

CLARK COLLEGE Board of Trustees



VISION

Clark College inspires learners to excel, transforms lives, and strengthens our increasingly diverse community.

MISSION

Clark College, in service to the community, guides individuals to achieve their educational and professional goals.

Clark College Board of Trustees Wednesday, April 27, 2016

Ellis Dunn Community Room, GHL 213

Board Work Session Agenda	Accountable	Purpose	Time Estimate	
Call to Order	Chair Burkman		3:30 pm	
Hot Topics				
Foundation Update	Joel Munson	Informational		
Guided Pathways	Shanda Diehl	Informational		

Business Meeting Agenda	Accountable	Purpose	Time Estimate	
Call to Order/Agenda Review	Chair Burkman		5:00 pm	
Action Items	Chair Burkman	For Approval		
• Minutes of March 16, 2016 Board Meeting		гог Арргоуаг		
Audience Statements—3 minutes each	Chair	Informational	5:15 pm	
Constituent Reports—15 minutes				
• AHE	Kimberly Sullivan			
• WPEA	No Report for April	Informational		
• ASCC	Sarah Swift			
Foundation	Joel Munson			
Reports from Board Members—10 minutes	Chair Burkman Vice Chair Rupley Trustee Pollard Trustee Strong	Informational		
President's Report—30 minutes				
Student Success Story	Michelle West			
 Faculty Presentation—<i>Phlebotomy Overview</i> Academic Excellence Social Equity Economic Vitality Environmental Integrity 	Amy Castellano, Phlebotomy Lead Instructor	Informational		
Future Topics		Watch List		
College Safety	Review of College Policies	Accreditation		
Enrollment Changes	Service Learning	GISS Student Completi	on	
Facility Plan	Stackable Credentials	STEM		
Improving Math Scores	Standard 2 Highlights			
K-12	Strategic Plan			
PPI Certificates	The Changing Face of Our Students			
Next Meeting The next regular meeting of the Board of Trustees is currently s	cheduled for Wednesday, May 25, 202	16 in the Ellis Dunn Community	, Room, GHL 213.	
Executive Session An Executive Session may be held for any allowable topic under	r the Open Public Meetings Act			
Adjournment Image: Constraint of the second subject to change Time and order are approximate and subject to change Chair Burkman				

Clark College Board of Trustees Table of Contents

April 27, 2016

	Pages
Dashboard Pages	1-4
Action Items	5-11
(Extra Item if Needed)	
Academic Excellence	12-15
Social Equity	16-20
Economic Vitality	21-25
Environmental Integrity	26-28
Statistics	29-36

COMPLETION



Transfer-Intent Students

Completing College-Level

Math Within First 4 Quarters

18%

17%

Wi16

APRIL 2016

Clark College, in service to the community, guides individuals to achieve their educational and professional goals – including certificate and degree completion – by accomplishing its core theme objectives of academic excellence, social equity, economic vitality, and environmental integrity.

Degree or Certificate-Seeking Full-Time Student Completion Rate Within 3 Years 40% 37% 34% 28% 31% 25% 25% 24% 2012-2013 2013-2014 2014-2015 2015-2016 2016-2017 2017-2018 2018-2019 2019-2020

First-to-Second Quarter

Retention: Certificate/Degree-

Seeking by First Quarter Enrolled

Course Success Rate: Certificate or Degree-Seeking Students

Attended 90% 90% 86% 60% 83% 83% 85% 80% 40% 80% 70% 81% 20% 75% 60% 70% 50% 0% Spr 15 Su 15 Wi15 Spr15 Su15 Fa15 Wi16 Fa 14 Wi 15 Fa 15 Wi14 Spr 14 Su 15 Fa 15 ---- Overall ---- Overall Overall ----- Systemically Non-Dominant --- Benchmark (80%) --- Benchmark (80%) --- Benchmark (55%)

- The SOAR (Student Orientation, Advising, and Registration) Implementation team has evaluated the student entry process and developed a plan to offer a high-touch, supportive entry experience at Clark College. Entry processes will include interactive workshops with Career Services, Financial Aid, and Advising to provide a welcoming and supportive environment for our new students.
- Workforce Education Services hosted a DSHS Washington Connection training, attended by staff from Workforce Education Services, Career Services and Transitional Studies on March 22 at Clark College. The purpose of this training was to demonstrate how staff can submit public benefit applications on behalf of students.
- Members of the Career Coach Implementation Team have been working to embed the Career Coach interactive product into the college marketing plan, the upcoming career days, and other outreach opportunities to frontload career clarity in the enrollment cycle. Faculty and staff who will work with Career Coach will be trained in May.



APRIL 2016

Clark College facilitates student learning by providing the conditions that improve educational outcomes and eliminate systemic disparities among all groups. Two strategies the college has implemented relate to improving employee cultural competencies through professional development and hiring employees reflective of the college's diverse students.

First-Term, Certificate or Degree-Seeking, Full-Time Student Three-Year Completion Rate: Difference Between Systemically Non-Dominant and Systemically Dominant Groups



- Or. Preston Pulliams, consultant for Gold Hill Associates, prepared the climate and equity report to provide recommendations and guidance that will assist with the implementation of this Social Equity plan.
- The college sponsored sixteen students and three staff to attend the Queer I am Conference held on March 25-26 in Olympia. The conference creates a space to engage queer individuals to develop their sense of belonging and pride in queer culture and community.
- College staff brought four Clark College African American students to the Black Student Success Summit hosted by Portland State University on March 5. The Black Student Success Summit is an event that promotes educational equity and attainment for Black students. Clark participated in the job fair portion of the event and spoke with 65 participants.
- Executive Cabinet approved changing signage and hardware in more than 20 single-stall restrooms throughout the main campus to accommodate all faculty, staff and students regardless of gender identification.
- How Applicant Pools met the diversity requirement (at least 25%) for the last three months: 94% of diverse applicants were people of color and 6% were applicants with self-reported disability.

STUDENT DEBT



APRIL 2016

Clark College facilitates student learning by providing programs, services, and conditions that improve the economic well-being of the students by improving student affordability. Specific strategies to improve affordability are expanding access to and information about financial resources, clarifying career and educational goals, providing pathways to success, improving college readiness, increasing financial literacy, and managing costs.



