program of Study, under the six Areas of Study. Here are the paths our students have chosen:

- 16% Creative & Communication Arts
- 17% Business & Entrepreneurship
- 27% Healthcare & Biosciences
- 3% Advanced Manufacturing & Mechanical
- 13% Public Service, Society, & Education
- 23% Science, Technology, & Engineering

We'll continue to work on program mapping and other vital tools within the framework of Guided Pathways to help our students choose their path and stay on the path. Thank you to the Guided Pathways team for all you do.

## Open Enrollment for employees

It's that time – a chance to review and make changes to your public employee benefits. Open enrollment ends Saturday, November 30. To make changes go to *My Account* on the PEBB website. If you have questions about your benefits or account, please contact one of our benefits team members:

- Thao Schmidt, [tschmidt@clark.edu](mailto:tschmidt@clark.edu), ext. 2628
- Amy Harrington, [aharrington@clark.edu](mailto:aharrington@clark.edu), ext. 2325
- Guisela Eberle, [geberle@clark.edu](mailto:geberle@clark.edu), ext. 2119

## Reflections from this past week

This past week I joined Dr. Sachi Horback and Mohammed Maraee, Associate Director of the Southwest Washington Center of Excellence for Semiconductors and Electronics Manufacturers, at Portland Community College's Swan Island Center to discuss with PCC leadership opportunities to collaborate to meet our regional workforce needs in welding. I enjoyed the McClaskey Culinary Institute's Tapas Fiesta Bar with the Executive Council last Tuesday. It was delicious! I loved hearing from the students about how they prepared the creative menu selections. I continued my listening tour with a tour of some of the WPTC Programs. Thanks to Interim Dean Armetta Burney and the amazing faculty in Welding, Machining, and Diesel who shared the exciting work they are doing in these areas. I joined Rashida Willard at the Vancouver Education Diversity and Inclusion Committee to discuss with community leaders how we can partner to "grow our own" systemically non-dominant K-12 teachers. It was an interesting discussion with PSU Dean of Education, Dr. Marvin Lynn, sharing information about the Portland Teachers Program that has been a leader in this work for over 30 years. I ended the week with two of our Board of Trustees (Chair Jacobsen and Trustee Bennett) at the statewide Association of College Trustees Legislative Action Committee and Fall Conference in Seattle and was sorry to miss Bingo for Vets Thursday evening.

This week I am looking forward to meeting with the newly formed Clark College Community Equity Council, celebrating November birthdays with you, meeting the President of WSU at the WSUV Advisory Council, and recognizing the ctcLink team at the Board of Trustees meeting on Wednesday evening.

Once again, I want to share my appreciation for the Clark ctcLink team, who have done an amazing job throughout the goLive conversion. I am inspired by the dedication of the leadership team and the problem-solving that I've seen across the campus in Finance, HR, Student Services, Instruction, Planning and Effectiveness, and IT throughout the week. Change is hard, and this amazing team has risen to the challenge. The whole state community college system has been watching us to see how this is done. Congratulations again, Penguin Nation. You've got this!

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## **Clark College names new Athletic Director**



Clark College recently announced that Laura LeMasters has accepted the position of athletic director at the college.

LeMasters joined Clark College as assistant athletic director in 2016 and most recently served as

interim athletic director since June. She has a master's degree in Kinesiology with an option in Sport Management from California State University – Long Beach and a bachelor's degree in Sport Management with an emphasis in Communication from WSU Pullman.

LeMasters brings a wealth of experience in student success, college athletics, marketing, operations, and recreation from her prior roles at Occidental College, Central Wyoming College, and Lewis & Clark College.

“Laura is a strong student advocate and has played an important role in ensuring our compliance with state, federal and NWAC regulations,” said Vice President of Student Affairs Bill Belden. “Laura is committed to continuing our focus on academic and athletic excellence in our athletic department.”

“I am grateful and honored to be selected for the role of athletic director at Clark College,” said LeMasters. “I hope to continue to build the level of commitment to academic and athletic excellence as well as create a student experience for athletes, coaches, staff and the entire student body, that will enhance the pride of Penguin Nation.”

