

FLATHEAD VALLEY COMMUNITY COLLEGE

AGENDA ITEM V (Faculty Tenure Recommendations)*

V. COLLEGE ISSUES

- Faculty Tenure Recommendations

BACKGROUND:

Katie Clark, Assistant Professor, Communication is being considered for tenure at this meeting. The Faculty Tenure Review Committee, Vice President Bryan Brophy-Baermann and President Jane Karas have reviewed her tenure portfolio.

October 15, 2025

To: Bryan Brophy-Baermann, Vice President of Academic and Student Affairs

The Rank and Promotion Committee has reviewed the tenure portfolio of **Katie Clarke** and is pleased to submit her application with our recommendation for tenure. Katie's portfolio shows her to be of the high quality we expect of our full-time faculty, a teacher committed to excellence in the classroom and the success of FVCC students. Katie has successfully developed communications courses in a wide variety of delivery and length formats, and she is lauded by her students for being passionate, encouraging, highly interactive and engaging. Katie supports innovative and effective teaching on campus in her role as co-director of the FVCC Teaching and Learning Center. Her continuing work with the TLC earned her (along with her co-director) a national award recognizing outstanding leadership and service in higher education. Katie continues her scholarly work as well, publishing academic papers and presenting at conferences of the National Communication Association, the Association for Education in Journalism and Mass Communication and other organizations. Finally, her can-do attitude and commitment to excellence in education extend to the community, where she has served on a public school board since 2017.

Conrad Rauscher, Katie's Division Chair, echoes our recommendation: "Katie Clarke is an outstanding instructor whose dedication and pedagogical excellence make her an invaluable asset to the College.... Her COMX 115 Interpersonal Communication course stands as a model for effective online instruction, featuring a meticulously organized structure, engaging instructor videos, varied assignments, and transparent assessment methods. This consistent quality and clarity demonstrate her commitment to student-centered learning.... Within the Humanities division, Katie is a joy to have as a colleague, bringing a positive, engaged, and supportive energy that elevates the entire department."


The College is fortunate to have Katie on its faculty, and we welcome her as a colleague and friend.

Sincerely,



Anita Ho,
Chair, Rank and Promotion Committee

cc: Katie Clarke
Conrad Rauscher, Humanities Division Chair


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Flathead Valley Community College
777 Grandview Drive, Kalispell, MT 59901
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October 15, 2025

Dear President Karas,

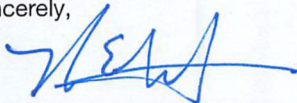
Following my review of her instructional portfolio, I am writing to indicate my support of the recommendation made by the Rank and Promotion Committee to approve tenure for Katherine (Katie) Clarke.

Katie has demonstrated consistent excellence in her teaching, as noted by students, her colleagues, members of the Tenure Review/Rank and Promotion Committee, her division chair, and the administration. Her students appreciate her expertise, her commitment to supporting students to be successful, her emphasis on applied, relevant learning, and her devotion to making communications courses the best they can be.

In addition to her regular teaching responsibilities, Katie has served as a co-director of the College's Teaching and Learning Center, fostering continuous improvement in teaching; she has supported academic excellence in the College as a member of the Honors Program steering committee; she maintains a commitment to professional growth by being a member of professional organizations and attending regional and national conferences, and she has been an educational leader in Flathead County as a member of the Whitefish School District Board of Education.




I believe Katie Clarke is an asset to Flathead Valley Community College and I recommend the granting of tenure.

Sincerely,



Bryan Brophy-Baermann, PhD
Vice President of Academic and Student Affairs

Cc: Katie Clarke
Conrad Rauscher


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October 29, 2025

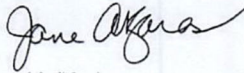
Katie Clark
3062 River Lakes Drive
Whitefish, MT 59937

Dear Katie:

Thank you for your application for tenure. Dr. Bryan Brophy-Baermann, VP of Academic and Student Affairs has submitted his recommendation for you to be granted tenure. I have reviewed your comprehensive tenure portfolio. Thank you for your dedication to our students' success and your work with the TLC.

I am pleased to notify you that I am recommending the Board of Trustees grant you tenure at their November 24 Board meeting. You are invited to attend the meeting that begins at 3:45 PM on November 24.

Sincerely,



cc: Bryan Brophy-Baermann
Rank and Promotion Committee
Human Resources