- Through the Bookstore's rental program, students saved \$120,357 in spring quarter by renting textbooks and calculators. Cumulatively this academic years, students saved \$367,120 over full price through the rental program.
- Craig Ebersole, the Financial Literacy Coach, had 96 one-on-one financial wellness coaching appointments and conducted 9 workshops (outside of the College 101 curriculum). Two additional students enrolled in the Share IDA program, which provides qualifying students with up to \$4,000 in matching funds towards creating personal savings accounts.
- Clark College received an additional \$100,000 in Basic Food Employment and Training (BFET) Grant resources for the 2015-2016 grant cycle. These funds will be used to pay tuition for BFET students and provide support services.

ENROLLMENT/BUDGET



* Indicates that data is unavailable

March 2016

Clark College facilitates student learning by providing programs, services, and conditions that improve the economic well-being of the student, college, and community. Through the college's focus on enrollment and budget to serve its community, the college aims to increase the community's educational attainment by leveraging resources to create and sustain innovations that improve student learning and increase enrollment.



Projected Annual State FTES

- Following discussion among the presidents, the state board will implement the new allocation model next fiscal year without delay. For Clark, funding is projected to be reduced by \$322,000, which will be spread out in even increments over four years.
- No changes are expected in the state's 2017,19 capital budget, which means pre-design and design of the first North County will proceed on schedule.
- Spring quarter enrolment of full-time state-support students is down 10% compared to spring 2015 and 3% below current year target. Running Start enrolment is up 17% compared to last spring and 19% above target. Additional Running Start revenue is expected to offset losses in tuition revenue for the year.

ACTION ITEMS

Minutes of the Business Meeting of the Board of Trustees Clark College, District No. 14 March 16, 2016 View Ridge Middle School Library, Ridgefield, WA

	TOPIC	DISCUSSION		ACTION
		• Chair Burkman called the meeting to order at 5:00 pm.		
		• In lieu of a work session this evening, the trustees hosted a		
		reception at the View Ridge Middle School Library, Ridgefield, WA		
		and provided an update on the plans for the Clark College at		
	Call to Order/	Boschma Farms campus. Members of the Ridgefield city		
١.	Agenda Review	government, port, and local dignitaries attended.		
				de by Vice Chair Rupley
				utes of the February 24,
			2016 board meetin	
				ee Pollard and passed
			unanimously.	
			A MOTION was made by Vice Chair Rupley	
			after having given reasonable consideration	
			to the recommendations of the Tenure	
			Review Committee	s at the March 11, 2016
			executive session, g	grant tenure to:
		• Minutes from February 24, 2016 board meeting.		
			Roberto Anitori	Biology
			Kushlani de Soyza	Women's Studies
			Dee Anne Finken English/Journalism	
		Consideration of Tenure	Grant Hottle	Art
			Garrett Hoyt	Physical/Health
				Education
			Drew Johnson	Business
				Administration/
				Technology
			Kenneth Luchini	Mechatronics
			Sarah Luther	Math
			Mika Maruyama	Psychology
١١.	Action Items		Heather McAfee	Geography

	ΤΟΡΙϹ	DISCUSSION	ACTION
		 Trustee Pollard remarked that the trustees read all 15 tenure manuals and agreed that the candidates were instructors of very high caliber. The trustees did not have questions or concerns about any of this year's candidates. Chair Burkman explained the tenure process lasts over eight quarters of very intense work by the candidates and their tenure committees. Chair Burkman called a five minute recess to allow the trustees, administrators, and guests time to visit with the tenure recipients to offer their congratulations. When the break ended, Chair Burkman recognized Ms. Ostermiller and the tenure staff for all their work with the candidates and the process, and also 	Natalie Miles Adult Basic Education/ Language Arts Erin Schoenlein Adult Basic Education/ Mathematics Caleb White Welding Technology Tenure will become effective with the beginning of fall quarter 2016. The motion was seconded by Trustee Jacobsen and was approved; three trustees approved the
II.	Action Items	instructor Ms. Heather McAfee who arrived late.	motion with one abstention.
111.	Audience Statements	 Mayor Onslow recounted his decision to return to college after attending a four-year university. He chose to attend Clark and found it much more rewarding due to the instructors who showed great enthusiasm for the subjects they taught and the small classes which made learning much more enjoyable. 	
IV.	Constituent Reports		
	AHE	There was no report from AHE this evening.	
	ASCC	 There was no report from the WPEA this evening. ASCC President Sarah Swift discussed a student advocacy rally that the ASCC students attended in Olympia. They experienced what a rally was like and how citizens can "make things happen" in state government. It was a great growing experience for them. Ms. Swift also had the opportunity to meet with Senator Patty Murray last month to discuss college and textbook affordability and K-14 education. The ASCC televised one of the presidential debates and about 30 students attended. Ms. Swift was pleased that there is civic engagement on campus. There are 30 chartered clubs this year, very close to the number from last year. Ms. Starr reported in Ms. Gibert's absence. The Foundation has 	• Vice Chair Rupley asked what Senator Murray's plans for college affordability were; Ms. Swift said it appeared that it would be an option for either the state or federal government to fund the first two years, but there were no specifics on how it would be done.
	Foundation	 INS. Starr reported in MS. Obert's absence. The roundation has completed the feasibility study and Mr. Munson has completed a reorganization of the Foundation to position it for the next campaign. They will be ready to start the campaign in June. He will be speaking to the Clark trustees about board engagement. They are thrilled that the McClaskey culinary agreement is now in place. The Foundation is now meeting with other individuals and organizations who may supplement the donation from the McClaskeys. 	

	TOPIC	DISCUSSION	ACTION
		 Vice Chair Rupley attended the trustee ACT winter conference. The trustees will meet again in May in Bellevue. She has been asked to place her name in nomination for ACT President-elect. She believes that having a Clark trustee at the state board level would provide great value in that it would showcase all the good that is done here and make the state aware of the challenges Clark faces that the other colleges do not. Chair Burkman, Vice Chair Rupley, and Trustee Strong attended the CTC Leadership Association conference. The topic of discussion was the book, "Redesigning America's Community Colleges". The book and conference were focused on guided pathways and ways of increasing student success measured by completion and goal achievement as quickly as possible. There were 35 attendees from Clark, one of the largest contingents representing the colleges. Chair Burkman noted that Japan's Consul General Furusawa spoke at Clark about Japan's Pacific policy and they approach issues in Asia. It was a great event and the Foster Auditorium was filled with students who participated in a Q&A session following Consul 	 Chair Burkman agreed and feels that it would be an outstanding accomplishment for Clark to have her in this position. The trustees concurred
	Reports from Board Members	General Furusawa's remarks.	and offered their support.
V.	President's Report		
	Student Success Story	• This evening's student presenter was Spencer Fredrickson, a student ambassador and resident of Ridgefield. Spencer is a first-generation student and Clark County Fire Cadet of the Year. He is very happy that the new campus will be at Boschma Farms as it will save North County students considerable time and money in that they will no longer have the commute to Vancouver to attend	
		 school. He is also pleased that Ridgefield is embracing Clark. Professor Kathleen Perillo recognized the generosity of the 	
	Faculty Presentation	Boschma Family in providing the land to the college. This past quarter, she has been working with her environmental science students to study the land to see what it was like prior to its use as farmland. Ten acres was given as a learning lab to the Environmental Science Dept.	

