Clark College

Board of Trustees Work Session Packet

Wednesday, November 16, at 3:30 pm

Zoom Meeting Link

Meeting ID: 898 1533 7684
Passcode: 744800

Dial in: 1 (253) 215 8782

Physical Location:

Gaiser Hall, Room 213

Board of Trustee Work Session Packet, November 16, 2022, at 3:30 PM

I.   Call to Order/Agenda Review – Chair Speer

II.   Clark College Employee Overview – Brad Avakian, Vice President of Human Resources

III.   Clark Cares Update – Dr. Michele Cruse, Vice President of Student Affairs, and Dennis Blew, Enrollment Services Program Manager

IV.   Public Comment – Chair Speer
        Public comment will be limited to two minutes each.
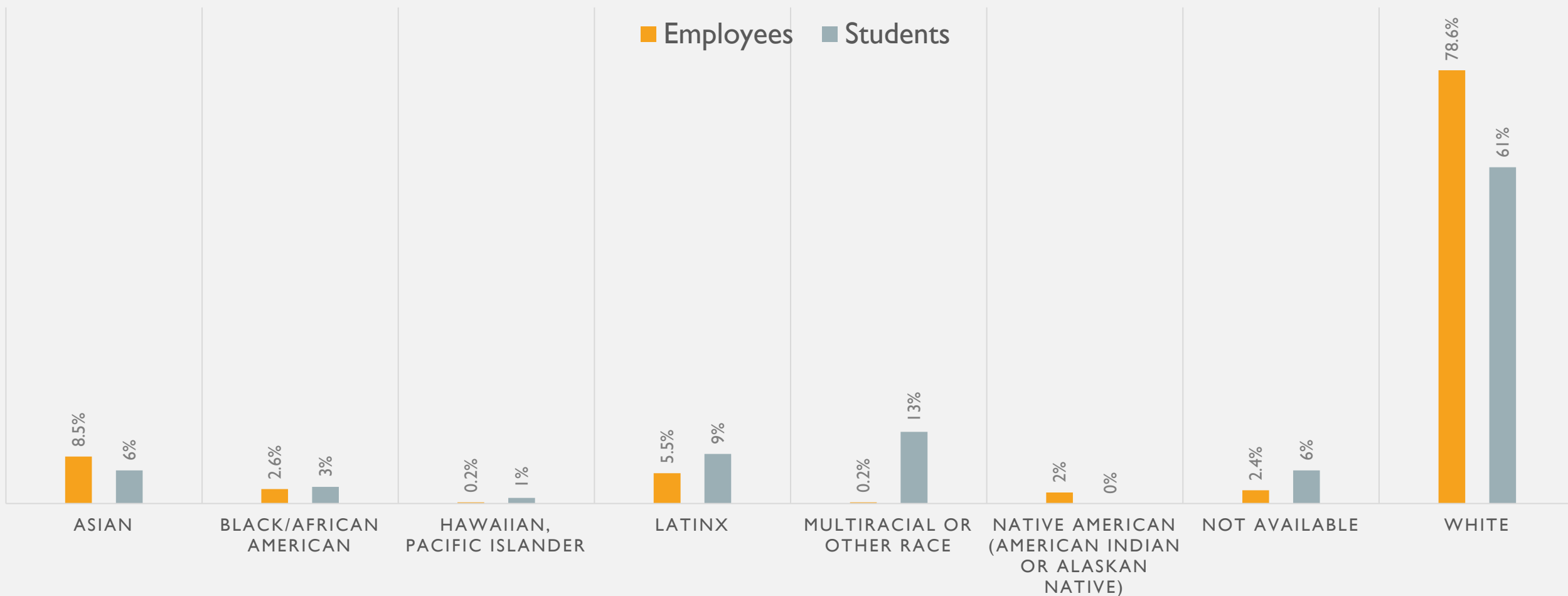
CLARK COLLEGE EMPLOYEES
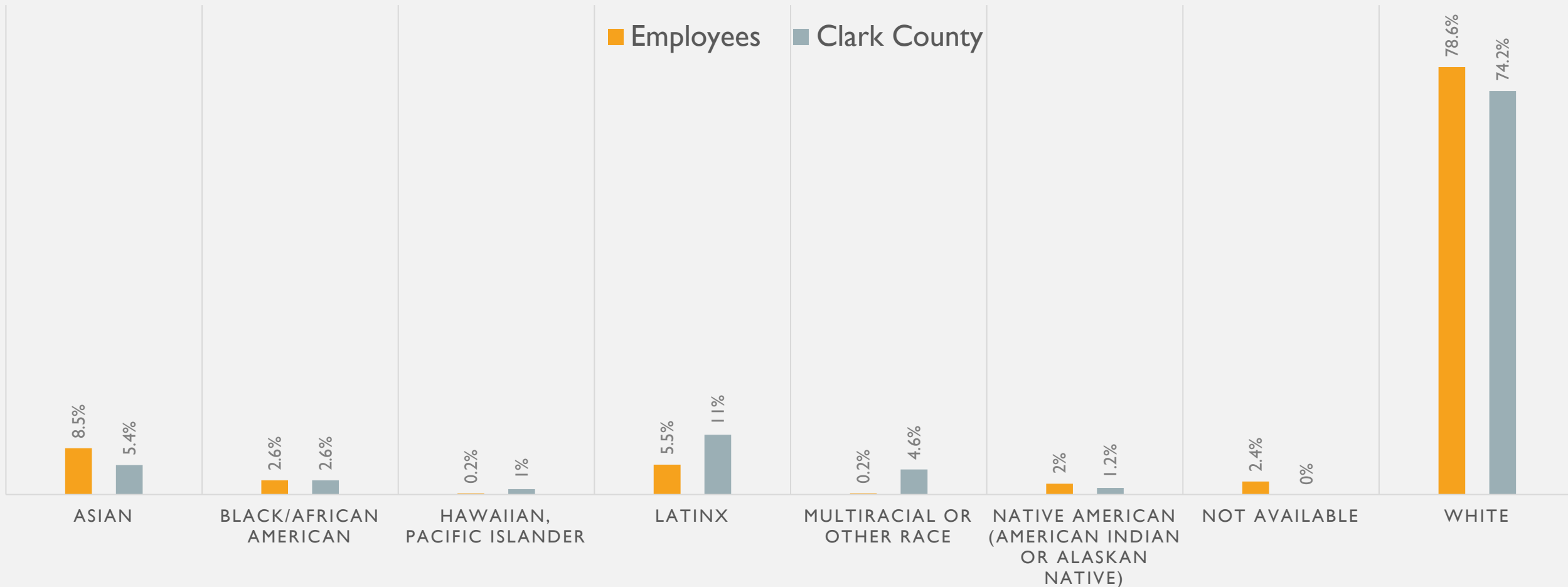
BY THE NUMBER AND BY THE PERSON

