



Clark College  
BOT Meeting  
Wednesday, October 23, 2019 5:00 PM (PDT)  
GHL 213



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BOT Meeting  
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- I. Call to Order/Agenda Review - Chair Jacobsen
- II. Introductions - Interim President Fowler-Hill
- III. Action Items - Chair Jacobsen
  - A. #1 - 2019-2020 Committee Assignments (Corrected)
  - B. #2 - September 24, 2019 Board Meeting Minutes
  - C. #3 - October 10, 2019 Special Board Meeting Minutes
  - D. #3 - October 17, 2019 Special Board Meeting Minutes
  - E. #4 - October 21, 2019 Special Board Meeting Minutes
- IV. Audience Statements - Chair Jacobsen  
*Audience statements will be limited to two minutes each.*
- V. Constituent Reports
  - A. AHE - Suzanne Southerland
  - B. WPEA - Heather Adams
  - C. ASCC - Evans Kaame
  - D. Foundation - Lisa Gibert
- VI. President's Report - Interim President Fowler-Hill
  - A. Student Affairs Presentation: Penguin Pantry - Estancia Cota & Megaera Jarvis
  - B. Faculty Presentation: Welding I-BEST Program - John Kuhn & Samuel May-Varas
  - C. Scorecards: ctcLink
  - D. Statistics
  - E. Calendar of Work Sessions
- VII. Next Meeting - Chair Jacobsen  
*The next meeting of the Board of Trustees is currently scheduled for Wednesday, November 13, 2019 at 5pm in the Ellis Dunn Community Room, GHL 213.*
- VIII. Reports from Board Members - Chair Jacobsen
  - A. Presidential Search Update - Trustee Speer & Chair Jacobsen
- IX. Executive Session - Chair Jacobsen  
*An Executive Session may be held for any allowable topic under the Open Public Meetings Act.*
- X. Adjournment - Chair Jacobsen  
*Time and order are approximate and subject to change.*

## Call to Order/Agenda Review

*No documents for this item*

## Introductions

*No documents for this item*

## Action Items

*No documents for this item*

Election of Board Officers and Committee  
Appointments (Corrected)

Board policy 100.C20 states that in June of each year the Board shall elect from its membership a chair and vice-chair to serve for the ensuing year. The chair and vice-chair of the Board are elected for a term of one year and assume office on July 1.

- |               |               |
|---------------|---------------|
| 1. Chair      | Jane Jacobsen |
| 2. Vice Chair | Rekah Strong  |

Committee appointments to be made for (academic year) include:

3. Clark College Foundation Board of Directors
  - A. Foundation Board (Position #1): Jeanne Bennett
  - B. Executive Committee (Position #2): Rekah Strong
  - C. Board Chair/Vice Chair (BOD/BOT) Committee: Jane Jacobsen & Rekah Strong
4. Legislative Action Committee Representative to Washington State Association of College Trustees (ACT)  
  

<u>Primary:</u>	Jada Rupley
<u>Alternate:</u>	Jane Jacobsen
5. Facilities Master Plan Jane Jacobsen & Paul Speer  
after March 2020
6. Guided Pathways Committee Jane Jacobsen
7. Presidential Search Committee Paul Speer & Jane Jacobsen

Clark College  
Minutes of the Regular Meeting of the Board of Trustees  
Tuesday, September 24, 2019  
GHL 213

**In Attendance**

Jane Jacobsen, Chair  
Jeanne Bennett, Trustee  
Jada Rupley, Trustee  
Paul Speer, Trustee  
Rekah Strong, Vice Chair (via telephone)

**Trustees Absent:**

None

**Others**

Dr. Sandra Fowler-Hill, Interim President  
Kimberly Witherspoon, Assistant Attorney General  
Lisa Gibert, CEO, Clark College Foundation

**I. Call to Order/Agenda Review**

Chair Jacobsen called the meeting to order at 5:06 pm.

**II. Introductions**

Interim President Fowler-Hill introduced:  
Evans Kaame, ASCC President  
Han Pham, ASCC Vice President  
Masha Cole, ASCC Finance Director  
Patricia Bivens, ASCC Executive Assistant  
Justin Flint, ASCC Club Coordinator  
Taegon Lee, ASCC Civics & Sustainability Director  
Bella Holt, APB Family Events Coordinator  
Dionisia Givens, APB Social Events Coordinator  
Rebecca Shuler, APB Educational Events Coordinator  
Rich Te, APB Cultural Events Coordinator  
December Redinger, APB Awareness Events Coordinator (not present)

**III. Action Items and/or Consent Agenda**

A. 2019-2020 Committee Assignments.

**MOTION:** Chair Jacobsen made a motion to approve the Committee Assignments as follows.  
Trustee Bennett seconded the motion and it unanimously passed.

- |               |               |
|---------------|---------------|
| 1. Chair      | Jane Jacobsen |
| 2. Vice Chair | Rekah Strong  |

Committee appointments to be made for (academic year) include:

**3. Clark College Foundation Board of Directors**

- A. Foundation Board (Position #1): Jeanne Bennett
- B. Executive Committee (Position #2): Rekah Strong
- C. Board Chair/Vice Chair (BOD/BOT) Committee: Jane Jacobsen & Rekah Strong

**4. Legislative Action Committee Representative to Washington State Association of College Trustees (ACT)**

- Primary: Jada Rupley
- Alternate: Jane Jacobsen

- 5. Facilities Master Plan** Jane Jacobsen
- 6. Guided Pathways Committee** Jane Jacobsen & Paul Speer  
after March 2020
- 7. Presidential Search Committee** Paul Speer & Jane Jacobsen

B. Consent Agenda

**MOTION:** Trustee Bennett made a motion to approve Consent Agenda Items III B-E. Trustee Rupley and Chair Jacobsen seconded the motion and it unanimously passed.

**IV. Audience Statements**

No audience statements given.

**V. Constituent Reports**

**A. AHE**

AHE Union President Southerland gave a PowerPoint presentation highlighting proposed salary raises and adjustments with an emphasis on salary disparity in comparison to other comparable communities.

**B. WPEA**

Vice President of Instruction Horback reported that there was a management meeting conference call that took place on September 25, 2019 addressing ways to build relationships during the academic year.

**C. ASCC**

No report given this month.

**D. Foundation**



Lisa Gibert reported on the Foundation's Board Retreat. The retreat focused on an operational report with discussions regarding sustainability. Ms. Gilbert also announced that the Foundation has a new Board member, Alkesh Patel, a hotel entrepreneur. Ms. Gilbert discussed the ongoing conversations with stakeholders pertaining to the commercial property of Boschma Farms.

**VI. Reports from Board Members**

**A. Presidential Search Update**

Trustee Speer shared an update about the current Presidential search timeline that is posted on Clark's website. Trustee Speer communicated that the intent is for a decision to be made by the end of February versus April. An Advisory team with 18 individuals representing the diverse college campus community as well as the external community will be actively involved in the Presidential recruitment process. A kickoff meeting is scheduled on October 11, 2019 to review expectations of the evaluation process in order to identify 7 or 8 semi-finalist with an outcome of 3 or 4 finalists. Once the finalists have been identified, forums will be held at Clark's campus, Tech Center campus and Washington State University.

**B. Trustee Onboarding**

Trustee Bennett reported meeting with various members of the Executive Committee. Trustee Bennett also has had one-on-one meetings with Interim President, Dr. Fowler-Hill.

**C. Chair Report**

Chair Jacobsen reported multiple meetings, including Presidential Search meeting as well as the Foundation Retreat.

