



Clark College

Board of Trustees Work Session Packet

Wednesday, March 18, 2026, at 3:30 p.m.

Location: Penguin Union Building, Room 258-C

Virtual Option:

[Zoom Link](#)

Meeting ID: 835 5861 8811

Passcode: 432808

Dial in: (253) 215-8782

Board of Trustees Work Session Packet, March 18, 2026, at 3:30 p.m.

I. Call to Order/Agenda Review – Chair Scarbrough

II. Public Comment – Chair Scarbrough

Public comments will be limited to two minutes each.

III. Executive Session – Chair Scarbrough

Pursuant to RCW 42.30.110 (1)(g), the Board shall convene an executive session to evaluate the qualifications of an applicant for public employment or to review the performance of a public employee.

Tenure-Track Candidate Interviews – Dr. Terry Brown, Vice President of Instruction

3:35 - 3:45 Sarah Blanchette (ACED)

3:47 – 3:57 Bo Li (NURS)

3:59 – 4:09 Nicole Mottier (HIST)

4:11 – 4:21 Jeff Rush (DIES)

4:23 – 4:33 David Zonana (ENVS)

IV. Board Policy Review – Chair Scarbrough

100.B25 Equity Statements

100.B30 Statement of Ethics

100.B35 Ethical Values and Principles in Public Service

V. Adjournment – Chair Scarbrough

Board Policies and Procedures

100.B25 Equity Statement

The Board of Trustees of Clark College, in united solidarity, explicitly affirms the college's identity as an anti-racist institution. We commit to the development and implementation of strategies and best practices that dismantle systemic racism and other forms of systemic oppression within all aspects of our college. As the college's leading governing body, policy-setting group, and fiduciary agents, we commit to championing diversity, equity, and inclusion in all aspects of our work, and guiding and supporting the college to achieve equitable outcomes. We also commit to intentional actions, continued learning, and acknowledgment that there will be missteps during our journey.

Nonetheless, we will persist and accept that responsibility toward meaningful culture change and progress on diversity, equity, and inclusion, and anti-racism rests on the shoulders of the college's top leaders and the Board of Trustees.

This work is essential to Clark College's ability to provide all members of our community with access to quality education and services, promoting economic and community development, and preparing a trained and readied workforce.

100.B30 Statement of Ethics

Washington Ethics Law:

The Washington Ethics Law, RCW 42.52, applies to all state employees. It governs the actions and working relationships of members of the Board and of all employees at Clark College. Board members and employees shall perform in accordance with this law in their dealings with fellow employees, suppliers, government representatives, the media, and other individuals with whom they have professional relationships that are associated with their responsibilities at Clark College. The Board adheres to Chapter 42,52 RCW, "Ethics in Public Service," as implemented per WAC 292.

Conflict of Interest:

Each member of the Board and all employees of Clark College are expected to place the interests of the College above their self-interests. Board members and employees are expected to resolve issues in favor of good, ethical judgment and in keeping with the basic principle that their position of trust may not be used for personal gain or private advantage.

In resolving issues regarding conflicts of interest, the following statements from state law shall be considered:

- Board members and College employees may not have a financial interest or engage in any activity that is in conflict with the proper discharge of their official duties.
- Board members and College employees may not use their official position to secure special privileges for themselves or any other person.
- Board members may not receive compensation from any person, except the State of Washington, for performing their official duties.

100.B35 Ethical Values and Principles in Public Service

To promote individual development and the common good, trustees will strive to promote basic values of conduct. The following values represent a shared ideal that permeates the institution and constitute a primary responsibility for trustees to uphold and honor: equity, honesty, integrity, fairness, respect, good citizenship, excellence, accountability, and protection of public trust.

President's Annual Evaluation Timeline

The Office of People and Culture (OPC) facilitates the President's evaluation process for the Board of Trustees.

April 1 – Draft 360-evaluation questions sent to Board Chair for review. (OPC)

April 13 – List of 360-evaluation participants submitted to OPC. (*President's Office*)

April 13 – Revised 360-evaluation questions returned to the OPC. (Board Chair)

April 27 – 360-evaluation sent to participants. (OPC)

May 15 – 360-evaluation results and composite benchmark report provided to Board Chair. (OPC)

May 15 – President's self-evaluation submitted to Board Chair. (President)

May 27 – Executive session to conduct the evaluation. (Board of Trustees)

June 10 – Executive session to review the President's evaluation and discuss contract terms. (Board of Trustees)

June 19 – Written response to evaluation and President's contract amendment (with revised salary and annual cost of living increase) sent to OPC. (Board Chair)