Brad Avakian
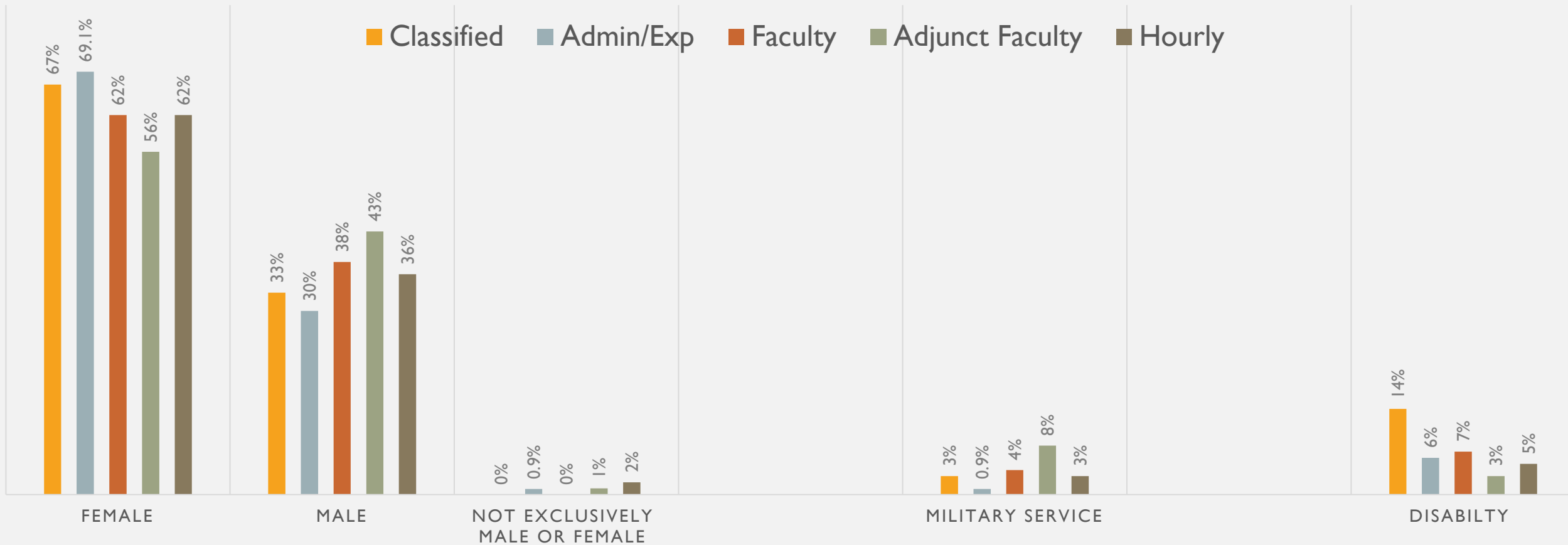
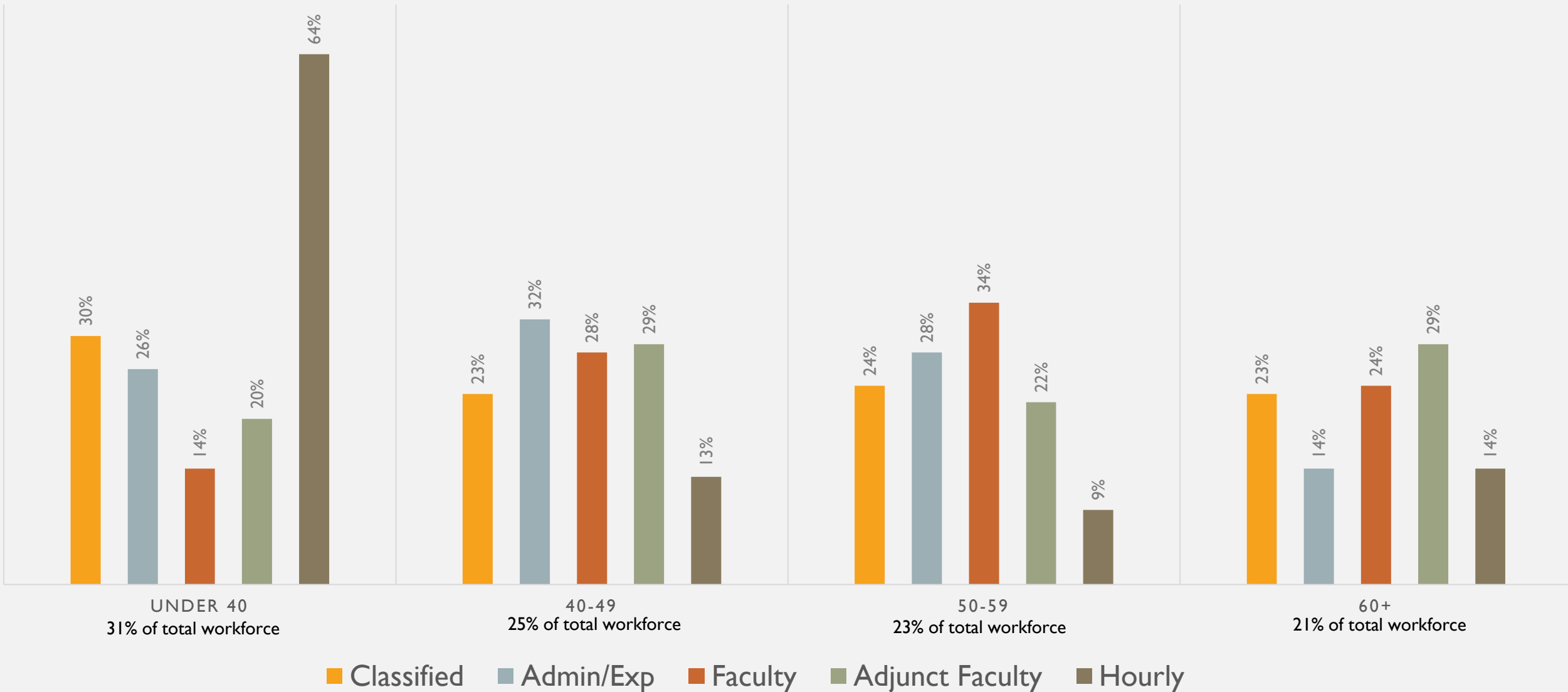Vice President of Human Resources