**D. Trustee Jada Rupley**

Trustee Rupley reported on Transforming Lives. Trustee Rupley attended a kickoff event on September 20<sup>th</sup>. Selections will be made at the next Statewide Committee in December to choose a finalist. Trustee Rupley reported that changes in criteria have been made to ensure that lives of the students will be addressed as well as how the community colleges have changed and impacted those lives.

**VII. President's Report**

**A. Student Affairs Presentation**

Tavish Bell, Project Coordinator for the Federal Grant, Violence Against Women, presented an update on the implementation of the program on Campus. Ms. Bell reported National sexual assault statistics pertaining to college students and programs on site to advocate approaches to emotional healing, such as peer support for victims and survivors of violence. Ongoing education and comprehensive training with the Security Team, Human Resources and the Disciplinary Board with an emphasis that "Clark College is not interested in your silence". Educating faculty how to identify and support students in distress through a strengths based empowerment approach. Collaborative measures are ongoing with the YWCA and Vancouver Police Department. Violence Against Women grant terms in October, 2020.

**B. Faculty Presentation**

Professor Elgort gave a Power Point presentation on Artificial Intelligence and Robotics. The presentation highlighted camps and workshops that took place in the spring 2019, aimed towards youth engagement. A course on Artificial Intelligence will be offered in fall 2020.

**C. Scorecards**

Interim President Fowler-Hill introduced Interim Executive Assistant to the President, Lisa Wolfson and Interim Executive to the Board of Trustees, Stephanie Weldy. Interim President Fowler Hill also announced that ctclink will be implemented and a work session calendar will be made available in October.

**D. Statistics**

Interim President Fowler-Hill announced that most reports have stayed the same due to summer. Trustee Rupley requested that the Cost of Education Reports continue.

Trustee Rupley requested a clarification on page 65 and 68 of the Budget Report regarding the Fund Balance and Less Commitments category. Vice President of Administrative Services Williamson clarified that the non-discretionary sources of funding and the "Board Reserves".

**VIII. Next Meeting**

The next regular meeting of the Board of Trustees is currently scheduled for Wednesday, October 23, 2019 in the Ellis Dunn Community Room, GH 213.

**IX. Executive Session**

The board convened an executive session under RCW 42.30.110(1) at 6:47pm to discuss with legal counsel representing the agency matters relating to agency enforcement actions or, litigation potential litigation.

The executive session under RCW 42.30.110(1) ended at 7:20pm. An announcement was made that executive session would be extended to 7:10pm. At 7:10pm an announcement was made that executive session would be extended to 7:20pm.

No final action was taken during the executive session.

**X. Adjournment**

There being no further business, the meeting adjourned at 7:20pm.

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Jane Jacobsen, Chair

Stephanie Weldy  
Recorder  
Date: September 24, 2019

#3

*No documents for this item*

#3

*No documents for this item*

#4

*No documents for this item*

## Audience Statements

*No documents for this item*

## Constituent Reports

*No documents for this item*

AHE

*No documents for this item*



# WPEA/UFCW Local 365, Clark College Unit

*Board Report for October 2019*

## MEETINGS

WPEA Steward Meeting October 3, 2019

WPEA monthly conversation with Dr. Sandra Fowler-Hill Oct. 23, 2019

LMCC Meeting for November (date TBD)

## COMMUNICATION

Current contact for campus stewards:

### Co-Chief Shop Stewards

**Sarah Thorsen** 360-992-2075

**Heather Adams** 360-992-2900

### Communications Officers

**David Sims** 360-992-2132

**Degundrea Harris** 360-992-2382

### Shop Stewards in Training

**Chris Layfield** 360-992-2933

**Angela Dawson** 360-992-2515

**Danielle Plesser** 360-992-2273

## News and Congratulations to our Classified Staff:

- Welcome new stewards, Angela Dawson (Life Sciences), Chris Layfield (Security and Safety), and Danielle Plesser (Office of Instruction).
- Heather Adams has been chosen to represent WPEA as a member of the Presidential Search Panel.
- Danielle Plesser has been chosen to represent classified staff as a member of the Presidential Search Panel.
- Yearly classified staff excellence winners are Ian Beckett (Art) & Amanda Brown (Libraries).
- Summer Quarter classified staff excellence nominees were Tavish Bell, (Student Affairs); Heather Adams, (Student Affairs); Layla Otey, (IT Services).
- Big thanks to Jennifer Ward, Program Manager in Planning & Effectiveness for her work on ctcLink implementation!

## Labor Management Communication

**WPEA stewards will be meeting with management in November to discuss:** Diversity and job retention of employees, Unfilled Classified positions and vacancies, length of time in filling positions, interim positions, and demand to bargain business.

## Updates and Announcements

- WPEA has been hosting weekly conference calls for classified staff on Wednesday evenings. All classified staff have been invited to participate in the calls that began the week of 9/18/19.
- WPEA looks forward to continued and regular meetings with management and President Fowler-Hill throughout the 2019-2020 academic year.

# ASCC Student Government Priorities Paper

2019-2020

The ASCC Student Government Priorities Paper serves as written documentation of the ASCC Student Government's decision to focus their collective efforts towards each of the following aspects affecting Student Life:

## Professional Development Training

Faculty and staff often lack the support and training needed to fulfill a wide variety of tasks and support students. The ASCC Student Government will support and advocate for the creation, implementation, and continuation of professional development training for faculty and staff. The ASCC SG will concentrate on both Open Educational Resource development and sensibility training that focuses on marginalized communities, especially students with disabilities. The ASCC SG will support campus initiatives, state legislation, and policy changes that pertain to additional professional development training.

(Strategic Plan Alignment: Social Equity)

## College Accessibility

College accessibility is a significant barrier for many students. In order to dismantle this barrier, the ASCC Student Government will support the implementation of ctLink and Guided Pathways and promote transparency and communication between governing bodies and the students. As part of these initiatives, the ASCC SG will advocate for increased clarification of degree requirements on behalf of students. In addition, the ASCC SG will also support and advocate for both the campus wide usage of Canvas and a requirement for professors to utilize Canvas to post grades.

(Strategic Plan Alignment: Environmental Integrity and Academic Excellence)

## College Affordability

The price of a higher education is always a major concern for students and the ASCC Student Government is committed towards mitigating the additional costs students incur during their academic careers. The ASCC SG will support legislation that alleviates the financial burden on all students in the community and technical college system. In order to lower the costs of course materials, the ASCC SG will focus on promoting and supporting the implementation of Open Educational Resources both on the campus and state levels. In addition, the ASCC SG will support the Washington Community and Technical College Student Association's priorities of International Student Tuition and Open Educational Resources.