	TOPIC	DISCUSSION	ACTION	
	 She collaborated with Erin Harwood, Katy Mackey, and Tim Kent on the project. They learned that the land was originally prairie and they learned through the quarter about prairie restoration. Kayla, one of the students in her class spoke about how very different this class was from any other she has previously taken as they were literally doing field work and learning history at the same time. President Knight reminded everyone that this year's Sakura Festival will take place on April 21 and invited the Ridgefield guests to attend. He noted the significance of Japan's relationship to Clark which is being represented by a delegation from Joyo Japan who will be visiting Vancouver during the festival. Trustee Burkman appreciates the time and effort that the college staff has put into preparing the application for the Aspen Institute award. He sees the application as less about winning and more on 			
	President's Report	learning about how to achieve student success.		
VI.		FUTURE TOPICS	WATCH LIST	
	College Safety Enrollment Changes Facility Plan K-12 PPI Certificates Review of College Policies	Service Learning Stackable Credentials Standard 2 Highlights Strategic Plan The Changing Face of Our Students	Accreditation GISS Student Completion STEM	
VII.	DATE AND PLACE OF FUTURE ME	EETING		
	The next regular meeting of the Board of Trustees is currently scheduled for Wednesday, April 27, 2016 in the Ellis Dunn Community Room, GHL 213.			
VIII.	EXECUTIVE SESSION			
	No Executive Session was held this evening.			
IX.	ADJOURNMENT			
	There being no further business, Trustee Pollard made a motion to adjourn the meeting; Trustee Jacobsen seconded the motion and the meeting adjourned at 6:05 pm.			

Jack Burkman, Chair

Leigh Kent, Recorder March 25, 2016

TRUSTEES PRESENT

Jack Burkman Jane Jacobsen Royce Pollard Jada Rupley

TRUSTEES ABSENT

Rekah Strong

ADMINISTRATORS

Robert Knight	President
William Belden	Vice President of Student Affairs
Robert Williamson	Vice President of Administrative Services
Dr. Chato Hazelbaker	Chief Information and Communication Officer
Shanda Diehl	Associate Vice President of Planning & Effectiveness
Kevin Witte	Associate Vice President of Economic & Community Development
Leigh Kent	Executive Assistant to the President

ADMINISTRATORS ABSENT

Dr. Tim Cook Vice President of Instruction

FACULTY

Kimberly Sullivan	AHE President
Kathleen Perillo	Biology Professor

GUESTS AND OTHERS

Bonnie Terada	Assistant Attorney General
Jennifer Mankowski-Dixon	Assistant Attorney General
Sarah Swift	ASCC President
Spencer Fredrickson	Student Ambassador
Dr. Peter Williams	Dean of STEM
Dr. Colman Joyce	Interim Associate Dean of Enrollment Management
Dr. Matthew Rygg	Dean of Student Success & Retention
Sarah Gruhler	Director of Student Life
Vanessa Watkins	Associate Director of Entry Services
Judy Starr	Director of Corporate & Foundation Relations
Roberto Anitori	Tenure Recipient—Biology
Kushlani de Soyza	Tenure Recipient—Women's Studies
Grant Hottle	Tenure Recipient—Art
Garrett Hoyt	Tenure Recipient—Physical/Health Education
Drew Johnson	Tenure Recipient—Business Administration/Technology
Kenneth Luchini	Tenure Recipient—Mechatronics
Sarah Luther	Tenure Recipient—Math
Mika Maruyama	Tenure Recipient—Psychology
Heather McAfee	Tenure Recipient—Geography

Natalie Miles	Tenure Recipient—Adult Basic Education Language/Arts
Erin Schoenlein	Tenure Recipient—Adult Basic Education Mathematics
Caleb White	Tenure Recipient—Welding
Friends and Families of this Yea	r's Tenure Recipients
Ron Onslow	Mayor, City of Ridgefield
Mike Bomar	President, CREDC
Steve Stuart	Ridgefield City Manager
Sandra Day	Ridgefield City Councilor
Don Stose	Ridgefield City Councilor
David Taylor	Ridgefield City Councilor
Lee Wells	Ridgefield City Councilor
Darren Wertz	Ridgefield City Councilor
Joe Melroy	Port of Ridgefield Commissioner
Bruce Wiseman	Port of Ridgefield Commissioner
Nathan McCann	Ridgefield Schools Superintendent
Greg Wallace	Chair, Clark College Foundation
Christine Wamsley	Board Member, Clark College Foundation
Eric Merrill	Board Member, Clark College Foundation
City of Ridgefield and Clark Coll	ege Foundation Dignitaries
Susan Parrish	Reporter, the Columbian Newspaper

ACADEMIC EXCELLENCE

PRESIDENT'S REPORT APRIL 2016

ACADEMIC EXCELLENCE

Facilitate student learning by providing the conditions for intellectual growth through scholarship, discovery, application, creativity, and critical thinking.

- Implement and institutionalize practices that increase academic performance, retention, and completion.
- Create and sustain an inclusive and dynamic curriculum and environment that reflect our diverse college community.
- Integrate active learning strategies within and across courses, disciplines, and programs with a global perspective.
- Create and advance accessible, integrated, and technology-enriched learning environments.
- Engage faculty, administrators, and staff in professional development experiences that enhance student learning.
- Align curriculum with learning outcomes and apply outcomes assessment evidence to continually advance student learning.

Progress-

An activity or strategy that has demonstrated progress toward meeting one of this core theme's objectives; identify the progress you are measuring.

An activity that involves partners within the community—identify the partner and purpose of the partnership.