EMPLOYEES AND STUDENTS BY RACE

Employees   Students

Race	Employees	Students
ASIAN	8.5%	6%
BLACK/AFRICAN AMERICAN	2.6%	3%
HAWAIIAN, PACIFIC ISLANDER	0.2%	1%
LATINX	5.5%	9%
MULTIRACIAL OR OTHER RACE	0.2%	13%
NATIVE AMERICAN (AMERICAN INDIAN OR ALASKAN NATIVE)	2%	0%
NOT AVAILABLE	2.4%	6%
WHITE	78.6%	61%

COMPARISON OF EMPLOYEES AND CLARK COUNTY BY RACE

■ Employees ■ Clark County

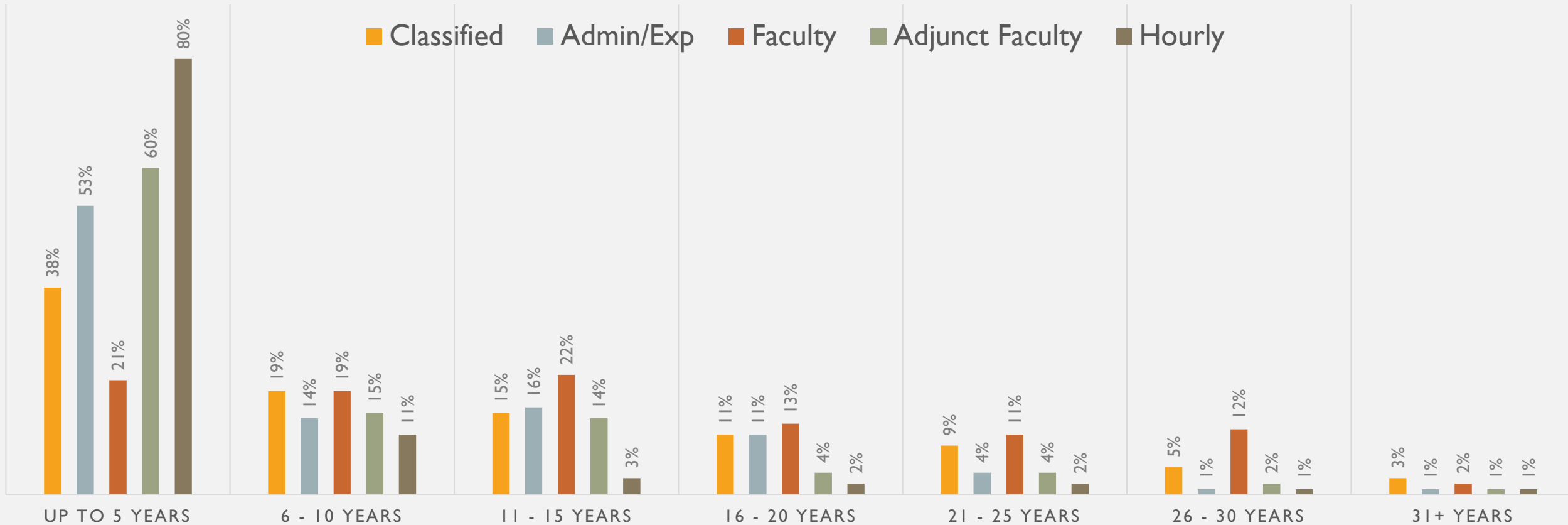| Race	Employees	Clark County
ASIAN	8.5%	5.4%
BLACK/AFRICAN AMERICAN	2.6%	2.6%
HAWAIIAN, PACIFIC ISLANDER	0.2%	1%
LATINX	5.5%	11%
MULTIRACIAL OR OTHER RACE	0.2%	4.6%
NATIVE AMERICAN (AMERICAN INDIAN OR ALASKAN NATIVE)	2%	1.2%
NOT AVAILABLE	2.4%	0%
WHITE	78.6%	74.2%