(Strategic Plan Alignment: Economic Vitality)

**Foundation  
October 2019**

❖ **Strategic Initiatives – Areas of significance:**

**1. Development:**

Promising Pathways: The Campaign for Clark College continues to build momentum as fundraising passes the \$23 Million mark towards our overall campaign goal of \$35 Million. For the year, we are nearing the \$2 Million mark in gifts and verbal commitments toward the FY 2020 goal of \$8 Million. Recent highlights include:

- A \$250,000 verbal commitment from one of our local tribes in support of the Veterans Resource Center. We are working on that gift agreement right now.
- By the way, with this commitment, the VRC campaign now passes the \$1.1 Million mark toward its total campaign goal of \$2 Million. Thank you to our generous donors for this important program.
- Our 5,000 Voices mini-campaign -- which is a subset of the Promising Pathways campaign, and is geared towards securing at least 5,000 unique contributions to the campaign – is looking strong. To date, more than 4500 individuals and entities have contributed to the campaign. This is very encouraging and means we not only are likely to reach our overall campaign goal but hopefully exceed it. It is so gratifying and inspiring to hear and read why our donors are supporting this great institution. We encourage you all to go our website [clarkcollegefoundation.org](http://clarkcollegefoundation.org) and click on *stories*, then click on *5,000 Voices* to read some of these amazing comments that continue to come in from people who believe in this institution and the promise it offers our students. They are touching, sincere and powerful. We are grateful for every single donation that comes in to support Clark College. I know you'll enjoy reading these comments, as well, so I hope you check them out regularly.
- Clark College Foundation recently received two significant acknowledgments at last week's national CASE Conference for Community College Advancement programs. The Foundation was named as one of the outstanding fundraising programs in the country – one of three community colleges recognized. Our alumni program was also acknowledged as one of the top three in the country for community colleges. CASE looked at donations from alumni as a percentage of overall giving (nearly 17% for Clark – the overall average for community colleges across the country was around 4%); it also looked at board make-up, alumni activities, publications, and outreach, just to name a few categories. As you know, alumni programs are just beginning to emerge in community colleges across the country and CASE recognized Clark's program as having made significant progress with its alumni relations efforts over the last five years and are today seen as a national leader across community colleges.

2. **Strategic Alignment:** *Builds on the mantra “together we are stronger.”*

Strategic alignment indicators for FY 2020 involve:

- Enhance communication between institutions
- Collaborate on advocacy at a governmental level
- Progress development of real estate holdings

Following the summer schedule, CCF has worked to assist with leadership transitions and maintain alignment with the institution around Promising Pathways – The Campaign for Clark College.

The Board of Directors (BOD) and Board of Trustees (BOT) had their first meeting of FY 2020. Many of the participants are new to the process allowing the group to set the agenda for the fiscal year ahead. The meeting was very productive recognizing the significant opportunities and challenges faced.

3. **Fiduciary Responsibility:** *Ensuring compliance and fiduciary oversight to the organization's asset base.*

The foundation's financial statement audit is still underway for the year ended June 30, 2019. Following the audit, an annual report will be provided to the college trustees and president detailing funds raised and expenditures made in support of the college and students.

Interim financial information for the fiscal year 2020 will be provided in November's packet.

4. **Board Relations:** *Implement and maintain processes by which board ensures its relevance through appropriate succession planning and evaluation of efforts.*

CCF is proud to welcome Mr. Alkesh Patel, CEO, founder, and spiritual leader of Evergreen Hospitality. Evergreen Hospitality, a development group focus on building from the ground up Hilton, Marriott, IHG, and Hyatt branded hotels.

Respectfully submitted,

Lisa Gibert  
Chief Executive Officer  
October 8, 2019

## President's Report

*No documents for this item*

## Student Affairs Presentation: Penguin Pantry

*No documents for this item*

## Faculty Presentation: Welding I-BEST Program

*No documents for this item*



## MEMORANDUM

**DATE:** October 16, 2019  
**FROM:** Susan Maxwell, myClark ctLink Project Director and  
Shanda Haluapo, Associate VP of Planning and Effectiveness  
**TO:** Clark College Board of Trustees  
**RE:** ctLink Update

Significant progress has been made by the Washington State Board for Community and Technical College (SBCTC) ctLink project team and the myClark ctLink project team since the September board meeting. This progress includes a significant amount of training and communication about what to expect when we GoLive with ctLink, PeopleSoft. Many employees throughout the college participated in one or more of the trainings offered on October 11, 2019. Employees are also enrolling in and completing the trainings offered on Canvas. Students and employees are both receiving weekly communication.

As you heard at the September Clark College Board of Trustees work session, the decision was made to GoLive as long as specific conditions were addressed and progress was made regarding the concerns. For almost a month now, the SBCTC and Clark's ctLink management teams have been reviewing the progress on conditions multiple times per week. The most significant issue continues to be the assignment of data roles, specific to work functions for employees. We are making progress on accessibility for employees and students who use assistive technology.

### **Data Access per Employee Function**

Assigning the appropriate data access, per each employee's work responsibilities, is continuing to be a challenge for the SBCTC ctLink Project Management team. However, Christy Campbell, SBCTC ctLink Project Director, is aware of the issues and has taken action to remedy the issues.



## Accessibility

Almost every day we are seeing improvements in the accessibility for what to expect in ctLink, thanks to the SBCTC and diligent work of Clark's team. Therefore, we don't really know, especially on the employee side, what will and won't work with assistive technology by GoLive. In the meantime, Human Resources is asking employees who use assistive technology to contact Andrea Sanchez-Turner in Human Resources for assistance.

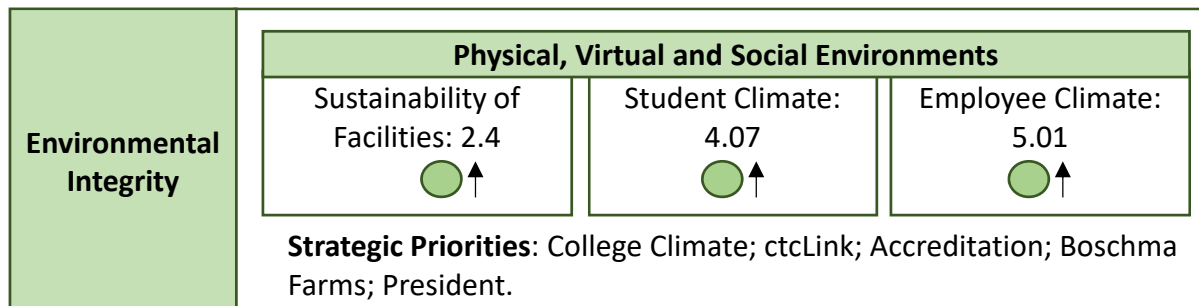
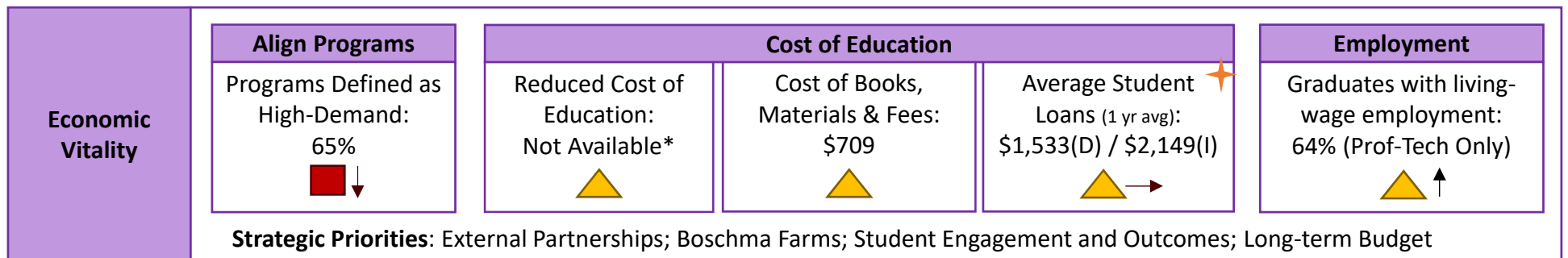
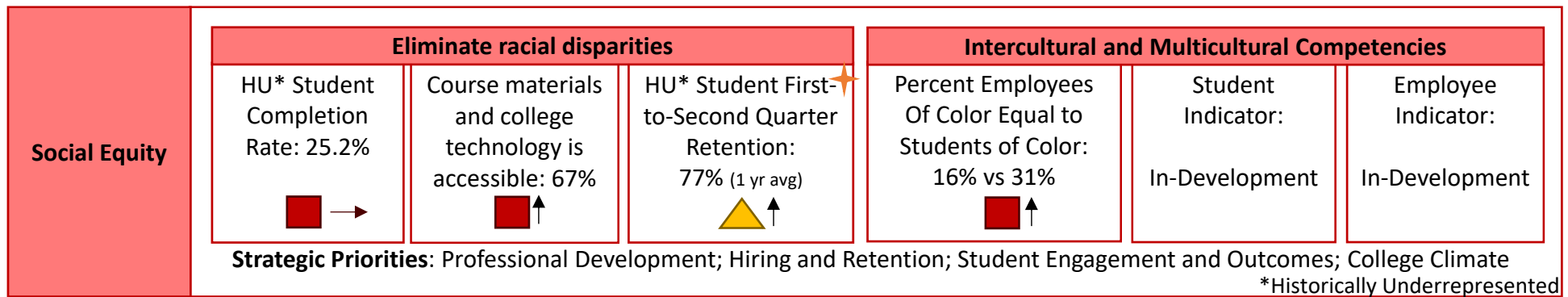
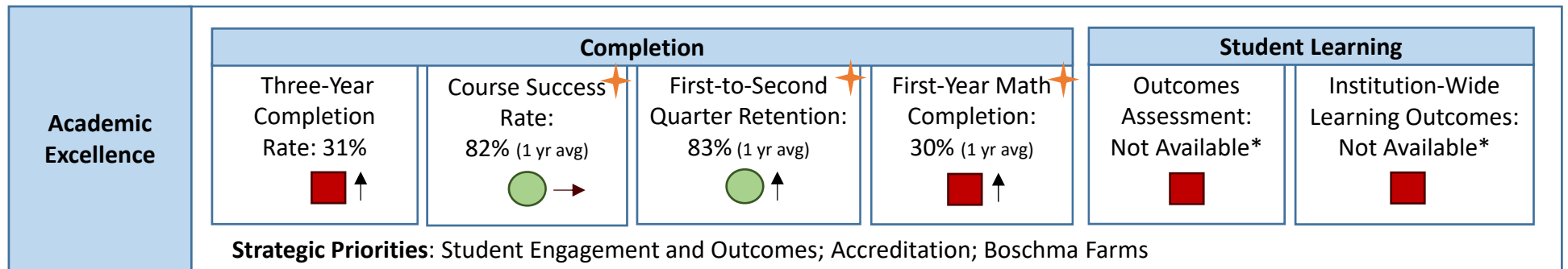
The accessibility plan for students created by Disability Support Services includes the following components:

- Use HighPoint: The College found that the mobile application, HighPoint, is more accessible for assistive technology than PeopleSoft to access their myClark student information. HighPoint is only for students and will allow them to change their student information, register for classes, and access their student portal for other information. It is not perfect, but it is a better option. Therefore, the college is recommending for students, especially those who use assistive technology, to use the HighPoint app to access their myClark student information.
- Help in person: The Career Center staff will be available to help students who cannot navigate the system due to inaccessibility. The Career Center is located on the lowest level of the Penguin Union Building, down the hallway from Disability Support Services. They are open Monday through Thursday from 8:00 am to 6:00 pm and Friday from 8:00 am to 1:00 pm.
- Assistive Technology Tips and Tricks will be available at [www.clark.edu/newmyclark](http://www.clark.edu/newmyclark).
- Assistive Technology appointment: Students can contact the Disability Support Services office at (360) 992-2314 for an Assistive Tech appointment to learn tips and tricks on navigation.

The College leadership is being thoughtful about holding forums to discuss concerns and answer questions. For example, Student Affairs scheduled two open forums to engage staff in conversations related to GoLive, and Human Resources held a forum to discuss employee questions and concerns related to accessibility and using assistive technology in PeopleSoft. Areas throughout the college have also prioritized ctLink training and set aside time to implement business process improvements prior to and during GoLive.

We are expecting a successful GoLive on October 28, 2019, especially given that the Community Colleges of Spokane and Tacoma Community College upgrade went very well on October 12-13, 2019. That said, this is a huge change in how each of us at the college performs our work— from recording hours worked to registering a student to purchasing to posting grades. We are reminding people to be patient with themselves and those around them as we learn how to conduct our work more efficiently and effectively – with up-to-date tools. And, we have planned to have support/training workshops during the times when people need it (e.g., when hours are submitted, when grades are due, etc.).

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



**LEGEND**

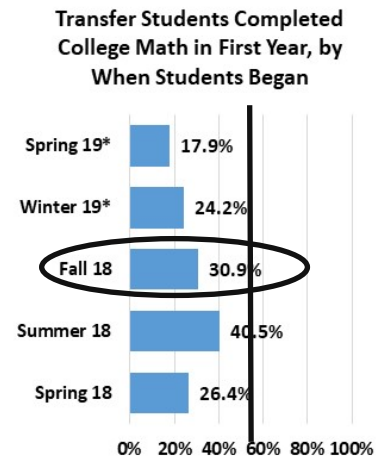
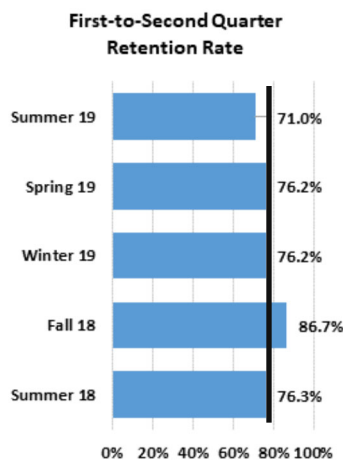
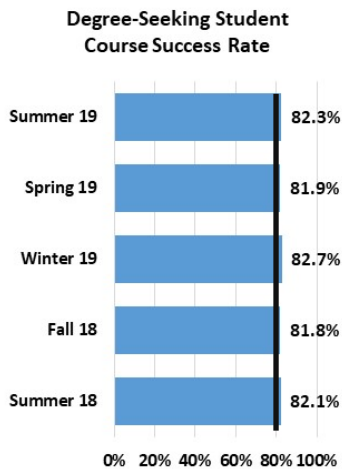
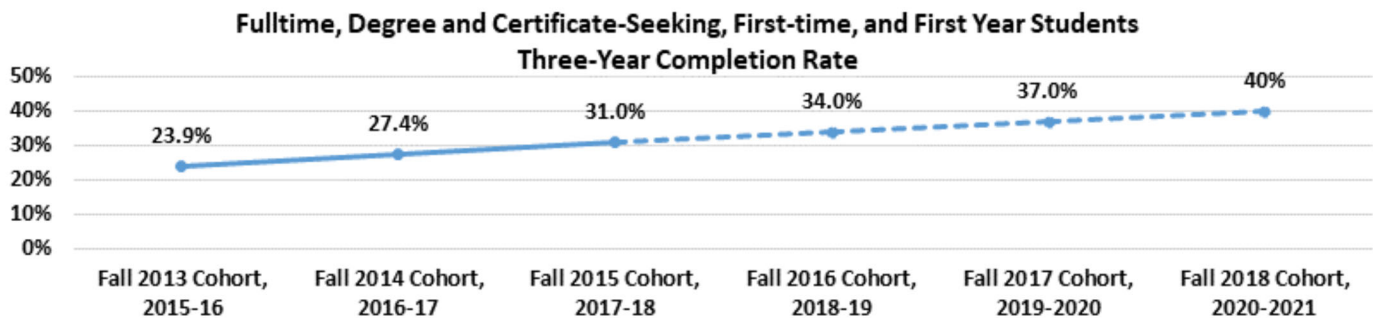
- Meets or exceeds desired outcome; continuous effort needed to maintain or improve even further.
- Does not meet desired outcome; action is needed to meet goal.
- Does not meet, well below desired outcome and immediate action is needed.
- Something changed. Rate or percentage updated.