- The English Department's project to create discipline-specific trainings and common course Canvas shells has been awarded the Connie Broughton eLC Leadership and Innovation in eLearning Award. This project is being run by Elizabeth Donley and Kendra Birnley and also involves several other English faculty: Marylynne Diggs, Gail Robinson, Nancy Thompson, Toby Peterson, Gerry Smith, Alexis Nelson, and Lindsay Schuhmacher. The award will be presented at the Assessment, Teaching, & Learning conference on May 4-6, and Kendra and Elizabeth will be leading a session at the conference on this project. *Progress being measured: Implement and institutionalize practices that increase academic performance, retention, and completion.* (OOI)
- The Engineering and Computer Science (ECS) Project Exposition was held on Tuesday, March 8; there were 81 student projects presented with over 300 attendees in Gaiser Hall Student Center. Each year student teams propose projects in their field of interest and implement the project over three quarters. Projects are designed to address societal problems or needs. Student teams define, plan and execute projects from start to finish, applying classroom learning to solve problems. *Progress being measured: Create and advance accessible, integrated, and technology-enriched learning environments.* (OOI

ACADEMIC EXCELLENCE

- Surveying faculty Carla Meritt was awarded "Surveyor of the Year" by the Land Surveyor Association of Washington (LSAW). The title "Surveyor of the Year" is awarded annually to the one individual who, by assessment of his or her peers, has contributed the most to the surveying profession as a whole over the past five years. *Progress being measured: Engage faculty, administrators, and staff in professional development experiences that enhance student learning.* (OOI)
- In celebration of Women's History Month, Washington State University Vancouver hosted the eighth annual Women of Distinction celebration on March 31. Women were honored as Women of Distinction for making a difference in the lives of others. Engineering faculty Carol Hsu was awarded honorable mention in the community category. *Progress being measured: Engage faculty, administrators, and staff in professional development experiences that enhance student learning.* (OOI)
- The Mathematics Retention and Completion Task Force finalized a draft of a proposal to shorten and refine pre-college mathematics pathways. The new redesign is intended to shorten the time it takes for students to get to college-level courses, and to introduce curriculum that addresses the real-world issues adults face that require mathematical literacy, rather than continuing to remediate high school algebra. *Progress being measured: Implement and institutionalize practices that increase academic performance, retention, and completion.* (OOI)
- Focus on Learning In collaboration with the Faculty Learning Community (FLC) on Learning Communities, the Faculty Development department hosted the Focus on Learning conference on the main campus of Clark College on March 18. In addition to Clark's full-time faculty, this in-service event included 36 part-time faculty, along with 22 staff members from Advising, Enrollment Services, Financial Aid, Career Services, and the offices of Instruction and Diversity and Equity. This event focused exclusively on the active learning strategy of integrative learning as cited in the draft Academic Plan. The session opened with a showcase of examples from Clark faculty already engaged in integrative learning practices: Caleb White, Welding; Melissa Favara, Travis Harwood & Mary Anne Primack, IBEST; Veronica Brock, Garret Hoyt & Alan Wiest, HPE; Grant Hottle & Toby Peterson, Art & English respectively. The remainder of the day was spent in breakout sessions of small multi-disciplinary groups who developed—then taught to others—their own integrative learning activities. The activities were then recorded in an electronic repository to be managed by the FLC and made available to all interested faculty. *Progress being measured: engage faculty, administrators, and staff in professional development experiences that enhance student learning.* (OOI)
- During the week of March 14, the Financial Aid Office emailed 1,357 students who are currently delinquent on their loans. The notice included loan repayment requirements as well as an invitation to contact us for assistance with repayment options. *Progress being made*: Implement and institutionalize practices that increase academic performance, retention, and completion. (SA)

ACADEMIC EXCELLENCE

- During the 2015-16 year, Clark awarded 167 credits through the Credit for Prior Learning (CPL) Program through winter quarter 2016. Our goal for the entire academic year was 150 credits.
 - \circ $\:$ Six students were awarded 30 credits through CLEP.
 - Twenty students were awarded 107 credits through Certification Crosswalks.
 - Seven students were awarded 30 credits through Course Challenges.

Progress being made: Implement and institutionalize practices that increase academic performance, retention, and completion. (SA)

- During the month of March, Clark granted degrees and certificates to approximately 340 students who completed their program requirements for winter quarter. *Progress being made: Implement and institutionalize practices that increase academic performance, retention, and completion.* (SA)
- Advising Services team members, including Kelsey DuPere, Director of Advising Services, John Maduta, Associate Director of Advising Services (Prof/Tech), Mashelle Ostermiller, Associate Director of Advising Services (Health Occupations), and Kim Marshel, Associate Director of Credit Articulation, participated in Alliance PeopleSoft (ctcLink) training on March 4-9, with the goal of understanding the challenges of aligning our own processes and procedures in Advising and Credential Evaluations with the PeopleSoft technology product. Takeaways from the training include better knowledge of the technology functionality that will be available as we convert and lessons learned from the First Link Schools' conversion process. *Progress being made: Create and advance accessible, integrated, and technology-enriched learning environments.* (SA)
- To celebrate 30 years of teaching art, Mature Learning instructor Susan Cowan created a mixed media display showcasing hundreds of individual tulips painted by the students in Mature Learning and Community Education. The painting, "Garden Party," is an impressive 3 ½ x 4 feet. It took over a year for her to complete and can be found proudly hanging in the ECD (Economic & Community Development) registration office. In addition, the ECD student art gallery has a new show spring quarter, with 67 paintings and photographs by Mature Learning and Community Education students and instructors. Both the "Garden Party" painting and student art gallery are located in the Corporate Education building in downtown Vancouver. *Progress being made: create and sustain an inclusive and dynamic curriculum and environment that reflects our diverse college community.* (ECD)
- On March 24, 2016, the Mature Learning program celebrated its 43rd anniversary with a symposium to honor Clark College Humanities instructor Dr. Alfred Apsler, who founded the Mature Learning program. The event's focus was on history, with keynote speaker Clark College instructor Joe Cavalli, and honored the Mature Learning volunteer of the year Jim O'Connell. ECD partnered with the Foundation to host the event. *Progress being made: create and sustain an inclusive and dynamic curriculum and environment that reflects our diverse college community.* (ECD)

Facilitate student learning by providing the conditions that improve educational outcomes and eliminate systemic disparities among all groups.

- Create and sustain an accessible and inclusive environment by utilizing principles of universal design and social justice so that all students can achieve equitable outcomes.
- Demonstrate improved intercultural competency among employees and students through comprehensive professional development and curricular transformation.
- Institutionalize hiring and retention practices that challenge systems of power, privilege, and inequity.

Progress-

An activity or strategy that has demonstrated progress toward meeting one of this core theme's objectives; identify the progress you are measuring.