GENDER, MILITARY SERVICE, DISABILITY BY EMPLOYMENT CLASSIFICATION

COMPARISON OF AGE
BY EMPLOYMENT CLASSIFICATION

UNDER 40
31% of total workforce
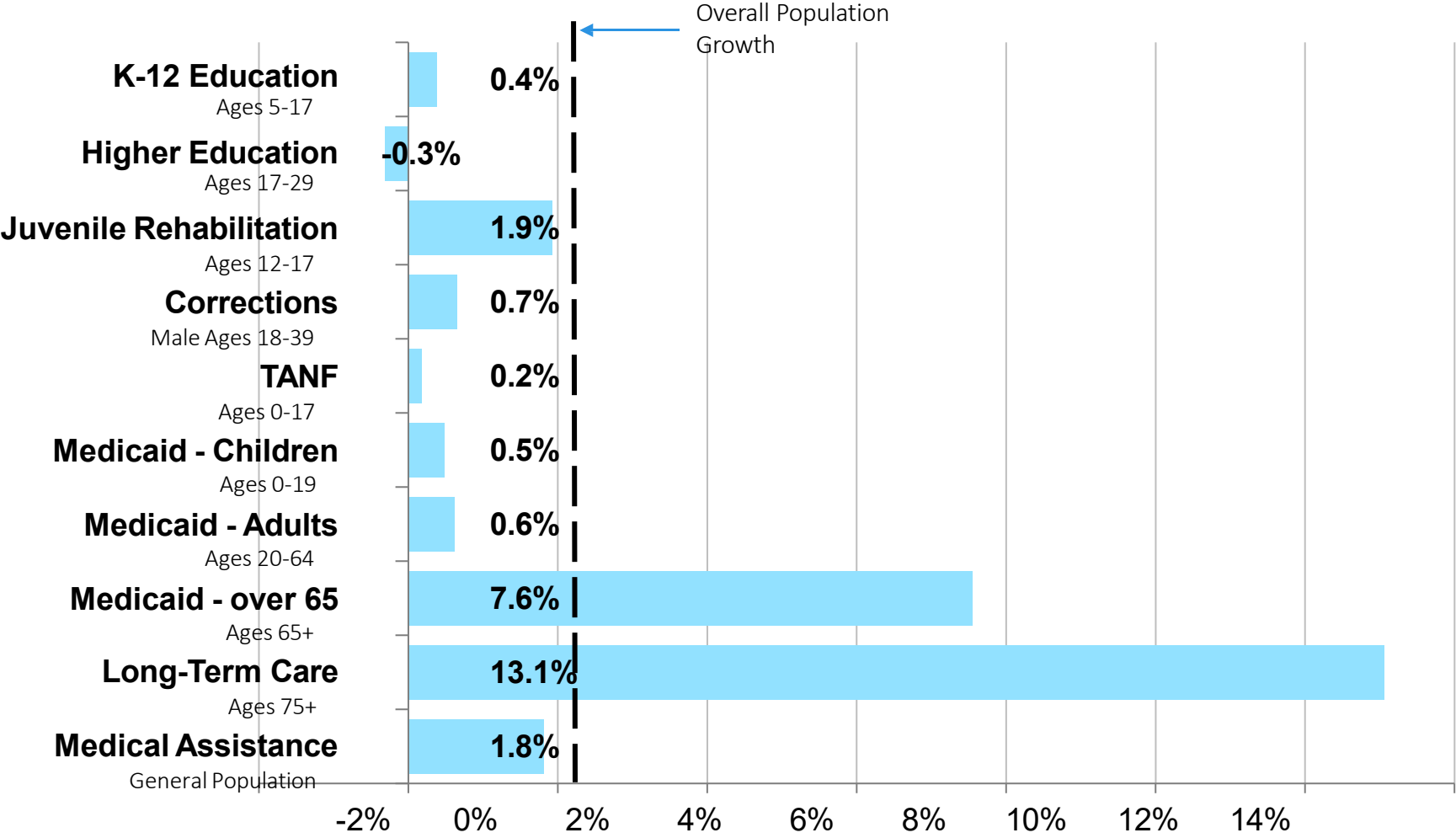
40-49
25% of total workforce