# COMPLETION



OCTOBER 2019

*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.*



\*Four quarters/one-year has not occurred yet.

## Monthly Highlights

- ◇ Engaged in strategic conversations related to Teaching and Learning as part of our final AACC Pathways 2.0 Institute. College leadership worked closely with our new AACC Pathways Coach, Chris Hill, to develop strategies for ensuring students are learning and progressing along their pathway.
- ◇ Clark's revised Orientation program was implemented for the Summer/Fall 2019 students. At the end of the orientation cycle, 71 orientation sessions, with over 3,500 student attendees had been completed. Students received information about starting at Clark (resources, what to bring the first day, etc.), Career Planning, Financial Wellness and Advising.
- ◇ Leadership from Instruction and Student Affairs met with ESD 112 and district leadership to discuss Guided Pathways, partnership opportunities, communication systems, legislative changes impacting our relationships, and strategies for increasing educational opportunities and reducing barriers. The meeting was effective in helping to address misconceptions, building trust, and creating a plan for a series of joint meetings to build stronger partnerships.

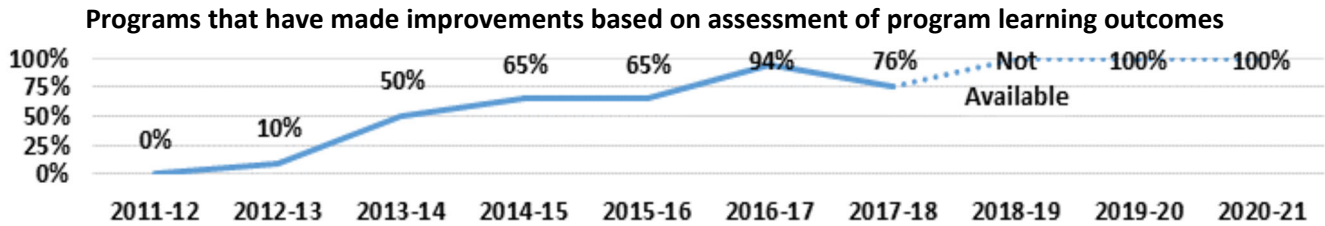
2019-2020 Board Priorities: Student Engagement and Outcomes, External Partnerships

# STUDENT LEARNING



**OCTOBER 2019**

*Clark College's degrees and certificates awarded are the result of a culmination of learning. The college aligns its curriculum with learning outcomes and applies evidence to continually advance student learning.*



Percent of Students/  
Graduates who Learned  
Institution-wide student  
learning outcomes  
\*Not Currently Available

Percent of Students/  
Graduates who Learned  
program student  
learning outcomes  
\*Not Currently Available

Percent of Students/  
Graduates who Learned  
course student  
learning outcomes  
\*Not Currently Available

### Monthly Highlights

- ◇ The Teaching and Learning Center hosted 173 faculty and staff during Focus on Learning Day. Focus on Learning included presentations and workshops on social and racial equity, economic mobility, educational access, growth-mindset and program redesign with an equity mindset.
- ◇ On October 11, faculty will be working on their annual assessment projects, with new guidelines to ensure that assessment and improvement across all outcomes is clear and transparent, including General Education curriculum. The faculty will be working with facilitators sharing insights on outcomes assessment before working in groups on their annual assessment projects.

**2019-2020 Board Strategic Priorities: Accreditation—Student Learning Outcomes**

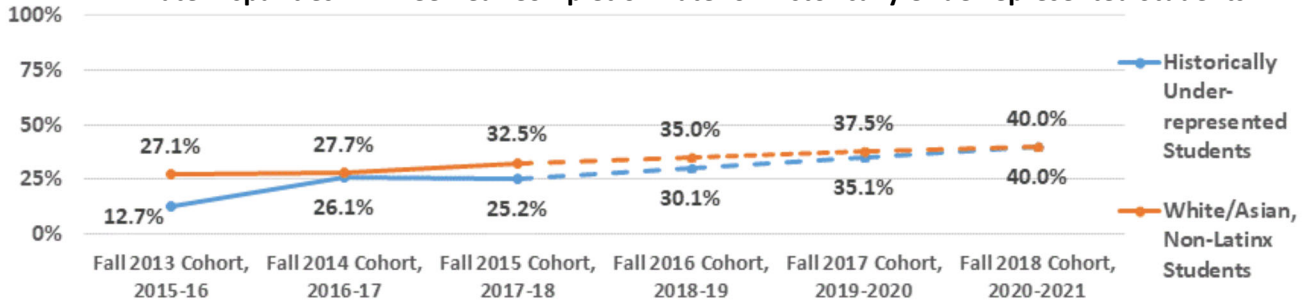
# SOCIAL EQUITY



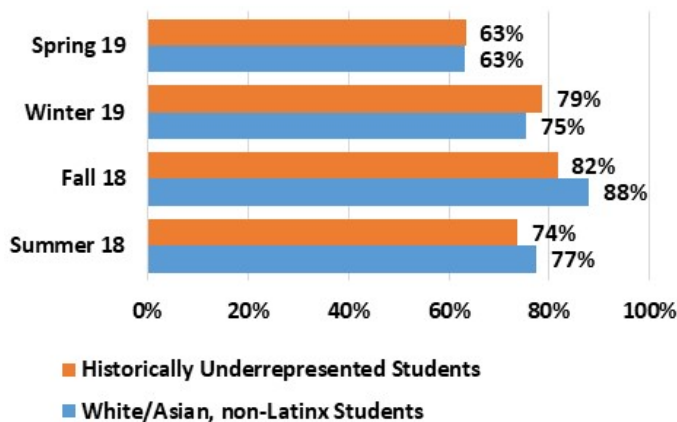
OCTOBER 2019

*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.*

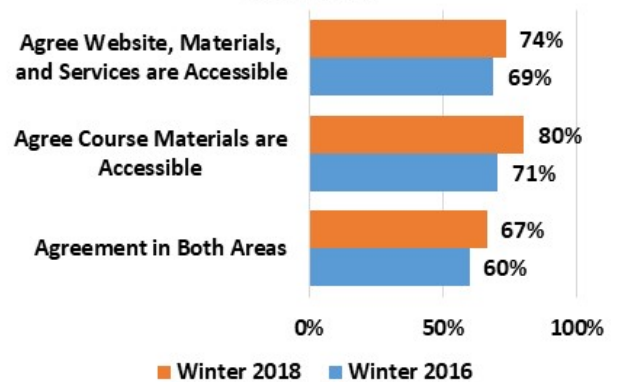
**Eliminate Disparities in Three-Year Completion Rate for Historically Underrepresented Students**



**First-to-Second Quarter Retention Rate for Historically Underrepresented is Equal or Higher than White/Asian Students**



**Percent Students Agree that Course Materials and College Technology are Accessibility for Student with Disabilities**



## Monthly Highlights

- ◇ In the Office of Diversity Equity and Inclusion, all through August 2019, the Diversity Outreach Specialist helped 3 students obtain the Rosa Alvarado Scholarship. The scholarship is offered to students who are not able to pay the admission fee to Clark College. This scholarship can also help to pay for the ESL or HS+21 classes and/or the official GED test. Systemically non-represented single women who have children will be the first recipients, and the remainder will go to the rest of the qualifying students. This scholarship is vital for students who sometimes do not have the opportunities to continue with their basic classes, thus cutting their dream short. However, with an opportunity such as this they get the help and support they need to continue to higher education.
- ◇ On Sept. 26, The Diversity Office of Diversity, Equity, and Inclusion (ODEI) had an Open House event where new students were invited to visit the Diversity Center. During their visit to the ODEI, we inform them about all the resources that we have in this office and all the support that we can give to the students. About 55 students came to the office in addition faculty and staff.