## **About Clark College Athletics**

Penguin Athletics has a proud tradition of competitive success within the Northwest Athletic Conference (NWAC). The department offers 11 intercollegiate sports programs: Baseball; Men's and Women's Basketball; Men's and Women's Cross Country; Men's and Women's Soccer; Softball; Men's and



Women's Track & Field; and Women's Volleyball.

Penguin Athletics places great emphasis on academic performance as well as athletic achievement. The program offers student athletes the opportunity to reach their educational goals, as well to pursue meaningful athletic accomplishments. For more information, visit [www.clarkpenguins.com](http://www.clarkpenguins.com).

*Photo: Clark College/Jenny Shadley*

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## The Weekly News: Week 16



# Well done, Clark College!

It's Day Five of the ctcLink conversion, and I'm so proud of our ctcLink team that has put in such long days this week to help the college through the transition. This has been a herculean task requiring patience, perseverance, flexibility, creativity, humor and grace. Please, as you see them, join me in thanking them for their extraordinary work:

- Susan Maxwell, myClark ctcLink Project Director
- Sabra Sand, Director of Business Services and Financial Management Pillar Lead
- Miranda Saari, Associate Dean of Enrollment Services and Registrar and Campus Solution Pillar Lead
- Guisela Eberle, Human Resources Assistant Director and Human Capital Management Pillar Lead
- Genevieve Howard, Associate Vice President of Instruction and Instructional Lead
- Andy Barsotti, Director of Data Services and ITS Lead
- Tanya Kerr, ctcLink Internal Controls and Business Analyst (Campus Solutions and Financial Management)
- Jennifer Ward, Program Manager for myClark ctcLink
- Shanda Haluapo, Associate Vice President of Planning and Effectiveness and myClark ctcLink Executive Sponsor

This really is a team sport. I thank everyone who has made this our No. 1 priority this week. I know it's been

consuming. The long-term benefits to our staff and our employees will be significant.

We also have student resources you can help share with students as they log onto their new and improved MyClark. It's vitally important they're in the system by next week. Registration for winter term starts next Friday. Thank you to our faculty, our staff, our Student Ambassadors, and Tech Hub crew for helping students make the jump onto our new platform.

## **Well Done, Penguins Soccer Team!**

Congratulations to our amazing Clark College women's soccer team! They concluded their 2019 regular season on Saturday, October 26. They have gone 64 league games without a loss, dating back to October 2014; claimed their fourth Southern Region title in a row; and have earned a bye for the first round of the NWAC soccer tournament.

We are set to host the NWAC quarterfinal round at Kim Christensen Field at noon on Saturday, November 9. We will be host to the winner of the Tacoma CC vs. Columbia Basin CC game set for next week. You will be hearing more about showing your Penguin spirit with a new cool scarf that will be available soon.

Go Penguins!!

## Columbia Writers Series next week

This looks like an interesting lunchtime event next Thursday on campus: The Clark College Columbia Writers Series kicks off its 2019-2020 season with “The Female Gaze” featuring 2019 National Book Awards Fiction long-listers **Kali Fajardo-Anstine** (*Sabrina* & *Corina*) and **Kimberly King Parsons** (*Black Light*). This event, which is free and open to the public, will be held on Thursday, November 7, from noon to 2:00 p.m. in PUB 161.

The event includes a reading and discussion on building buzz around debut short story collections and highlighting the many faces of contemporary female identity in literature. It will feature brief readings, a moderated conversation, and question-and-answer session followed by a book signing.

“The Female Gaze” is presented by the **National Book Foundation** and **Clark College** in a new partnership. Information about the Columbia Writers Series is available at [www.clark.edu/cc/cws](http://www.clark.edu/cc/cws).

## Reflections from this past week

Once again, I want to share my appreciation for the Clark ctcLink team who have done an amazing job throughout the goLive conversion. I am inspired by the dedication of the leadership team and the

problem-solving that I've seen across the campus in Finance, HR, Student

Services, Instruction, Planning and Effectiveness, and IT throughout the week.

Change is hard, and this amazing team has risen to the challenge. The whole

state community college system has been watching us to see how this is done.

Congratulations again, Penguin Nation. You've got this!

Thanks, Oswald, for stopping by in your

"penguin burger" costume to share some treats with us yesterday. I enjoyed

seeing some very creative costumes as I walked across the campus yesterday.