50-59
23% of total workforce

60+
21% of total workforce

Classified   Admin/Exp   Faculty   Adjunct Faculty   Hourly

YEARS OF SERVICE
BY EMPLOYMENT CLASSIFICATION

■ Classified ■ Admin/Exp ■ Faculty ■ Adjunct Faculty ■ Hourly

CHALLENGES, SUCCESSES, AND ACHIEVING EQUITY

Policy Relevant Population Change: 2022-24

Population growth in specific subgroups will impact major budget areas although the magnitude will depend on policy choices, economic factors, and social conditions.

https://ofm.wa.gov/sites/default/files/public/dataresearch/pop/stfc/stfc_presentation.pdf

FACULTY SALARY COMPARISONS

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS FACULTY SALARY STUDY
(928 REPORTING INSTITUTIONS NATIONWIDE)

BACCALAUREATE AND ASSOCIATES INSTITUTIONS

Private Institutions	$77,000 - $127,000
Public Institutions	$68,000 - $99,000
Associates only, Public Institutions	$63,000 - $91,000
Clark College	$64,000 - $91,000

https://www.aaup.org/2019-20-faculty-compensation-survey-results

VICE PRESIDENT OF INFORMATION TECHNOLOGY

Clark is currently hiring a Vice President of Information Technology, $127,952 - $148,155

Compare to:

US Bureau of Labor and Statistics Information Technology *Manager*, $159,000 median

https://www.bls.gov/ooh/management/computer-and-information-systems-managers.htm

US Bureau of Labor and Statistics Information Technology Executive, $256,280

https://www.bls.gov/oes/current/naics4_541500.htm#11-0000

Technology Executive Salaries on major job search sites:

Salary.com $246,000

Payscale.com $169,000

GlassDoor.com $164,000

EQUITY MISSION AND GOAL

25% Diversity in the Hiring Pool

or exception granted from President Edwards, Vanessa Neal and Brad Avakian

Equity in Hiring Training for all Hiring Committee Members

B.U.I.L.D. Program Graduate on every Hiring Committee

OPEN POSITION ADVERTISING
SAMPLE OF TYPICAL ADVERTISING

Clark College Website

State Board Website

Campus Email

Partners in Diversity

TweetMyJobs (social media)

Mosaic Metier

Google Careers

Glassdoor

Facebook

Governmentjobs.com

Linkedin

PinkJobs

HERC

Indeed

Urban League of Portland

DEHPD List Serv

Worksource SW Washington

Chronicle for Higher Education

HigherEdJobs.com

DiversityWorkMatch.com

DiversityandCareer.com

ProDivNet.com (Professional Diversity Network)

NationalDiversityNetwork.com.

Asian Reporter

Skanner

Mac's List

Portland Observer

Morgan State University

University of Texas @ Austin

Lakin Institute (NCBAA)

The National Registry of Diverse & Strategic Faculty

Job Elephant

AsiansInHigherEd.com

BlacksInHigherEd.com

HispanicsInHigherEd.com

DiversityJobs.com

This includes ads on:

AfricanAmericanHires.com

AllLGBTJobs.com

AsianHires.com

DisabilityJobs.net

Latpro.com

OverFiftyJobs.com

NativeJobs.org

VeteranJobs.net

WeHireWomen.com

CLARK EMPLOYEES IN THE COMMUNITY, NATION AND WORLD

Steven Clark is a Professor of Biology who not long ago took a bike ride with his granddaughter in search of flowery yards that bees would like. They found few and that launched Steve on an effort to save the bees, whose populations are struggling everywhere and, as a result, profoundly affecting agricultural production. He joined the Xerces Society to develop bee habitat and is leading the way for Clark to become the first community college in Washington to achieve Bee Campus certification. His, and our, dream is that Clark's Bee Campus will be promoting the timely idea that humans can use a piece of earth while simultaneously providing for "the little things that run the world." (E.O. Wilson)