**2019-2020 Board Priorities: Student Engagement and Outcomes**

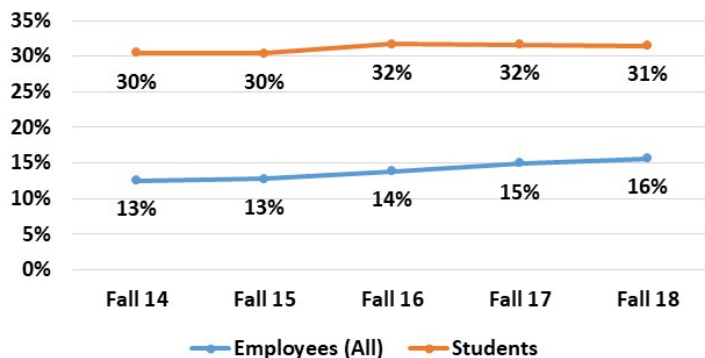
# INTERCULTURAL AND MULTICULTURAL COMPETENCIES



OCTOBER 2019

*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.*

**Employees Reflect Student of Color Population:  
Comparing Percent of Employees of Color to  
Percent Students of Color**



**Student Intercultural and Multicultural Competencies Indicator:**

**In-Development**

**Employee Intercultural and Multicultural Competencies Indicator:**

**In-Development**

## Monthly Highlights

- ◇ On Oct. 2, the Office of Diversity, Equity and Inclusion hosted The Diversity Connect Breakfast (previously known as the Systemically Non Dominant Breakfast Mixer). This event is geared towards students, faculty and staff of the Clark College Community that identify as Systemically Non Dominant groups. They are defined as: People of Color, People Living with Disabilities and People who identify as LGBTQIA2S+. Breakfast items were served and the breakfast gave an opportunity for the community to bond together.
- ◇ The Director of Advising Services has partnered with the Director of the Office of Diversity, Equity and Inclusion (ODEI) to pilot a PPI training that is infused with new student employee onboarding training. This training is intended to mirror content already created and presented to current student employee groups (e.g., Student Ambassadors, ASCC Officers, etc.). All new student employees in Advising Services will complete this training during fall term. At the end of fall term, a reflection/feedback session will be held with this group in order to record the experiences and measure the outcomes for continuous improvement.
- ◇ October 1st ODEI launched the B.U.I.L.D. program (Building Understanding, Intercultural Leadership and Development), for Clark College staff, faculty and students. This program will provide power, privilege and inequity opportunities through listening, learning and practicing social equity in alignment with Clark College's Strategic and Social Equity Plan. We received 40 applications to participate in this inaugural year
- ◇ At the start of fall 2019, Access Services in the library began piloting a training program to educate student, part-time, and full-time employee in the areas of diversity, equity, and inclusion and their relevance to the library. Access Services will also have a mandatory student employee training on Oct. 11th to cover these topics as a group to put in more intellectual labor and will follow up at the end of the quarter with a discussion meeting that will focus on the emotional labor.

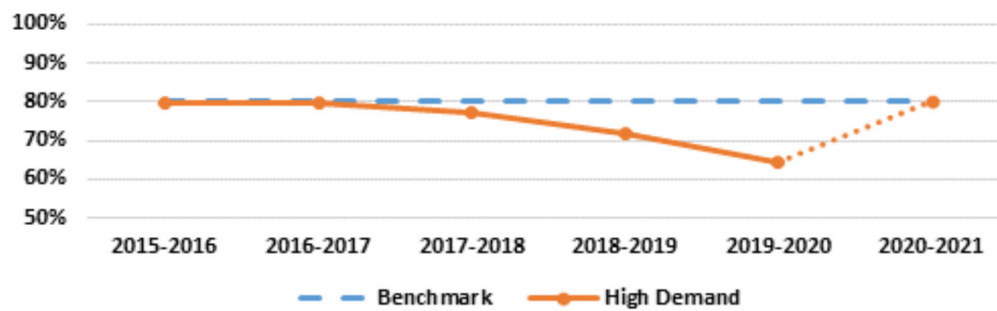
**2019-2020 Board Priorities: Professional Development, Hiring and Retention, College Climate**

# ALIGN PROGRAMS

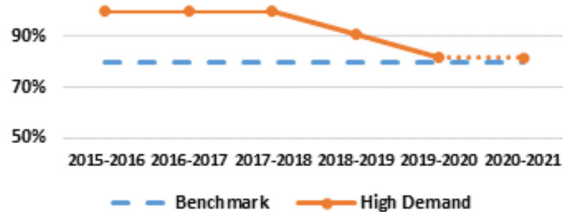
OCTOBER 2019

*Clark College, in service to the community, guides individuals to achieve their educational and professional goals. Through the college's focus on student outcomes, the college aims to connect students to their long-term educational goals. For Clark College students these goals are most often employment and/or transferring to another higher education institution.*

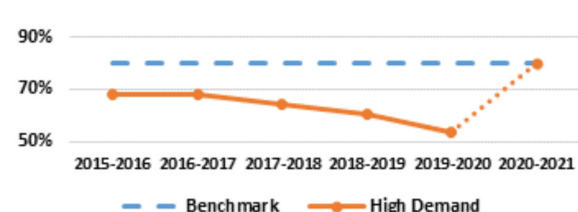
**All Program Groups that Contain High Demand Occupations**



**Percent of Transfer Program Groups that Contain High Demand Occupations**



**Percent of Prof Tech Program Groups that Contain High Demand Occupations**



### Monthly Highlights

- ◇ The Bachelor of Applied Science in Cybersecurity program had highly successful and highly attending orientation sessions and anticipates a full cohort in Fall 2020.
- ◇ Bachelor of Applied Science in Applied Management (BASAM) held an orientation event to welcome our new cohort of 28 students. This is our largest cohort so far and our fourth. The event was attended by the college president, the unit dean, the faculty of the first term, as well as staff from advising, library, and tutoring.
- ◇ This Fall term we started offering all the Business Degree and certificates at our Columbia Tech Center campus.

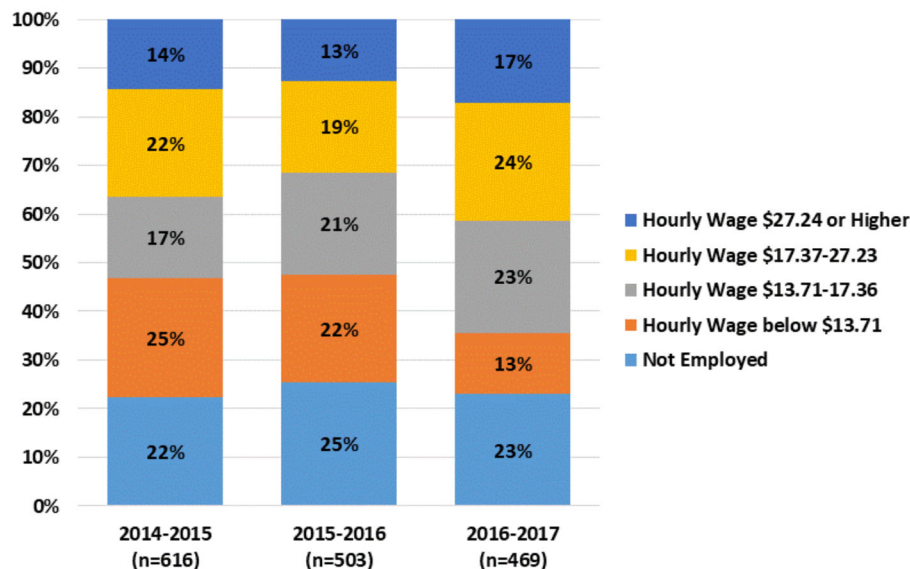
**2019-2020 Board Priorities: Accreditation-Instructional program planning and assessment**