I'm looking forward to celebrating

Indigenous cultures at our Annual POWWOW tonight with the Dreamcatcher

Scholarship recognition and Grand Entry with drummers and dancers. It should be

a great way to end the week.

Finally, I've walked 152,926 steps this Walktober around the college and on

the weekends in my neighborhood. Don't forget to turn in your steps to [vneal@clark.edu](mailto:vneal@clark.edu) to help Clark win the

Walktober Challenge. Keep on walking, Penguin Nation!

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## The Weekly News: Week 15



## CtcLink: It's here!

ctcLink went successfully live at 7:30am this morning. Yahoooo!

Kudos to the entire ctcLink team for making this a success. I especially want to acknowledge myClark ctcLink Steering Team members who have led this extraordinary effort over the past five years:

- Susan Maxwell, myClark ctcLink Project Director
- Sabra Sand, Director of Business Services and Financial Management Pillar Lead
- Mirranda Saari, Associate Dean of Enrollment Services and Registrar and Campus Solution Pillar Lead
- Guisela Eberle, Human Resources Assistant Director and Human Capital Management Pillar Lead

- Genevieve Howard, Associate Vice President of Instruction and Instructional Lead
- Andy Barsotti, Director of Data Services and ITS Lead
- Tanya Kerr, ctcLink Internal Controls and Business Analyst (Campus Solutions and Financial Management)
- Jennifer Ward, Program Manager for myClark ctcLink
- Shanda Haluapo, Associate Vice President of Planning and Effectiveness and myClark ctcLink Executive Sponsor

In addition to over 30 staff and managers who spent this weekend validating data to assure the transition was successful.

Thank you ALL!

I'm

so proud to be part of the Clark team. **We've got this!!!**

I

am grateful to the entire ctcLink team who have been walking us through this

major undertaking along with SBCTC team. I want to affirm something that Shanda

Haluapo said last week in her email to you. She acknowledged that this week

will be full of rewards and challenges as we learn to do our work differently.

She reminded us to have compassion and patience with ourselves and those around

us, because we all do the best we can do.

We'll have access to the PeopleSoft system

starting tomorrow, October 29. You will get an email with the link and

instructions on how to log into the system. People from the



State Board for  
Community and Technical Colleges (SBCTC) will be here to help  
support us in the  
transition. We have resources to support your transition.  
Please review the employee resources.

We also have student resources you can help share with  
students.

## **Penguin Pantry Growing**

I enjoyed attending the second anniversary  
open house at the Clark College Penguin Pantry.

It provides students with a safe,  
comfortable place to get something to eat, pick up a  
necessity, and connect  
with additional resources and services such as counseling,  
public benefits,  
community food banks and other resources. There's a great  
article in the Indy  
this month about the pantry and its growth on the campus.  
Thanks to student  
reporter Sandra Fachiol for the story: "Clark's food pantry  
strives to reduce student hunger."

Also  
a very special thank you to the Penguin Pantry program  
assistant, Estancia  
Cota. As the Penguin Pantry founding staff member, she is  
passionate about  
holistically meeting students' needs and understands the  
larger role that the  
Penguin Pantry plays in success, retention and completion. Her  
work and  
commitment to the Penguin Pantry makes a positive difference  
in the lives of  
our students. Here's the link to find out more about

how you can help and how you can help connect our students with the Penguin Pantry. Estancia and student/volunteer Megaera Jarvis presented at the Board of Trustees meeting that evening on the impact the pantry has made on our students who are experiencing food insecurity.

## Enrollment Update

From the first day of fall quarter to census day, 281 students left the college, representing more than 100 FTES. A quarter (25%) of these students were dropped for nonpayment. The students who left were more likely to be low income, employed, first generation, and students of color. How can we, as a college, work together to support these students before they silently leave?

## Employee Giving Campaign

There are many ways to support students with your time, effort and resources. Just a reminder the Foundation has launched its annual Employee Giving Campaign. You can choose where your donation goes and you can help make sure we get a \$5,000 corporate match for Penguin Pantry.

Visit

the foundation's Employee Giving website for more details and to make your secure online donation: [www.clarkcollegefoundation.org/campaign/ways-to-give/employee-giving](http://www.clarkcollegefoundation.org/campaign/ways-to-give/employee-giving)

As an added incentive, the department with the highest giving participation will win a catered meal from Clark College Foundation.