An activity that involves partners within the community—identify the partner and purpose of the partnership.

- Pathways Program Specialist Alex Martin served as one of two student advisors for the second annual Queer I Am conference hosted by South Puget Sound Community College. Sixteen Clark College students attended the conference with a total attendance of nearly 300 students from across Washington and SW Oregon. Alex Martin also facilitated a workshop at the conference titled "Coping in a Cisnormative World." Progress being measured: engaging students in meaningful community building, critical consciousness, and social justice awareness specifically regarding support and retention for queer student populations. (OOI)
- WOVEN, the current exhibition at Archer Gallery, has been a gathering place for students and community members alike in a series of events during the month of April. On April 2, the gallery welcomed many of the 13 basket artists at a gala reception. Artists travelled from as far away as Hawaii, Michigan, and Oklahoma to attend and hold workshops and lecture at an all-day gathering on April 3 in Hannah Hall. On April 4, artists Kelly Church and Dawn Nichols Walden visited the Clark College Art Department and taught traditional basket techniques to our students. *Progress being measured: Demonstrate improved intercultural competency among employees and students through comprehensive professional development and curricular transformation.* (OOI)
- Faculty Tina Barsotti and Carol Hsu accompanied 10 engineering students to McLoughlin Middle School on March 1 to show more than 25 girls how to make paper circuits. The girls were really excited to construct and troubleshoot electrical circuits to power LED lights. *Progress being measured: Demonstrate improved intercultural competency among employees and students through comprehensive professional development and curricular transformation.* (OOI)

- Engineering faculty Tina Barsotti and Carol Hsu, and six female engineering students in the NERD (Not Even Remotely Dorky) Girls attended the Mother/Daughter STEM T.E.A. on March 5 at Walnut Grove Elementary School. NERD girls talked about their experience at Clark College and did a lip balm activity with more than 50 students and their mothers. *Progress being measured: Demonstrate improved intercultural competency among employees and students through comprehensive professional development and curricular transformation.* (OOI)
- Fifty-five Clark College mathematics and science students completed Round II of the American Mathematical Association of Two-Year Colleges (AMATYC) Student Math League (SML) contest. This contest exposes students to math problems that they don't encounter in their regular math classes. The problems are designed to promote critical and outside-the-box thinking. Thanks to Kanchan Mathur for continuing to organize this event, and to Sarah Luther, Robert Weston, Kay Barnhill, and John Mitchell, who assisted with proctoring and grading the exams. The top five students and their scores (with instructor in parentheses) were: Levi Davis—14 points (Weston); Daniil Karnazhytski—13.5 points (Weston); Olivia Martinsen—13.5 points (Mathur); Joseph Marugg—13 points (Zoellner); Andrey Sviridov, Sr.—12.5 points (Elliott). The top three students received gift certificates to the Clark College bookstore. *Progress being measured: Demonstrate improved intercultural competency among employees and students through comprehensive professional development and curricular transformation.* (OOI)
- Twelve new international students were welcomed from China, Japan, The Philippines, Senegal, South Korea, Thailand, and Vietnam during the March 21-22 International Student Orientation. *Progress being made: Create and sustain an accessible and inclusive environment by utilizing principles of universal design and social justice so that all students can achieve equitable outcomes.* (SA)
- Clark College staff, including Tim Cook, Bill Belden, Bob Williamson, Matt Rygg, Rosalba Pitkin, Felis Peralta, Rashida Willard, Boa Truc Price, and Dolly England attended Partners in Diversity's 10-year anniversary celebration in Portland on March 2. This organization is an important regional partner in supporting our diversity recruitment plan. The event featured keynote speaker Dan Wieden, co-founder and chairman of Widen+Kennedy, who spoke about his company's efforts to diversify its workforce. *Program being measured: institutional hiring and retention practices that challenges systems of power, privilege and inequity.* (HR)
- The LEP (Limited English Proficient) Pathway program provides ESL (English as a Second Language) training developed to prepare refugees and immigrants resettling in Clark County to successfully gain employment. This program contributes to the promotion of equity, diversity and inclusion in the region by accommodating students from a variety of linguistic, cultural and religious backgrounds. Enrollment in the program increased 180% in winter 2016 over winter 2015 (95/34). This was due to the increased number of refugees resettling in Clark County. Recently, students

from Ukraine, Russia, Moldova, Kazakhstan, Belarus, Iraq, Tunisia, Burma, Micronesia, Honduras, and Mexico have participated in the program. Many students achieved skill gains in one or more of the four ESL skills (speaking, listening, reading, and writing). Moreover, 20 students made 23 "full level gains" winter quarter, with three making double gains. We directed 10 students on a pathway to obtain a degree, while 11 obtained employment. *Progress being made: Create and sustain an accessible and inclusive environment by utilizing principles of universal design and social justice so that all students can achieve equitable outcomes.* (ECD)

- The Office of Diversity and Equity, Cannell Library, and Archer Gallery co-hosted the First Friday Art Walk and Reception at the Cannell Library, Archer Gallery and the Clark County Historical Museum on March 4. The event highlighted the "Native Voices: Peoples' Concept of Health and Illness," "Woven: The Art of Contemporary Native Basketry" and "One November Morning" exhibits at their perspective location. There were 42 students, staff, and community members in attendance. *Progress being made: Demonstrate improved intercultural competency among employees and students through comprehensive professional development and curricular transformation.* (ODE)
- Clark College Board Chair, Jack Burkman, Multicultural Retention Manager Felisciana Peralta, and Diversity Outreach Coordinator Rosalba Pitkin, attended the Covington Middle School Title XII POWWOW on March 5. The Office of Diversity and Equity received a donation of \$350 from the community for the Dream Catcher scholarship. *Progress being made: Create and sustain an accessible and inclusive environment by utilizing principles of universal design and social justice so that all students can achieve equitable outcomes.* (ODE)
- Diversity Outreach Manager Dolly England and Operations Manager Rashida Willard, took four Clark College African-American students to the Black Student Success Summit hosted by Portland State University on March 5. The Black Student Success Summit is an event that promotes educational equity and attainment for Black students. Through this experience, the students developed and chartered the Harambee Black Students Union Club at Clark College. The students choose a Swahili term Harambee, which means "all pull together". *Progress being made: Institutionalize hiring and retention practices that challenge systems of power, privilege, and inequity.* (ODE)
- Diversity Outreach Coordinator Rosalba Pitkin offered three DREAMers presentations on March 8 at Hudson's Bay High School to encourage attendees to enroll in Clark College with the focus on DREAMer students. Approximately 60 seniors and junior students attended the workshop. *Progress being made: Institutionalize hiring and retention practices that challenge systems of power, privilege, and inequity.* (ODE)