# EMPLOYMENT

OCTOBER 2019

*Clark College, in service to the community, guides individuals to achieve their educational and professional goals. Through the college's focus on student outcomes, the college aims to connect students to their long-term educational goals. For Clark College students these goals are most often employment and/or transferring to another higher education institution.*

**Employment Outcomes for Professional Technical Program Graduates,  
Nine Months After Completion**



## Monthly Highlights

- ◇ The business division started participating in the IBest program offered by transitional division. We offered three classes with an IBest teacher co-teaching two business math and one class of basic accounting.
- ◇ The Dental Hygiene Department has recently formed a relationship with Department of Health's ABCD Program. This agreement, dated September 27, 2019, has afforded the students the opportunity to work with the Spanish speaking population at St. John's Catholic Church in Vancouver to provide resources on oral health and information about the program and the clinic. The students worked with local dental resources on Sunday September 29, 2019 to accomplish the first step in this work. The Department of Health is making an attempt to connect Spanish speaking individuals with a dental resource and the Dental Hygiene department is well positioned to assist with this goal.
- ◇ The STEM Unit is collaborating with WSUV and Lower Columbia College in the development of a proposal for the Inclusive Excellence 3 program at the Howard Hughes Medical Institute. This grant is designed to help colleges build their capacity to effectively engage students from backgrounds throughout their undergraduate years, especially those students who belong to groups underrepresented in science. The due date for the proposal is January 14, 2020.

**2019-2020 Board Priorities: External Partnerships, Accreditation-Instructional program planning and assessment**



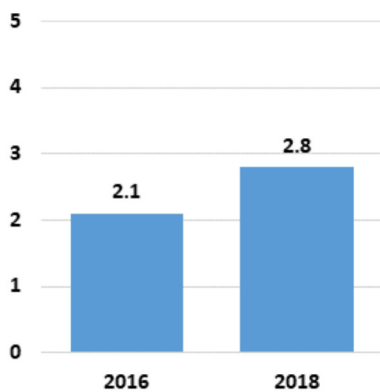
# PHYSICAL, VIRTUAL, AND SOCIAL ENVIRONMENTS



OCTOBER 2019

*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.*

Sustainability of Facilities, based on Clark County Green Survey



### Employee Climate:

Mutual respect, collaboration, clear communication, and inclusivity

**Winter 2017: 5.01**  
(Meets threshold of 5.0)

Items Rated less than 5.0 threshold:

- Areas and departments throughout the college work cooperatively (4.73)
- When other areas and departments across the college make decisions that impact my work, I am able to offer input before the decision is made (3.62)
- Criteria by which decisions are made are clearly communicated (4.39)

### Student Climate:

Mutual respect, collaboration, clear communication, and inclusivity

**Winter 2018: 4.07**  
**Winter 2017: 4.02**  
(Meets threshold of 4.0)

Items Rated less than 4.0 threshold:

- How much has Clark College contributed to your knowledge, skills and personal growth in each of the following areas: Working effectively with others (3.88)
- During my first quarter at Clark, I received the information and services I needed to be a successful student (3.81)

### Monthly Highlights

- ◇ October 3, 2019, the Office of Diversity, Equity, and Inclusion hosted a new series called Cookies and Conversation. Our first guest Department was Campus Security. They answered questions that had been brainstormed by ODEI students that visited. We had 16 participants that were fully engaged with the various questions.
- ◇ College employees were asked to complete the Climate Survey on Tuesday, October 8, 2019—they have until Monday October 21, 2019 to complete the survey.
- ◇ Student Affairs Climate Committee meets regularly to hear employee concerns, formulate engagement activities, and provide input to student affairs leadership. The climate committee will be working closely with department leaders to review employee feedback from the upcoming college climate survey. This committee will be instrumental in helping inform and formulate strategies to improve our climate in student affairs.
- ◇ Having recognized the structural and systemic issues surrounding communication and feedback, the instructional deans will be starting their first monthly unit meetings in October. This will be an opportunity to review and contribute to the new annual academic plan, prepare faculty further for ctLink, and discuss the newly redesigned outcomes assessment plan.

**2019-2020 Board Priorities: College Climate**

# FTES Target Progress Summary

2019-20, Annual Counter Day -245



State Allocation			
<b>Overall</b>			
		<b>Final estimate:</b> 5,473 <b>Allocation:</b> 7,308 <b>Difference:</b> -1,835 <b>Effect on Average:</b> Down	
<b>Priority FTES</b>			
		<b>Final estimate:</b> 1,983 <b>Budget Target:</b> 2,084 <b>Difference:</b> -101 <b>Est. Perc. FTES Qualifying as Priority:</b> 36.2 %	
<b>Basic Education for Adults</b>	<b>High Demand</b>	<b>STEM</b>	<b>BAS</b>
<b>Final estimate:</b> 705 <b>Budget Target:</b> 744 <b>Difference:</b> -39	<b>Final estimate:</b> 789 <b>Budget Target:</b> 855 <b>Difference:</b> -66	<b>Final estimate:</b> 374 <b>Budget Target:</b> 382 <b>Difference:</b> -8	<b>Final estimate:</b> 112 <b>Budget Target:</b> 113 <b>Difference:</b> -1
State Class Budget Targets			
<b>Other State Budget</b>		<b>Bachelor of Applied Science Budget</b>	
<b>Final estimate:</b> 5,290 <b>Budget Target:</b> 5,372 <b>Difference:</b> -82 <b>Budget impact:</b> -\$239K	<b>Final estimate:</b> 112 <b>Budget Target:</b> 113 <b>Difference:</b> -1 <b>Budget Impact:</b> -\$6K		
<b>Running Start Budget</b>		<b>International Budget</b>	
<b>Final estimate:</b> 1,979 <b>Budget Target:</b> 2,000 <b>Difference:</b> -21 <b>Budget impact:</b> -\$151K	<b>Final estimate:</b> 72 <b>Budget Target:</b> 80 <b>Difference:</b> -8 <b>Budget Impact:</b> -\$66K		
<b>Estimated Total Budget Impact: -\$463K</b>			
Other Revenues			
<b>Contract Classes</b>		<b>Student Classes</b>	
<b>Final estimate:</b> 181 <b>Budget Target:</b> 243 <b>Difference:</b> -62 <b>Budget impact:</b>	<b>Final estimate:</b> 150 <b>Budget Target:</b> 764 <b>Difference:</b> -614 <b>Budget impact:</b>		