You also have an opportunity to give to the Phi Theta Kappa Thanksgiving Basket Fundraiser. Each year the Penguin community is asked to make cash donations to help buy items for a Thanksgiving dinner for our students in need. The dinner includes a 10-14 pound turkey, mashed potatoes and gravy, stuffing, yams, green beans, cranberry sauce, dinner rolls, and a pie. Cash and check donations can be accepted at the Cashier's Office until Friday, November 22. This year's goal is to raise \$3,000 to provide 100 Thanksgiving dinners, with your help.

## **Reflections from this past week**

This past week was filled with inspiring presentations and learning about Clark. At the Students with Disabilities Luncheon, Alyssa Voyles shared her personal journey and inspired us all with her courage.

At the Board of Trustees work session we heard four students who were nominated to represent Clark College for the Washington Transforming Lives Award. Jorge Maravilla was selected by the Board to represent Clark College. His journey as a student began 2015 in the High School 21+ program and he earned a Certificate of Proficiency in Supervisory Management. He shared a very moving story of how his life has been transformed by attending Clark College.

In addition, the Board of Trustees heard from two amazing faculty about their recent sabbaticals at their work session. Jill Darley-Vanis and Erin Staples each shared their sabbatical experience and the projects that were a result of having time to dive deep into a subject. I was inspired to hear the impact of their projects on teaching and learning at Clark. And, Samuel May-Varas was the Faculty Speaker with welding/machining student, Gloria Razinski, at this month's Board of Trustees meeting, presenting on the Welding I-BEST Program.

I wrapped up the week continuing my "Listening Tour" at the CLASS Unit meeting. I appreciated hearing their passion for serving students in the Library, Tutoring, and TLC, and everyone's candor in sharing the challenges they are facing.

I was honored speak at the Foundation Scholarship Reception. The O'Connell Sports Center was filled with donors,

event sponsors, scholarship recipients and their support team, families and loved ones celebrating our students who are on promising pathways. Talented Clark musicians (Colin Hunt, Ian Engelsman and Riley Lyons) entertained the group and ASCC President Evans Kaame shared his extraordinary journey to Clark College.

Finally, I've walked 120,971 steps this Walktober around the college and on the weekends in my neighborhood. Keep on walking, Penguin Nation!

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## **The Weekly News: Week 14**

### **Reflections from this past week**



Last week I had the opportunity to meet with our Nursing faculty, Associate Dean of Health Sciences, Dean of Business & Health Sciences, and Vice President of Instruction to learn more about the Nursing Program and the Clark College building at WSUV. Shortly after our meeting, we received confirmation of the Clark College Nursing Program's continued accreditation with Accreditation Commission for Education in Nursing (ACEN). Congratulations to everyone in our Nursing program for receiving the largest window of time regarding the next site visit (2019-2027) and for being recognized by ACEN for "Achievement of Quality and Excellence in Nursing Education."

We

celebrated Clark College at Columbia Tech Center's 10th anniversary last week,  
and I was inspired by remarks made by Clark College Associated Student President Evans Kaame. Thank you to the instructors, staff and students at Columbia Tech Center who helped host a fun 10-year anniversary party. Attendees were able to tour the building and get a glimpse of the learning that happens there in Mechatronics, Business, and Economic & Community Development classes. We joined with the Greater Vancouver Chamber of Commerce to hold a ribbon cutting. Thanks to all who helped. Read more about the event in this *Columbian* article.

I was honored receive gifts this week on behalf of Clark College from Vancouver's sister city of Joyo, Japan, presented by Nami Inoue, a faculty member in our Japanese language program who grew up in Joyo. And, thanks to all who stopped by for a cupcake to celebrate your birthday in October. I look forward to celebrating the months ahead!

I just returned from attending the 50th annual Association of Community College Trustees (ACCT) Leadership Congress in San Francisco with Board Chair Jane Jacobsen and Trustee Jada Rupley along with 1,850 trustees, presidents, staff,

and other community college stakeholders. Throughout the conference we promoted the Clark College President Search.