- Diversity Outreach Manager Dolly England, Administrative Assistant Roslyn Leon Guerrero, and Diversity Program Specialist Rosalba Pitkin, attended the Family Night and Community Resource Fair at Mt. View High School on March 17 to recruit students to Clark College. This was the first event held for students and families attending Mt. View High School to become aware of Clark County resources. *Progress being made: Institutionalize hiring and retention practices that challenge systems of power, privilege, and inequity.* (ODE)
- Multicultural Retention Manger Felisciana Peralta, Clark College Counselor/Human Development Professor Dr. Bevyn Rowland, and Pathways Program Specialist Alex Martin, brought s16 students to the Queer I am conference held on March 25-26 in Olympia. The conference creates a space to engage queer individuals to develop their sense of belonging and pride in queer culture and community. Approximately 300 students from across Washington State attended. *Progress being made: Institutionalize hiring and retention practices that challenge systems of power, privilege, and inequity; and demonstrate improved intercultural competency among employees and students through comprehensive professional development and curricular transformation.* (ODE)

Facilitate student learning by providing programs, services, and conditions that improve the economic well-being of the students, college, and community.

- Improve college affordability for students by expanding access to and information about financial resources, clarifying career and educational goals, providing pathways to success, improving college readiness, increasing financial literacy, and managing costs.
- Align program offerings with regional workforce needs to include technical and work-readiness skills.
- Align, expand, and enrich the relationships with regional industry leaders to increase internships, advisory committee participation, financial support for students' education and programs, hiring pipelines, grant partnerships, mentorships, and apprenticeships.
- Maximize the college's return on investment by responsibly allocating available resources.
- Leverage resources to create and sustain future innovations.

Progress—

An activity or strategy that has demonstrated progress toward meeting one of this core theme's objectives; identify the progress you are measuring.

An activity that involves partners within the community—identify the partner and purpose of the partnership.

- Three math faculty—Kanchan Mathur, Mark Eddinger, and adjunct Chad Karlsson—served as judges at the annual MATHCounts competition held on the Clark campus. MATHCounts is a local, state and national mathematics competition for middle school students. Under the direction of Bert Peterson from Clark Public Utilities (retired), Clark has hosted the regional MATHCounts competition for over 30 years. *Progress being measured: Align, expand, and enrich the relationships with regional industry leaders to increase internships, advisory committee participation, financial support for students' education and programs, hiring pipelines, grant partnerships, mentorships, and apprenticeships.* (OOI)
- The College has just completed its second annual Financial Statement audit conducted by the Washington State Auditor's office (SAO). We are pleased to report that the SAO will be issuing a clean audit opinion for the College. We appreciate this opportunity to work with them in ensuring our financial data is accurately presented. *Progress being measured: maximize the college's return on investment by responsibly allocating available resources*. (AS).
- The Financial Aid Office promoted early filing of FAFSA (Free Application for Federal Student Aid) and Foundation Scholarship applications for the 2016-2017 school year on March 9. The St. Paddy's Day themed event was publicized on the Financial Aid Facebook page. Throughout the day, staff

distributed chocolate gold coins, skittles, and "Penguin Bucks" with application information to students. Approximately 176 students visited the Financial Aid office as a result of the one-day campaign for assistance with the application, to take a selfie with Oswald, and to enter a scholarship drawing. *Progress being made: Improve college affordability for students by expanding access to and information about financial resources, clarifying career and educational goals, providing pathways to success, improving college readiness, increasing financial literacy, and managing costs.* (SA)

- Patrick Willis, Career Advisor, collaborated with BMED (Business Technology Medical Information) faculty member Trish Seydlitz to present the Public Information Session on Clark College's Health Information and Informatics Management (HIIM) program on March 1. Approximately 390 people attended the event that provided a broad range of information about the HIIM Associate in Applied Technology (AAT) program, the accreditation process, job outlook in the health information industry, certification requirements, and course sequencing. *Progress being made: Improve college affordability for students by expanding access to and information about financial resources, clarifying career and educational goals, providing pathways to success, improving college readiness, increasing financial literacy, and managing costs.* (SA)
- Patrick Willis, Career Advisor, met with Jennifer Hibbs, Employment Specialist from the Armed Services Reserve Center (ASRC) in Vancouver, Washington. Patrick and Jennifer discussed opportunities for a partnership between the ASRC and Career Services, in order to support the employment and educational planning of the ASRC' s hundreds of Reservists and National Guard personnel who train on site. *Progress being made: Improve college affordability for students by expanding access to and information about financial resources, clarifying career and educational goals, providing pathways to success, improving college readiness, increasing financial literacy, and managing costs. (SA)*
- Employment Specialist Trisha Haakonstad and Employer Relations Specialist Brianna Lisenbee facilitated a "Networking & Interview Skills" workshop for the Boys & Girls Club on March 15. They engaged students in developing professional skills through an interactive workshop, and explained the importance of networking, helpful tips to practice, and how to prepare for a job interview. *Progress being made: Improve college affordability for students by expanding access to and information about financial resources, clarifying career and educational goals, providing pathways to success, improving college readiness, increasing financial literacy, and managing costs.* (SA)
- Career Services staff (Trisha Haakonstad, Brianna Lisenbee, and Carolyn Johnson) volunteered at Camas High School on March 16-17 to assist in facilitating mock interviews for students in their Job Acquisition Skills Program. The staff interviewed students, provided verbal and written feedback as well as recommendations for interviewing success. *Progress being made: Improve college affordability for students by expanding access to and information about financial resources, clarifying career and educational goals, providing pathways to success, improving college readiness, increasing financial literacy, and managing costs.* (SA)