# Clark College - Budget Status Report

## September 30, 2019

Sources of Funds (Revenues)	2019-20 Budget	Revenues to Date	Difference	% Budget Received
<b>Operating Accounts</b>				
State Allocation	36,190,243	7,607,713	(28,582,530)	21.0%
Tuition & ABE	17,092,335	6,994,588	(10,097,747)	40.9%
Running Start	14,921,243	1,843,377	(13,077,867)	12.4%
Excess enrollment		-	-	0.0%
Planned use of prior fund balance	696,251	-	(696,251)	0.0%
Dedicated, matriculation, tech, cont ed	5,464,570	1,854,294	(3,610,276)	33.9%
<b>Total Operating Accounts</b>	<b>74,364,642</b>	<b>18,299,971</b>	<b>(56,064,671)</b>	<b>24.6%</b>
<b>Other Accounts</b>				
Grants & Contracts less Running Start	3,927,900	572,672	(3,355,229)	14.6%
Internal Support & Agency Funds	1,184,016	558,439	(625,577)	47.2%
ASCC	2,165,621	698,333	(1,467,288)	32.2%
Bookstore	4,181,339	1,082,338	(3,099,001)	25.9%
Parking	511,758	153,385	(358,373)	30.0%
Campus Food Service	-	50,651	50,651	0.0%
Auxilliary Services	2,224,138	793,472	(1,430,666)	35.7%
Financial Aid	24,914,791	9,011,912	(15,902,879)	36.2%
<b>Total Other Accounts</b>	<b>39,109,563</b>	<b>12,921,201</b>	<b>(26,188,362)</b>	<b>33.0%</b>
<b>Total Sources of Funds</b>	<b>113,474,205</b>	<b>31,221,173</b>	<b>(82,253,032)</b>	<b>27.5%</b>

Uses of Funds (Expenses)	2019-20 Budget	Encumbrances Expenditures to Date	Difference	% Budget Spent
<b>Operating Accounts</b>				
President	1,072,357	268,268	804,089	25.0%
Associate Vice President of Planning & Effectiveness	1,172,692	215,952	956,740	18.4%
Associate Vice President for Diversity & Equity	628,358	159,282	469,076	25.3%
Vice President of Instruction	43,569,840	7,240,692	36,329,148	16.6%
Vice President of Administrative Services	9,333,570	3,280,625	6,052,945	35.1%
Vice President of Student Affairs	9,482,118	2,324,459	7,157,659	24.5%
Vice President of Economic & Community Development	1,361,099	332,571	1,028,528	24.4%
Chief Information Officer	5,740,703	1,243,130	4,497,573	21.7%
Chief Communication Officer	784,054	229,260	554,794	29.2%
Vice President of Human Resources	1,219,851	343,218	876,633	28.1%
Bank/CC Fees	-	28,695	(28,695)	0.0%
<b>Total Operating Accounts</b>	<b>74,364,642</b>	<b>15,666,151</b>	<b>58,698,491</b>	<b>21.1%</b>
<b>Other Accounts</b>				
Grants & Contracts less Running Start	3,927,900	1,266,477	2,661,423	32.2%
Internal Support & Agency Funds	1,184,016	738,489	445,527	62.4%
ASCC	2,165,621	439,917	1,725,704	20.3%
Bookstore	4,181,339	1,298,244	2,883,095	31.0%
Parking	511,758	133,912	377,846	26.2%
Campus Food Service	-	477,717	(477,717)	0.0%
Auxilliary Services	2,224,138	565,064	1,659,074	25.4%
Financial Aid	24,914,791	9,020,287	15,894,504	36.2%
<b>Total Other Accounts</b>	<b>39,109,563</b>	<b>13,940,107</b>	<b>25,169,456</b>	<b>35.6%</b>
<b>Total Uses of Funds</b>	<b>113,474,205</b>	<b>29,606,258</b>	<b>83,867,947</b>	<b>26.1%</b>
<b>Difference - Excess (Deficiency)</b>	<b>-</b>	<b>1,614,914</b>		

Capital Projects- Foundation and Grant Contributions	354	354	-	0.0%
Capital Projects- Expenditures	6,223,466	906,599	5,316,867	14.6%

c. Sandra Fowler-Hill, Bob Williamson, Sabra Sand  
e. Cindi Olson, Nicole Rogers-Marcum, Bill Belden, Bob Williamson, Sabra Sand, Stefani Coverson  
Linda Tuve, Accounting - 10/9/19

**BOT AGENDA ITEMS BY MONTH  
2019-2020**

<b>MONTH</b>	<b>WORK SESSION</b>	<b>MEETING</b>
<b>JULY</b>	<b>RETREAT</b>	Board Self-Evaluation
<b>AUGUST</b>	2019-2020 Committee Assignments Prioritize Board Goals for 2019-2020	2019-2020 Election of Officer/Committees Proposed 2019-2020 Board Meeting Dates June 2019 Board Meeting Minutes July 2019 Board Retreat Minutes
<b>SEPTEMBER</b>	Topics 1 and 2: #5 ctcLink	Introduce New ASCC Officers August 2019 Board Meeting Minutes Student Affairs Presentation: Violence Against Women (Tavish Bell) Faculty Presentation: Artificial Intelligence & Robotics (Bruce Elgort)
<b>OCTOBER</b>	Topic 1: Transforming Lives Nominee Interviews Topic 2: Faculty Sabbatical Presentations (Jill Darley-Vanis; Erin Staples)	September 2019 Board Meeting Minutes Student Success Presentation: Penguin Pantry (Estancia Cota; Megaera Jarvis) Faculty Presentation: Welding I-BEST program (Samuel May-Varas; John Kuhn)
<b>NOVEMBER</b>	Topic 1: #1 Student Engagement and Outcomes by Implementing Guided Pathways Topic 2:	October 2019 Board Meeting Minutes Student Success Presentation: Faculty Presentation: Medical Assisting (Sarah Kuzera)
<b>DECEMBER</b>	<b>December 11? (tentative)</b>	
<b>JANUARY</b>	Topic 1: Meetings with First/Second Year Tenure Probationers Topic 2: #2 Climate Survey	Introduction of Transforming Lives Award Winner November 2019 Board Meeting Minutes Student Success Presentation: Faculty Presentation:
<b>FEBRUARY</b>	Topic 1: Meetings with Third Year Probationers in Advance of Tenure Executive Session Topic 2: #6.4 Develop Policies/Procedures	January 2020 Board Meeting Minutes Presentation Audited Financial Statements 2020-2021 Budget Outlook Student Success Presentation: Faculty Presentation:
<b>FEBRUARY SPECIAL MEETINGS</b>	#10 Presidential Selection	
<b>MARCH EXECUTIVE SESSION</b>	Tenure Review	
<b>MARCH</b>	Topic 1: #6.5 IT Plan Topic 2: #8 External Partnerships	Consideration of Tenure February 2020 Board Meeting Minutes February 2020 Special Board Meeting Minutes Student Success Presentation: Faculty Presentation:
<b>APRIL</b>	Topic 1: #4 Hiring retention practices for diversity Topic 2: #3 Professional development Topic 3: #7 Long-term budget forecasting	March 2020 Board Meeting Minutes Student Success Presentation: Faculty Presentation:
<b>MAY</b>	Topic 1: 2020-2021 College Budget Topic 2: 2020-2021 ASCC Budget	Approval 2019-2020 Sabbatical Requests April 2020 Board Meeting Minutes Student Success Presentation: Faculty Presentation:

<p><b>JUNE</b></p>	<p>Topic 1: #6.1 Developing Institutional Student Learning Outcomes and #6.3 Implement instructional program planning and assessment of student learning  Topic 2: #9 Boschma Farms  Topic 3: Noninstructional program planning and assessment</p>	<p>Approval 2020-2021 Budget  Approval 2020-2021 ASCC Budget  Approval May 2020 Board Meeting Minutes</p>
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## Next Meeting

*No documents for this item*

## Reports from Board Members

*No documents for this item*

## Presidential Search Update

*No documents for this item*



## Executive Session

*No documents for this item*

## Adjournment

*No documents for this item*