Mike Godson is a Professor of Automotive Technology and North American Council of Automotive Teachers "Educator of the Year." He is helping lead the way in the development of clean energy transportation, one of the hottest emerging industry sectors in the nation. Mike recently co-authored the book "Hybrid, Electric, and Fuel-Cell Vehicles," and is already writing his next book on brake technology.

Jim Watkins is Clark's Capital and Facilities Project Manager. But it isn't only Clark projects he helps manage. Jim volunteers with Community Roots Collaborative, building tiny homes in the effort to eradicate homelessness. His efforts have provided children, families and local veterans with a safe, healthy place to live as they begin building stable and secure lives again.

Mark Owsley is Clark's Stage Manager. In 1984 he was designing the set for Clark's "Little Mary Sunshine." Also a chorus member, his dance partner was Linda Mathews. They fell in love and were soon married on the Clark stage. They had six children, most of whom have performed in Clark shows and their son Justin, a professional trumpet player, is a student in Clark's nursing program. Mark has helped produce over 140 shows on the Clark stage.

Jeri Kemmer is the BEECH Unit Operations Manager and has been at Clark 27 years. Jeri and her spouse Rick founded "Strong Harvest" to fight poverty and hunger in developing nations. They teach peers to become experts in nutrition and use of local resources for sustainable harvests and product development. Jeri's efforts have led to 2,500 Peer Educators in over 20 countries, including Tanzania, Nicaragua, Haiti and India.

Zach Lattin works in Clark's IT Department. He is an expert in the use of Linux screen readers and other technologies, helping to lead the way in providing IT accessibility for low-income blind students. A regular speaker on the topic, Zach was the keynote at this year's ATHEN STEM Conference and, as we speak, is in Denver presenting at the Accessing Higher Ground Web Accessibility Conference.

Sylvia Marinova and Svitlana Havrylyuk work in Clark's Transitional Studies. They are both Ukrainian/Russian speakers.
Since the invasion of Ukraine, they have helped more than 1,000 Ukrainian refugees become Clark students! They are the support team for ESL students, assisting them until they feel comfortable communicating in English, which could last for 2-3 terms. In many ways, the students look to them as the primary source of information about making a good life for themselves and their families in America. Sylvia says, "These people left their homes, in many cases in ruins, so ensuring they feel supported and safe is very important."

Why Caring Campus?