- The Recruitment Office/Welcome Center sent out 2,321 emails about the scholarship deadline to prospect students during our summer and fall 2016 campaigns. *Progress being made: Improve college affordability for students by expanding access to and information about financial resources, clarifying career and educational goals, providing pathways to success, improving college readiness, increasing financial literacy, and managing costs.* (SA)
- Colm Joyce, Interim Associate Dean of Enrollment, collaborated with Sabra Sand, Director of Business Services and Christy Campbell, Assistant Director of Business Services, to contact 3,745 students who were at risk for non-payment of tuition by the spring deadline. Of these calls, 1,939 reached a live person and 1,683 went to voice mail. A small amount of the phone numbers were invalid. A total of 325 students were dropped for non-payment after the deadline. (SA)
- Clark College received notice of award for a \$200,000 Advanced Technical Education (ATE) threeyear grant from the National Science Foundation (NSF) to fund the Rural Access Mechatronics Program (RAMP) project. The funding, led by Chris Lewis and Ken Luchini of the Mechatronics Department, will provide the resources necessary to create and implement an innovative hybrid Mechatronics program at Clark, thereby expanding access to a Certificate of Completion in Mechatronics Fundamentals for rural students. Clark has invested a great deal of time and effort towards the success of this proposal. The award of this grant provides greater opportunity for future NSF funding. *Progress being made: Align program offerings with regional workforce needs to include technical and work-readiness skills.* (P&E)
- The Economic and Community Development Customized Learning team closed \$67,986 in contracts with four organizations: Columbia Machine, ConMet, Vancouver School District, and ESD 112. Training topics include Project Management, Supervisory Series, Para-Educator Training, Competence Process Development, and Welding and Construction Boot Camps. *Progress being made: align program offerings with regional workforce needs to include technical and work-readiness skills.* (ECD)
- In March, Customized Learning partnered with WorkSource Vancouver to offer a day-long Strategic Employment Conference held at the Clark College Columbia Tech Center. The focus of the conference provided job seekers with information, resources, and skills needed to reenter the workforce. Over 70 individuals attended the event and participated in workshops from subject matter experts on The New Mix: Four Generations in the Workplace, Effective Communication, Emotional Intelligence, Conflict Resolution, and Networking and Strategic Career Planning. *Progress being made: align program offerings with regional workforce needs to include technical and workreadiness skills.* (ECD)
- Economic and Community Development (ECD) signed a Memorandum of Understanding with the Port of Vancouver (Port) that will allow Clark College to work with the tenants in the former Red Lion at the Quay to provide work-based, short-term, non-credit training in hospitality fields, notably

around baristas, wait staff, and cooks. The Port will encourage tenants to work with Clark College, but it will be up to ECD to work directly with the tenants to develop the training programs. Work-based learning is a critical best practice and the Port is proving to be a great partner by enabling us to offer this type of training on their property. Long-term, the plan is that Clark College will also be working with tenants once the new Terminal 1 is open, not only providing learning opportunities for our students, but also increasing the visibility of Clark College in the community. We appreciate the Port's partnership. *Progress being made: leverage resources to create and sustain future innovations.* (ECD)

ENVIRONMENTAL INTEGRITY

ENVIRONMENTAL INTEGRITY

Facilitate student learning by providing the conditions that continually improve the college's physical, virtual, and social environment.

- Incorporate environmental sustainability priorities into all college systems.
- Improve the college's physical and virtual environment to maximize access and appropriate use of space and technology.
- Integrate principles of mutual respect, collaboration, clear communication, and inclusivity in all interactions.

Progress-

An activity or strategy that has demonstrated progress toward meeting one of this core theme's objectives; identify the progress you are measuring.

An activity that involves partners within the community—identify the partner and purpose of the partnership.

- With the partnership and support of the Foundation, new furniture was installed in the Language & Writing Center over spring break. The new furniture is modular and easy to move, which adds flexibility to the space and allows us to accommodate a variety of learning activities. A quick print station was added due to high student demand for printing, and a color printer has been ordered, based on the high volume of student requests for color printing. *Progress being measured: improve the college's physical and virtual environment to maximize access and appropriate use of space and technology.* (OOI)
- Clark College received its sixth consecutive Tree Campus USA award at an Arbor Day celebration held on the main campus on April 13. In addition, Facilities Services, in partnership with the Campus Tree Committee, has purchased the 11 remaining trees needed to complete our collection of trees from each of the 50 states. These trees will be planted on the main campus and will include signage made possible by a grant from the Department of Natural Resources. *Progress being measured: incorporate environmental sustainability priorities into all college systems.* (AS).
- The college is still awaiting plan approval from the City of Vancouver for Phase II of the culinary project. Other parts of the project schedule are being adjusted to make up for this delay. We are still expecting to go out to bid in April and to issue a notice to proceed in June. *Progress being measured: improve the college's physical and virtual environment to maximize access and appropriate use of space and technology.* (AS).
- As a result of C-TRAN's Bus Rapid Transit (BRT) project, major changes can be seen along the college's Fort Vancouver Way frontage. C-TRAN is creating a more pedestrian-friendly environment on its public transit corridor which will benefit in the college in the form of wider sidewalks, more

ENVIRONMENTAL INTEGRITY

trees along the street, and better access to public transportation. Two full traffic signals are also being installed where the Green and Red parking connect with Ft. Vancouver Way. These lights will help manage vehicle speed and traffic and promote improved pedestrian safety. *Progress being measured: incorporate environmental sustainability priorities into all college systems.* (AS).

- Staff in Security and Emergency Management hosted separate tables at the recent Student Club Fair to provide students with information about our security and emergency response programs, distribute safety whistles, and increase student participation in the RAVE emergency mass notification system. *Progress being measured: improve the college's physical and virtual environment to maximize access and appropriate use of space and technology.* (AS).
- Thanks to the efforts of the Healthy Penguin Nation Wellness Team, Clark College was one of two Washington State institutions of higher education to receive the Z08 WorkWell Award from the Health Care Authority. This annual award recognizes the college's commitment and contribution to building and growing a sustainable wellness program. During the upcoming awards ceremony, Karen Ferguson, worksite wellness coordinator for the college, will share best practices with other award recipients in a roundtable discussion that will be captured and shared with member of Team WorkWell. *Progress being measured: incorporate environmental sustainability priorities into all college systems.* (AS).

