

RIF Committee 1 – Fall 2015 Evaluation

Proposal	RIF 1 Committee	Commendations	Rationale
<p>German: Eliminate Departments/ 13 sections a year</p>	<p>The Committee takes no actions against the proposal as written. RIF Committee 1 gives full support to Julian Nelson as he makes his way into his second RIF (Reduction In Force) Unit, English. We pass the duties to RIF Committee 2 to work out the details of this movement.</p>	<p>The Committee wishes to thank all of the faculty, staff, students, and community members who sent in letters of support for German, as a department and language. The Committee agrees that speaking a foreign language has intrinsic value to cognition and life long learning. The Committee acknowledges the importance of Germany as a business partner. The Committee agrees that learning a language aids in cultural understanding.</p>	<p>Examination of enrollments shows that German is one of the lower enrolled foreign languages. Elimination of German from the college curricula does not prevent students from earning the World Language certificate nor does it prevent students from completing foreign language transfer credits (typically 1-2 years for University) as they can take Spanish or Japanese to satisfy transfer agreements.</p>
<p>French: Eliminate Department/ 14 sections a year.</p>	<p>The Committee takes no actions against the proposal as written. The Committee recommends the following financial incentive for Doug Mrazek: 12.7% of the top salary tier + \$1,000 for each full year of permanent service with the total amount not to exceed \$30,000 if the RIF is not appealed to the Board of Trustees.</p>	<p>The Committee wishes to thank all of the faculty, staff, students, and community members who sent in letters of support for French, as a department and language. The Committee agrees that speaking a foreign language has intrinsic value to cognition and life long learning. The Committee recognizes the significant role of French internationally as the official language in 32 countries, as the native language of many immigrant communities in the United States, and as one of the official working languages of NATO. The committee agrees that learning a language aids in cultural understanding.</p>	<p>Examination of enrollments shows that French is also one of the lower enrolled foreign languages. Elimination of French from the college curricula does not prevent students from earning the World Language certificate nor does it prevent students from completing foreign language transfer credits (typically 1-2 years for University) as they can take Spanish or Japanese to satisfy transfer agreements. Additionally, the Committee learned of the expansion of French in many of the high schools in the area. For some students transferring to University who want to take French, they could utilize the language offerings there and meet the graduation requirements needed for foreign language studies.</p>

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MRAD: Eliminate Program	The Committee takes no actions against the proposal. The Committee recommends the following financial incentive for Jenefer King: 12.7% of the top salary tier + \$1,000 for each full year of permanent service with the total amount not to exceed \$30,000 if RIF is not appealed to the Board of Trustees.	The Committee wishes to thank the faculty and businesses that wrote in letters of support for keeping the MRAD program. The Committee wishes to thank the clinical sites that have served our students.	The Committee learned that another full time faculty member would need to be hired in order to meet the degree requirements for continued MRAD accreditation. Considering the current and projected operating costs of the program, and the few students served (~18 students in a cohort every 2 years), the committee could not support maintaining this program in the current budgetary climate.
Fitness Trainer: Eliminate Program	The Committee takes no actions against the proposal as written, and makes no additional recommendations.	The Committee wishes to thank the PE Department for a concise, data driven, and compelling report regarding the value of the program. The Committee also wishes to thank the local businesses in the community for their letters of support. The Committee agreed that educated trainers are important for inspiring confidence when exercising.	There are training programs available in Camas, Ridgefield, Washougal, and Battle Ground. There are also online training programs for students interested in obtaining certification. Given the number of local and online options, the Committee expressed concern about saturating the market with graduates and adding to student financial aid debt for a certificate that could be obtained by other, less costly, means.

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<p>Reading: Eliminate Reading Department/ 11 sections per year.</p>	<p>The Committee takes no actions against the proposal as written but makes the additional recommendation to eliminate the Developmental Education Unit (DVED) from the RIF list.</p>	<p>The Committee wishes to thank the faculty for transforming their own department to contribute to student learning.</p>	<p>No faculty are affected. Historically the Reading course offerings were aligned with the Developmental Education Department (DVED); and as such, the recommendation to remove DVED from the RIF list also results in the elimination of the Reading Department. Reading classes no longer exist at Clark, and reading is contextualized into other courses.</p>
<p>Surveying & Geomatics: Eliminate Program</p>	<p>The Committee takes no actions against the proposal as written, and makes no additional recommendations.</p>	<p>The Committee would like to thank the Engineering Department for providing a compelling report and clearly articulating the value of the Surveying & Geomatics program. The Committee wishes to thank the workforce members and organizations that wrote in letters of support.</p>	<p>This program is very small. Due to consistently low enrollments, in times of financial concerns, the Committee could not justify the expenditures needed to maintain the Surveying & Geomatics program in the current budgetary climate. The Committee recognizes the broadly applicable skills/concepts learned in Surveying & Geomatics and hopes that some of these concepts may be incorporated in other existing courses.</p>

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<p>Paralegal: Eliminate Program</p>	<p>The Committee takes no actions against the proposal as written. RIF Committee 1 gives full support to Layne Russell as he makes his way into his second RIF Unit, Business Administration. We pass the duties to RIF Committee 2 to work out the details of this movement.</p>	<p>The committee wishes to thank all of the students, faculty, workforce, and community members that came forward and wrote letters of support.</p>	<p>There have been low enrollments in the courses over the past 3 years. The primary instructor does not teach many of the classes in the Paralegal department. The faculty member can actually teach and serve more students in business law, which is a department and degree that is in high demand. Closure of the program affects a small number of students. Several law offices in the area have eliminated paralegals from the workforce and are utilizing legal secretaries instead. Even though the LLLT (Limited Legal License Technician) is a new and unique offering in the state of WA, it is not something that can be earned at or conferred by Clark College. With the advent of online legal services, the job market prospect for new paralegals is low. Without a strong job market, even ABA (American Bar Association) accreditation would not make the program viable.</p>

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Humanities Department: Eliminate Department	The Committee takes no actions against the proposal as written.	The Committee wishes to thank the faculty, students, and community members who submitted letters of support for keeping the HUM department/classes. The Committee also thanks the faculty who submitted alternate proposals. Each was thoroughly evaluated and we appreciate the time spent coming up with several options to be considered.	Consensus was reached on elimination of the Humanities department, and thus the Humanities RIF list. This will alleviate concerns surrounding advising and distribution list requirements that was brought forward by many. Departments have discretion to submit proposals to Curriculum Committee to move classes from one department to another to support strategic initiatives. The committee agreed that the monetary target identified by IC must be met, so any courses that are moved to other departments must have, as part of the plan, a proposal for making sure the financial target will be hit. In other words, cuts must be revenue neutral, and the dean and division chair must ensure this before courses can be offered.

* Financial incentives *are pending approval from the Office of Financial Management*