I was inspired by the words of ACCT Chair Connie Hornbeck: "All of higher education and industry is changing at a breakneck pace. Community colleges lie at the nexus of both. We in this room are charged with sustaining the community college sector no matter what changes come... We can't predict, but we can and must be as prepared as possible, as nimble as possible, to keep our institutions strong for our students."

#### Keynote

speaker Barry Posner focused on the key leadership practices trustees and others need to manage these complex times. Co-author of the book *Leadership in Higher Education*, Posner focused on five key strategies based on research involving 150,000 college and university leaders, ranging from modeling and inspiring a shared vision to upending existing processes, leading from the heart, and enabling others to act.

#### Leaders

of three state community college systems emphasized the importance of local leadership in navigating a challenging landscape that includes declining state support and growing student needs. I enjoyed learning along with our trustees about best practices in presidential searches, recruiting, and



onboarding from  
other colleges.

## All voices needed

Today is the last day to fill out the **Clark College 2019 Climate Survey**. The deadline is tonight at 5:00 p.m.

This is so important to our work at Clark College. The Board of Trustees has identified improving the college climate and employee morale as one of its priorities. Your input is critical to the process. This year we have added incentive: Everyone who submits a survey has the option sign up to win one of three \$50 gift certificates to Amazon. Please note that your responses on the Clark College Climate Survey will NOT be connected to your name if you wish to enter the drawing.

## ctcLink – one week away

Please take a minute to get your new your new ctcLink ID (open in Chrome) and get a sneak peek into the ctcLink PeopleSoft testing environment using a Clark College computer at one of the campuses or using a VPN. To get into the ctcLink PeopleSoft testing environment you will use your new ctcLink ID and preset password. Your password is your last name – capitalize the first letter only – and add the @ sign at the end, e.g., Fowlerhill@ is my password.

As

for training? Some people have inadvertently deleted or declined the invitation for the SBCTC Canvas training. If you did that, please contact Jennifer Ward or call her extension at 2077 so she can reregister you. Thank you!

We are confident the result will be a positive for students and employees; far more user friendly and efficient. But we recognize change presents challenges.

I want to call out the sustained efforts of everyone on the ctcLink team led by Project Manager Susan Maxwell and Associate Vice President of Planning and Effectiveness Shanda Haluapo. Shanda's next update for us is Wednesday this week: Please watch for them as they contain vitally important information about our process now underway!

## **ctcLink and our students**

All student online systems are unavailable as of October 17 through October 30 while the college upgrades to the state's new software system.

Our messaging to students? "Please bear with us as we work to improve your online experience. You'll be signing into the new improved My Clark on October 31. In the meantime, if you need assistance with student services, we are here for you."

- **In person:** Stop by the Information Desk in Gaiser Hall.
- **By phone:** Call 360-992-2107
- **By email:** Contact [registration@clark.edu](mailto:registration@clark.edu)

What

do students need to know? On October 31, they need to go to [myclark.edu](http://myclark.edu). Once they sign in, they will be given a **new ctcLink ID. They need to write it down.** It will be needed to log in to access their information.

Here's

the great news for students: The **new and improved MyClark** will offer a simple, easy pathway for students to register for classes, apply for financial aid, request unofficial transcripts, and use the schedule planner at Clark College.

## Clarks supports for students

The

Counseling and Health Center is continuing their support groups this fall term!

Please feel free to share the information below with any students you think would benefit.

- **Running Start Support Group**

– Wednesdays 11:00 a.m. – 12:00 p.m., October 16 – November 20 at the Counseling and Health Center, HSC 124. This is a space to connect with other Running Start students navigating the complicated worlds of family, high school, and college.

- **Parent Support Group**

– Wednesdays 1:00 – 2:00 p.m., October 16 – November 20  
at the Counseling  
and Health Center, HSC 124. This is an ongoing support  
group for students  
balancing school, life, and parenting.

Both

groups are facilitated by CHC counselors Beth VanBuecken and  
Valentina

Pishchanskaya-Cayanan. Students can contact Valentina at  
**vcayanan@clark.edu** to sign up, or with any

questions. As always, the Counseling and Health Center  
provides free mental

health counseling and low-cost health services to Clark  
students. Appointments

can be made by calling 360-992-2614, or by email at  
chc@clark.edu.