STATISTICS









Clark College - Budget Status Report March 31, 2016

Sources of Funds	2015-16	Revenues		% Budget
(Revenues)	Budget	to Date	Difference	Received
Operating Accounts				
State Allocation	29,855,889	21,538,761	(8,317,128)	72.1%
Tuition & ABE	19,682,494	19,927,133	244,639	101.2%
Running Start	8,297,157	6,366,065	(1,931,092)	76.7%
Excess enrollment	-	-	0	0.0%
Planned use of prior fund 148 balance	1,036,331	-	(1,036,331)	0.0%
Dedicated, matriculation, tech, cont ed	4,619,837	3,935,085	(684,752)	85.2%
Total Operating Accounts	63,491,708	51,767,044	(11,724,664)	81.5%
Other Accounts				
Grants & Contracts less Running Start	4,697,132	2,792,526	(1,904,606)	59.5%
Internal Support & Agency Funds	1,160,452	980,986	(179,466)	84.5%
ASCC	2,026,386	1,771,788	(254,598)	87.4%
Bookstore	4,533,413	3,585,502	(947,911)	79.1%
Parking	529,738	319,878	(209,860)	60.4%
Auxilliary Services	1,347,080	1,102,991	(244,089)	81.9%
Financial Aid	27,502,333	24,926,785	(2,575,548)	90.6%
Total Other Accounts	41,796,534	35,480,456	(6,316,078)	84.9%
Total Sources of Funds	105,288,242	87,247,500	(18,040,742)	82.9%

		Encumbrances		
Uses of Funds	2015-16	Expenditures		% Budget
(Expenses)	Budget	to Date	Difference	Spent
Operating Accounts				
President	784,867	463,825	321,042	59.1%
Associate Vice President of Planning & Effectiveness	573,104	465,284	107,820	81.2%
Special Advisor for Diversity & Equity	367,334	227,588	139,746	62.0%
Vice President of Instruction	38,410,157	25,711,491	12,698,666	66.9%
Vice President of Administrative Services	7,678,206	6,233,486	1,444,720	81.2%
Vice President of Student Affairs	8,481,849	6,159,670	2,322,179	72.6%
Associate Vice President of Economic & Community Dev	1,176,100	800,237	375,863	68.0%
Chief Communication & Information Officer	5,117,024	3,707,722	1,409,302	72.5%
Associate Vice President of Human Resources	903,067	675,651	227,417	74.8%
Bank & credit card fees	-	179,931	(179,931)	
Total Operating Accounts	63,491,708	44,624,885	18,866,823	70.3%
Other Accounts				
Grants & Contracts less Running Start	4,697,132	3,478,534	1,218,598	74.1%
Internal Support & Agency Funds	1,160,452	1,170,485	(10,033)	100.9%
ASCC	2,026,386	1,319,771	706,615	65.1%
Bookstore	4,533,413	3,818,953	714,460	84.2%
Parking	529,738	435,261	94,477	82.2%
Auxilliary Services	1,347,080	1,214,738	132,342	90.2%
Financial Aid	27,502,333	26,696,536	805,797	97.1%
Total Other Accounts	41,796,534	38,134,277	3,662,257	91.2%
Total Uses of Funds	105,288,242	82,759,162	22,529,080	78.6%
Difference - Excess (Deficiency)	- =	4,488,337		
Capital Projects- Expenditures	29,866,407	19,675,324	10,191,083	65.9%

c. Bob Knight, Bob Williamson, Sabra Sand

e. Cindi Olson, Nicole Marcum, Bill Belden, Bob Williamson, Sabra Sand

Linda Tuve, Accounting - April 11, 2016

CLARK COLLEGE Fund and Cash Balances as of July 1, 2015

		Fund Balance (minus non-cash assets) 6/30/15	Cash Balance (minus dedicated cash) 6/30/15	Required Reserves	Prior Commitments (prior to 7/1/15)	New Commitments (2015/16)	Total Available Cash
145	Grants and Contracts	4,660,291	3,418,289			1,502,419	1,915,870
145	CIS	377,797	377,797			377,797	-
147	Local Capital	34,991	-				-
148	Dedicated Local	4,168,089	721,775		63,998	646,600	11,177
149	Operating Fee	362,371	111,284				111,284
440	Central Store (Catalog)	19,014	19,014				19,014
448	Print/Copy Machine	(199)	(199)				(199)
460	Motor Pool	79,023	79,023				79,023
522	ASCC	1,319,724	-				-
524	Bookstore	3,926,048	3,926,048		2,000,000		1,926,048
528	Parking	335,974	335,974				335,974
570	Other Auxiliary Enterprise	1,090,871	325,247		30,315		294,932
790	Payroll (clearing)	208,490	,		,		-
840	Tuition/VPA	(196,795)					-
846	Grants - Fin Aid	84,651					-
849	Student Loans	18,637					-
850	Workstudy (off-campus)	(2,750)					-
860	Institutional Financial Aid Fu						-
-	Reserves*	, - ,-		4,200,358			(4,200,358)
	Totals	17,637,744	9,314,252	4,200,358	2,094,313	2,526,816	492,765

*Reserves of 10% reduced by \$2,000,000 on October 21, 2014 to fund Culinary remodel as approved by Board (Reserves amount is an estimate until budget is finalized)

S.SAND 4/12/16

Fund Balance Less Commitments

Available Fund	Balance Before Commitments			9,314,252
Prior Year Commitments				
Date	as of July, 2014	Fund	Amount	Tota
7/1/2014	Gorge-Student Affairs position	148	12,998	
7/22/2013	STEM Grant	148	25,000	
11/27/2013	Security Street Legal Carts - 2	148	26,000	
	, .			63,998
10/21/2014	Culinary Remodel-use of reserves	524	2,000,000	
				2,000,000
7/1/2011	Basic Events	570	18,535	
7/1/2011	Government Events	570	10,000	
11/27/2013	Basic Events	570	1,780	
				30,315
	Total Prior Commitments			2,094,313

New Commitments July 1, 2014 to present

Fund				
Tota	Amount	Fund		Date
	375,733	145	CTC Cash Flow Shortage-FY 2016	8/1/2015
	375,733	145	CTC Cash Flow Shortage-FY 2017	8/1/2015
	650,000	145	Culinary A & E	7/1/2015
	100,953	145	Director of Grants	7/1/2015
1,502,41				
	377,797	145	Funds formerly held at CIS	7/1/2014
377,79				
	375,000	148	CTC Link Cost	8/18/2015
	19,000	140	Diversity Recruitment Plan	8/18/2015
	7,600	148	Teaching and Learning Days	8/18/2015
	60,000	148	Networking Position	8/18/2015
	22,000	148	STEM Building Coordinator	10/6/2015
	27,000	148	SEAM Consultant	10/6/2015
	40,000	148	Branding	10/6/2015
	13,000	148	Start Next Quarter campaign	0/20/2015
	11,000	148	Univision	1/19/2016
	50,000	148	Salary Survey Consultant	1/28/2016
	22,000	148	Clark County Fair	3/30/2016
646,60				

Total New Commitments

2,526,816

Required Reserves

10% of \$62,003,584 less \$2,000,000*	4,200,358
Fund Balance After Commitments and Required Reserves	492,765
* Reserve as approved by the Board on June 11, 2014, use of reserve approved 10/21/14	