

# Clark College

## Board of Trustees Work Session Minutes

Wednesday, November 16, 2022

GHL 213 and Zoom

### In Attendance

Paul Speer, Chair

Cristhian Canseco Juarez, Vice Chair

Denise Gideon, Trustee

Jeanne Bennett, Trustee

### Absent

Rekah Strong, Trustee

### Administrators

Dr. Karin Edwards, President

Dr. Michele Cruse, Vice President of Student Affairs

Paul Wickline, Vice President of Instruction

Sabra Sand, Interim Vice President of Operations

Vanessa Neal, Interim Vice President of Diversity, Equity, and Inclusion

Brad Avakian, Vice President of Human Resources

Das Gupta, Interim Chief Information Officer

### Others

Benjamin Haslam, Assistant Attorney General

Brooke Pillsbury, Senior Executive to the President

Julie Taylor, Executive Assistant

Brandon Johnson, Information Technology

Dennis Blew

Darci Fielder

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

Chair Speer called the work session to order at 3:31 pm.

#### II. Employee Demographic Overview

Presented by Brad Avakian, Vice President of Human Resources

Avakian shared various updates regarding the recruitment and retention of Clark staff and faculty. He provided a comparative demographic overview of staff and faculty, and students. He also shared barriers and opportunities with recruiting and retaining employees, measures Clark is taking to diversify staff and faculty and provide equitable outcomes, followed by highlights of some of the work staff and faculty are doing in their broader communities.

Discussion and feedback from the Trustees included the following:

- PR opportunities to share inspiring Clark staff and faculty stories, for example, in partnership with the Columbian.
- Preparation for retiring workforce and recruitment needs over the next decade.
- Discussion regarding when diversity in recruitment exceptions are made and the strict process for exception approval.
- Continued advertising and recruitment through diversified channels and organizations. For example, Southwest Washington Equity Coalition (SWEC).
- Discussion regarding diminished state funding in higher education and work to shift funding focus back to higher education.
- Acknowledgement of the opportunities among the challenges and the valuable work that Clark is doing in recruitment, the hiring process, and retention.

### III. Caring Campus Update – Clark Cares

Dr. Michele Cruse, Vice President of Student Affairs, and Dennis Blew, Enrollment Services Program Manager

Dennis Blew shared an overview of his commitment to Clark Cares, along with the Caring Campus Committee. He shared the coordinated campus effort and how the initiative is intended to help bring human connectedness to student retention and success strategies. Guiding principles include a focus that students come where they are welcome and stay where they feel cared about.

Anecdotal positive impacts include improved peer relationships, and a higher awareness of departments and how they support students.

Discussion and feedback from the Trustees included the following:

- Celebration of the college's effort to apply a holistic approach to create a sense of belonging. Clark Cares demonstrates the college's commitment to making improvements in the community.
- Gratitude towards faculty and staff engaging in Clark Cares, including wearing nametags, greeting folks on campus, and improving the community culture.
- Shared trustees' experience of Clark Cares in action, including greeting students on campus grounds and supporting new students navigating campus by walking them to their classes.

IV. Public Comment

No public comment.

V. Adjournment

Chair Speer adjourned the work session at 4:30 pm.

A handwritten signature in black ink that reads "Paul Speer". The signature is fluid and cursive, with "Paul" on the top line and "Speer" on the bottom line.

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Paul Speer, Chair

Brooke Pillsbury, Recorder