## **Penguin Pantry turns two!**

You

are all invited to the Penguin Pantry second anniversary open  
house on **Wednesday,**

**October 24,** from 12:00 p.m. – 4:00 p.m. I want to encourage  
everyone to

bring a donation of canned or boxed food to the open house. As  
you probably

know, demand for food resources has increased significantly on  
campus. It may

be that word is getting out among students about this vital  
resource. Thank you

to everyone who supports it. The Penguin Pantry is in the  
Science Building

(SCI) in Room 101.

# Expanding RAVE

For

years, our RAVE alert system has been sending Clark College employees and students emergency text and email messages whenever the college experienced a closure, lockdown, etc. I'm pleased to announce that this service has just been expanded to include families, parents and visitors to Clark College.

Now

everyone can opt in. All they have to do is text the word "Penguins" to the number 67283.

This

feature is for any Clark Community member (parent, visitor, etc.) who is not automatically entered into the system.

There

will be a formal rollout for this feature, as well as a new app called RAVE Guardian, coming soon. In the meantime, please feel free to share the keyword and number. Thank you to our emergency management team for your work on this.

# Presidential Advisory Committee

I'm excited to announce significant progress in the search for your next college president.

The Presidential

Search Advisory Committee met for the first time Friday, October 11

for an all-day session that included implicit bias training. They worked through the wording of the position profile and talked about the upcoming resume screening process. As a result of their work, the Board of Trustees has approved the position profile, and it's up on the website as active recruitment begins. Among the members of the committee are Clark College students, employees, faculty and community representatives. Thank you for serving!

- Co-chairs: Paul Speer, Clark College Board of Trustees Presidential Search Lead
- and Jane Jacobson, Clark College Board of Trustees Chair
- Al Schauer, Founder PointNorth Consulting
- Brian Taylor, Industrial Sales Manager Siemens
- Catharine Keane, Associate Director of Career Services
- Christhian Canseco, Account Manager ESCO Corporation
- Danielle Plessner, Office Of Instruction – Program Support Supv 1
- Dannie Nordsiden, Automotive Technology – Instructor (WPTE)
- Donivee Randall-Jones, Nursing – Professor (BHS)
- Dr. Siri Wickramaratne, Geography – Instructor (S0FA)
- Eric Merrill, Clark College Foundation Board Chair
- Evans Kaame, ASCC President
- Heather Adams, Office Of VP Student Affairs – Administrative Services Manager A
- Justin Flint, ASCC Club Coordinator
- Rashida Willard, Interim AVP of Diversity, Equity, and Inclusion
- Suzanne Southerland, Communication Studies – Professor (BEECH) (CCAHE President)
- Tanisha Harris, CASA Program Specialist YWCA Clark County

- Tanya Kerr, CtcLink Internal Controls and Business Analyst
- Vicki Sovold-Prendergast, Mount Pleasant School District Superintendent

## Kudos to faculty

Congratulations to William Goforth, our newly appointed adjunct instructor of Voice! He was one of three finalists chosen on Sunday at the Oregon District Met auditions. On to Seattle for the Northwest Regionals in January.

This week I'm looking forward to attending the Penguin Pantry Open House, as well as the Board of Trustees work session, where they will be hearing sabbatical presentations from two faculty members (Jill Darley-Vanis and Erin Staples), and interviewing four students for the Transforming Lives Award. I'm continuing my Listening Tour with the Library Faculty and WPEA this week, and celebrating our students and donors at the Foundation Scholarship Reception on Friday.

Keep walking through this Walktober, Penguin Nation!

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# The Weekly News: Week 13



## Reflections from this past week

I enjoyed meeting many of you this past week and learning more about the great things faculty are doing in your programs as I stopped in at the STEM, BEECH, and WPTE Unit Meetings and the Economics Department Brown Bag. Tuesday evening I welcomed Ridgefield community leaders and donors to the Foundation's "Conversations: Boschma Farms" at Windy Hills Winery. Thanks to Kevin Witte, Sachi Horback, Armetta Burney and Lisa Gibert for sharing the exciting vision for Advanced Manufacturing in North Clark County. I also met with the Foundation staff at their regular monthly meeting and heard about the success of the Alumni Phone-athon and the Promising Pathways Campaign.

