

Clark College

Board of Trustees Work Session Minutes

Wednesday, December 6, at 3:30 pm

GHL 213 and Zoom

In Attendance

Cristhian Canseco Juarez, Chair
Denise Gideon, Vice Chair
Jeanne Bennett, Trustee
Marilee Scarbrough, Trustee
Suzanne Donaldson, Trustee

Administrators

Dr. Karin Edwards, President
Dr. Michele Cruse, Vice President of Student Affairs
Jim Wilkins-Luton, Interim Vice President of Instruction
Sabra Sand, Vice President of Operations
Vanessa Neal, Vice President of Diversity, Equity, and Inclusion
Brad Avakian, Vice President of Human Resources
Sudha Frederick, Vice President of Information Technology
Calen Ouellette, Clark College Foundation CEO

Others

Shelley Williams, Assistant Attorney General
Brooke Pillsbury, President's Office
Julie Taylor, President's Office
Brandon Johnson, Information Technology
Alyssa Voyles, ODEI

I. Call to Order/Agenda Review

Chair Canseco Juarez called the work session to order at 3:30 pm.

II. Office of Diversity Equity and Inclusion (ODEI) RCW Reporting and PPI Update Presented by Director of Employee Equity and Engagement Alyssa Voyles

Introduced by Vanessa Neal, Vice President of Diversity, Equity, and Inclusion, Alyssa Voyles provided a presentation regarding the following:

- An overview of how Clark College was a leader in antiracist training prior to the RCW mandates by the State Board of Community and Technical Colleges (SBCTC)

- RCW deliverables, including training programs, culturally specific events, campus climate assessments and listening sessions, published DEI glossary, and more.
- Clark's antiracist training policy, training framework, attendance data, and the value of workshop evaluations.
- An overview of opportunities, overcoming challenges, and celebrating successes.

Trustee Feedback and Discussion:

Trustee Donaldson shared gratitude for the excellent presentation, including the data tables, increased participation, and information in comparison to other Washington CTCs. Donaldson inquired about repercussions for not meeting the PPI requirement, and Voyles shared that the team is working closely with Gerald Gabbard to navigate union contracts and with supervisors on how to ensure their teams participate in the trainings. Donaldson concluded by sharing her excitement for the varied training options and that she looks forward to participating.

Trustee Bennett shared gratitude for the amazing presentation and advancement of things in place in ODEI regarding training. She shared that she's happy Voyles emphasized campus climate and that climate is an area that we should see the benefits of this work. Bennett concluded with a huge shout out to the entire department and to keep up the great work.

Trustee Scarbrough shared gratitude for the presentation and work of ODEI. It's a lot of work and trainings to offer, kudos to the department. Scarbrough inquired if the team will use the same format for mandatory student training, and Voyles responded by sharing that there's a committee working on it, clarifying that there are variables in the regulation language and the committee is weighing options. There will likely be various modalities of delivery to maximize engagements.

Vice Chair Gideon congratulated the team with a great job, highlighting that 61 trainings are extensive, and the agility and responsiveness of creating trainings aligned with real-time issues. She asked if the trainings are created individually by ODEI team members and where is the content coming from? Voyles clarified that the trainings are developed by ODEI through research and building a training from the research, with a focus of learning outcomes, how to address the content, and through presenting to the ODEI team for feedback before offering a training to the College community. Voyles also shared that trainings for students will be broad, at least for the first couple of years. She concluded by sharing that Trustees are included in the staff requirements for training under the RCWs.

Chair Canseco Juarez recognized the amazing work of ODEI and the great work happening before it was required by the state. He shared that it demonstrates an impactful and intentional focus of educating staff, faculty, and the community. Canseco Juarez celebrated that Clark's ODEI leaders are well recognized within the community, which is a testament to the work they are doing at the College. He concluded by also recognizing everyone who has taken the trainings, and also provided feedback for improvement.

III. Guided Pathways Update

Presented by Director of Guided Pathways and Partnerships Rhianna Johnson

Jim Wilkin-Luton, Interim Vice President of Instruction, provided a Guided Pathways introduction and introduced Rhianna Johnson, leading today's Guided Pathways presentation for the Board of Trustees.

Rhianna Johnson shared an overview of Guided Pathways, how the work is operationalized, and the focus for the 2023-24 academic year. Areas of focus included the following:

- Guided Pathways highlights from the 2022-23 academic year.
- An overview of essential practices, including building meta-majors, explorations, student advisement, faculty engagement, data analytics and student tracking, and research and assessment.
- Application of funding, resources, and tools to support student onboarding and retention.
- An overview of focus for learning outcomes and college-wide assessment.

Trustee Feedback and Discussion:

Trustee Scarbrough acknowledged Appendix C in the presentation, which focused on the coordination of the work and a shared focus and systemic approach, emphasizing the focus' importance and sharing gratitude for the work. She also emphasized the importance of having data to help the College understand if what we're doing is working and what we should adjust. Scarbrough asked what Guided Pathways is collecting or plans to collect to help us know how well we're doing. Johnson responded by sharing that data collection is critical. For example, the percentage of students completing college-level math and English in their first year and how it impacts their persistence quarter-to-quarter and year-to-year. Also, completion rates. Johnson shared that her focus is centered on whether graduates obtained a job at the end of it all.

Trustee Bennett inquired about the Guided Pathways impact and broad reach to include students across groups, including how we track and monitor students. Bennett acknowledged Johnson for her great work and well done.

Vice Chair Gideon acknowledged addressing students at different levels. Fabulous work; she's beyond proud to be part of Clark and the pledge for equity.

Chair Canseco Juarez shared gratitude for the presentation, emphasizing that much goes beyond what's shared. He shared that he's privileged to be a part of the Guided Pathways committee and knows the work happening, including an intentional focus on equity. Having Clark present at events like Latino Leadership NW, hosted by WSU-V and sharing the different opportunities for young individuals is incredible. Events like these allow the College to connect with students who may now otherwise hear about the opportunity.

Dr. Edwards concluded remarks by sharing gratitude for the presentations, the presenters, and their Executive Cabinet supporters and the staff for the work that they're doing.

IV. Adjournment

Chair Canseco Juarez adjourned the work session at 4:48 pm.

Cristhian A. Canseco Juarez

Cristhian Canseco Juarez, Chair

Brooke Pillsbury, Recorder