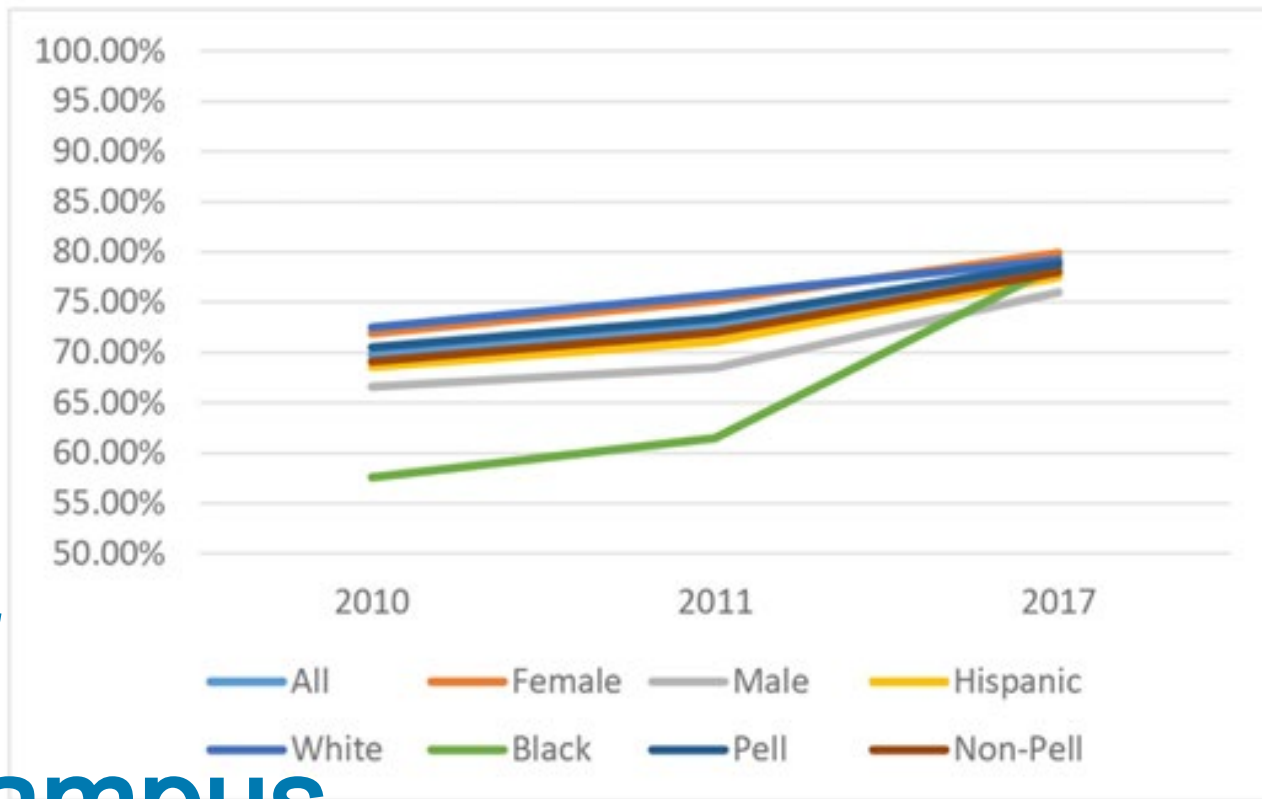"*Students come where they are welcome and* **stay where they feel cared about**.*"*

- Campus- wide effort to make students feel welcome and a sense of connectedness.
- Engages staff at all levels to promote student success efforts.
- Creates behavior change that influences cultural change across campus.
- Helps staff at all levels connect with one another and to create a positive work environment.

What is Clark Cares?

Student Course Success Rates: Achievement Gap Closing

Impact of Caring Campus

- 10 foot rule
- Name Tags
- Warm Referrals
- First Week Gatherings

Traditional Behavioral Commitments

◎ Cross departmental awareness/communication

◎ Warm referrals/give your information

◎ Reaching out

Virtual Behavioral Commitments

Clark Cares Implementation

Professional staff across the campus came together and developed plans to implement, monitor and communicate traditional and virtual student interactions.

Activities that began in Summer and Fall :

Wearing name tags (ongoing)

10 foot rule greetings (ongoing)

Warm referrals (ongoing)

Reaching out to students (ongoing)

First week gatherings (complete/ongoing quarterly)

Cross departmental connection ex: Student Affairs sent campus wide org chart (ongoing)

Website development (in progress)

DEI Actions:

Reviewing the commitments with the Clark College equity tool (in progress)

Video with representation of racial, religious, gender, disability, and age diversity (complete)

Equity focused communication with students (ongoing)

Your Role as a Clark Cares Leader

Support

Monitor

Celebrate

Documenting Success

Group	Methods	Frequency
College Leadership	Caring Campus sharing at executive cabinet level meetings. Sharing video out to all employees at Opening Day convocation event.	Monthly/Weekly as needed
Board	Board of Trustee Work Session	One Work sessions within the AY
Staff	Caring campus updates and stories are collected at staff meetings. Keynote for internal employee conference is caring campus (August 2022)	Monthly/quarterly
Students	Video and web based page information	One time video, page updates as needed
Faculty	Sharing out at quarterly townhall meetings	Quarterly
Community-at-large	Web page updates with caring campus video	Ongoing

◎ Staff are invited to join us for continuation of caring campus and leadership development

◎ If interested, email Heather Adams hadams@clark.edu

The Work Continues!

Thanks!

Any questions?