Kudos to Lora Jenkins of Workforce Education Services (WES) for coordinating a very successful Foster Care Partnership Event. In my opening remarks, I shared my excitement for the



changes in our Passport to College program that expands eligibility to include more types of foster care. This summer, the state Legislature improved access for unaccompanied homeless youth. Since 2007, Clark has assisted 120 foster youth. Fifteen of them have graduated with degrees and/or certificates.

The former Clark College Community Advisory Committee has been expanded and convened this week as the Equity Advisory Council at Bridgeview Resource Center. Twenty-one leaders in the community have accepted my invitation to meet monthly to build and maintain community connection; inform about what Clark College is doing around diversity efforts; and provide counsel as the college engages in purposeful, institutional-level change that fosters social equity and eliminates systemic disparities among students, faculty and staff.

I appreciate everyone who took time out of your busy schedule to meet with Dr. Preston Pulliums this past week to share your thoughts and ideas about the college and next president. You can follow the Presidential Search process on the Clark Presidential Search website.

## Looking for your voice

We've sent out the 2019 Climate Survey this past week. I encourage everyone to participate. Here is the link: **Clark College 2019 Climate Survey**

This is so important to our work at Clark College. The Board of Trustees has identified improving the college climate and employee morale as one of its priorities. Your input is critical to the process. This year we have added incentive: Everyone who submits a survey has the option sign up to win one of three \$50 gift certificates to Amazon. Please note that your responses on the Clark College Climate Survey will NOT be connected to your name if you wish to enter the drawing.

Shanda Haluapo is happy to answer any questions you may have about the survey or the process. Thank you for your help!

## **ctcLink – countdown 17 days!**

I'm interested as to how your trainings are going for ctcLink. We all get to take the employee self-service course to make sure we can submit our time and get paid. As a reminder, SBCTC Canvas sent all of us an email September 30. I clicked "get started" and it took me to the list of courses I need to complete prior to October 28, which is our GoLive date. If you have not received the email, please contact Jennifer Ward.

It's vital that we know our part of using the new system so that we can turn our focus to the students to help them make the transition. Many of us have some contact with students and we can be that helpful resource for them.

What do students need to know? On October 31, they need to go to [myclark.edu](http://myclark.edu). Once they sign in, they will be given a **new ctcLink ID. They need to write it down.** It will be needed to log in to access their information. Here's the great news for students: The **new and improved MyClark** will offer a simple easy pathway for students to register for classes, apply for financial aid, request unofficial transcripts, and use the schedule planner at Clark College.

The October 31 date is important for students to sign in and get their **new ctcLink ID**. If they have questions, you can give them the email [ctcLink@clark.edu](mailto:ctcLink@clark.edu). We'll also have teams set up at Gaiser to walk them through the changes.

Faculty are a tremendous resource in getting the message to students. We appreciate everyone using all our communications tools to help our students navigate the change.

## Exciting Alumni News

The *New York Times* published a story Thursday about ways that states and institutions are expanding access to college. They highlighted one of our own: Vita Blanco, who graduated from Clark College this spring. Here's the link to the story: <https://www.nytimes.com/2019/10/10/education/learning/bulletin-board.html>. I recently had the honor of joining Vita at the same table at the WSUV Scholarship Reception. She is attending classes now at WSU Vancouver and continuing to be engaged as a student leader.

## Enrollment News

For fall 2019, almost half of our students (48%) are enrolled in at least one eLearning class – which includes online and hybrid classes. And eLearning classes have a 7 percentage point higher fill rate (91%) compared to face-to-face and web-enhanced classes (84%). Here's a question to consider: "Do our students prefer to take eLearning courses or is a function of convenience in fitting their busy schedules?" It's part of the conversation in the Guided Pathways framework, creating program pathways that schedule courses to meet student needs.

## Meet the candidates

This week you have a chance to meet the Director of Athletics finalists on campus. The forums have been set. Resumes and links to provide feedback will be provided on ClarkNet before each forum. Feedback will be gathered for a 48-hour period for each finalist.

