AFC Portal ‘About Us’ page – content draft:

The Adjunct Faculty Council’s mission is: (a) to advocate for the professional interests of all Adjunct Faculty at Clark College (the college); (b) to help solve Adjunct issues through the creation of solution-based, equitable, and collaborative working groups; and c) to elevate the Adjunct Faculty role at Clark College through active participation in shared governance.

# **Who is the Adjunct Faculty Council?**

[insert photo and bio for each name]

# Robert LaCosse

# Terry Rodriguez (AFC Secretary)

A picture containing person, wall, red, indoor

Description automatically generated

Dr. Terry Rodriguez (she/her) is an HR/Organizational Change and Development professional and an Affiliate Instructor teaching management classes at Clark College. She is also an Adjunct Instructor teaching graduate and undergraduate management classes at the School of Business at PSU.

Her instruction is enriched with global MBA graduate instruction in OD and Leadership. She was an Assistant Professor in Kuwait and has taught several times in China, and Germany. Her doctoral work at Seattle University focused on gender differences and leadership.

Human Resources and Organization Development in organizations:

Dr. Rodriguez has broad experience in a variety of industries including leading learning and development at the City of Vancouver for 5 years. As a consultant ([www.hrodev.com](http://www.hrodev.com)) improved organizations by creating training, organization, and knowledge development for leaders. Led OD, Diversity, Equity, and Inclusion learning and transition management (TM) across global organizations. Worked globally in bilingual HR departments in Mexico, and the Dominican Republic.

# Virginia Kyle (AFC Equity Specialist)

A person smiling for the camera

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Virginia Kyle (she/hers) teaches Sociology and College 101 at Clark and has served as the AFC's Equity Member for two years. Virginia brings her many years of experience as a multi-media journalist, social justice activist and anti-violence advocate, educator, and crisis responder to her work on the AFC. She holds a master's in education focusing on leadership, organizational sustainability and adult learning from the University of Idaho, where she also earned degrees in Sociology and Psychology and a certificate in Diversity and Stratification. You can listen to episodes of [Yin Radio](https://vkyle.org/), which she produced with students at the University of Idaho, where she worked at the Women's Center and also served as violence prevention coordinator and Sociology workshop and course designer as well as instructor. Virginia is in her 7th year as a Penguin at Clark. Connect with Virginia at [vkyle@clark.edu](mailto:vkyle@clark.edu)

# Jennifer Stone-Hill



Jen is a penguin through and through! She graduated from Clark College in 1993 and after spending several years teaching in an alternative high school, in 2005 she returned to Clark as an adjunct instructor in the English department. In 2008 she left Clark to be a part of a start-up charter high school in Portland, and when that program closed in 2016, she returned to Clark as an adjunct instructor in both English and College 101. Jen loves working with students and especially enjoys working with nontraditional student populations.

# Konstantin Rysyanin

# Zoe Spiedel

# Jennifer Ward (AFC Co-Chair)

Jennifer is currently finishing her second term on the AFC, where she has focused on adjunct mentorship, representation, and community. Get in touch with Jennifer at [jward@clark.edu](mailto:jward@clark.edu)

# Justin Allen (AFC Chair)

A person wearing glasses

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Justin Allen (he/him/his) teaches for the English, Transitional Studies, and College 101 departments at Clark College. He also teaches courses for the Clark College education program at Larch Corrections. Justin has over 20 years of teaching experience and has focused his professional development on social justice and anti-racism. Justin is currently finishing his second term on the AFC, where he has focused on increasing adjunct visibility, representation, and equity. In his spare time, Justin builds electric guitars. Connect with Justin at [jallen@clark.edu](mailto:jallen@clark.edu) or [jgasparallen@gmail.com](mailto:jgasparallen@gmail.com)

The Council’s mission is accomplished by continuing achievement of the following six goals:

1. Advocate for all Adjunct Faculty and serve as an advisory body for all issues regarding Adjunct Faculty treatment.
2. Strive for workplace equityi for all Adjunct Faculty throughout the College with particular attention to transforming institutional systemsii and aspects of culture that contribute to intersectionaliii inequities affecting Adjunct Faculty from systemically non-dominant groups.iv
3. Work in collaboration with the College Administration, Board of Trustees, and CCAHE Senate to identify and find solutions to Adjunct faculty issues.
4. Develop and integrate more comprehensive communication among Adjunct Faculty.
5. Work to fully integrate Adjunct Faculty into the formal governance process throughout the College.
6. Advocate for a culture of inclusion for all Adjunct Faculty, including upholding best practices for accessibility in the Council’s communications, events, and published materials.