## Anthony Stone

Tuesday, October 15, 2:00 p.m. – 3:00 p.m. in SHL 214

# Laura LeMasters

Thursday, October 17, 10:00 a.m. – 11:00 a.m. in GHL 213

## Our Great Clark College Staff

If you have three minutes, there is a great new video circulating out in the community that highlights one of our own: **Jennifer Purinton** in the Transitional Studies Department at Clark College. Clark County produced the video to encourage equitable hiring practices under the Americans with Disabilities Act. Jennifer is a great spokesperson for inclusion at Clark – both for what we are doing well *and* what we can do to improve our practices. Thank you, Jennifer!

## Honors for our Alumni Program

Clark College Foundation's Alumni relations program was acknowledged last week as one of the seven best in the country for the last five years. This is a new nationwide initiative by the Council for Advancement and Support of Education (CASE). The metrics consider fundraising, boards, alumni awards programs; quality and types of communications like the foundation's magazine, electronic newsletter, podcasts; affinity programs like the athletics hall of fame and graduation, as well as student-alumni interactions such as career services involvement and mentoring. The foundation hit it out of the park for alumni fundraising—16%—that's the average annual amount raised over the past five years. Compare that to the national average of about 4%. Congratulations!

## Next Week

We have several events next week that I want to make sure you know about. You are all invited.

# Ten year celebration at Columbia Tech

You're invited to join us for a Chamber of Commerce ribbon cutting at our Columbia Tech Campus **today 3:00 p.m. – 4:00 p.m.** The Chamber is helping us celebrate our 10-year anniversary at Columbia Tech Center. The ribbon cutting will be outside (weather permitting) at 3:30 p.m. We'll have light refreshments and we hope to see you there!

## Ready for an emergency?

In the event of a major emergency, it is very possible that we will be our own first responders. On **Thursday, October 17, 1:00 – 3:00 p.m.** in PUB 258C, the Emergency Management Planning Committee will hold an Emergency Preparedness Training.

Certified emergency workers will provide this training. We'll learn the top five priorities for our families in case of an emergency, we'll have a chance to make our own emergency kits. Thank you, Jeff Kaliner, for bringing this training to Clark College.

And, Clark College is hosting the Indigenous Peoples' Day Celebration **today** on the main campus, **starting at 1:00 p.m.** in Gaiser Student Center – with a panel discussing Missing and Murdered Indigenous People.

I'm also looking forward to seeing the Archer Gallery's new exhibit of the Art Faculty Biennial Exhibition this week and celebrating **October birthdays** with you on Tuesday, 2:30 – 3:30 p.m. in the President's Conference Room. I will be traveling to San Francisco to attend the American Community College Trustees Leadership Convention Congress with Trustee Rupley and Chair Jacobsen on Wednesday. We plan to promote the search for the next president and learn more about national issues

facing community colleges.

Keep walking, Penguin Nation! I got in 54,301 steps so far in October. Happy Walktober!

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## Emergency preparedness training Oct. 17



Former Student Affairs Administrative Assistant Susan Muir, *left*, and Student Life Program Supervisor Sami Lelo show off their emergency preparedness at a 2013 evacuation drill.

In the event of a major emergency, it is very possible that we will be our own first responders.

Are you prepared? It does not have to be as overwhelming as you may think. Learn what you need, why you need it, and how

not to spend a lot of money on it. You may already have many of the items; now learn how to pull them all together.

The Emergency Management Planning Committee (EMPC) will be sponsoring a no-cost Emergency Preparedness Training on October 17, 1:00 – 3:00 p.m. in PUB 258C. Any Clark College employee is welcome to attend.

The presentation itself will go from about 1:00 – 2:30, with an opportunity to find out more and mingle from 2:30 – 3:00.

Information to be covered includes:

- Why do you need an emergency kit?
- What are the top 5 priorities?
- How do you start?
- Where can you get some help?
- What is the Community Emergency Response Team (CERT) and how can I join?

Also, there will be an opportunity for you to make your own emergency response kit, try out some emergency food “rations” and a raffle to win your own emergency preparedness backpack and supplies.

Jodi Blackwood, Clark County CERT Volunteer Program Manager, is delivering this workshop. She is responsible for coordinating, planning, organizing, and supporting the program’s development through-out the county. In addition, she speaks to neighborhood associations, business groups, and community organizations and clubs about the importance of emergency preparedness.

*Photo: Clark College/Jenny Shadley*