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To the Clackamas Community College Board of Directors and Budget Committee:

I am writing with a request to reconsider the proposed reduction to our Center for Teaching and Learning's First Year Faculty Experience (FYFE) program. I do realize we must lean our budget. Nonetheless, FYFE directly supports our mission, values, and strategic priority of excellence in teaching and learning. Moreover, my FYFE experience was invaluable, so I feel that it is crucial to speak up.

When I came on board CCC, I was new to this area of Oregon and to full-time teaching, although not new to teaching and working in higher education. That first day in August of 2016, I was shown my new office where not one file or note was left for me. On top of that, I learned that I had program lead responsibilities, in addition to teaching. Frankly, this was overwhelming. My new responsibilities required me to quickly learn how to navigate both CCC's and the Community's culture, processes, and protocols. Jil Freeman's FYFE gifted me that, much more quickly than I could have discovered on my own. Our work sessions taught me about the systems that lie behind our instructional methodologies, introduced me to important contacts, showed me where to go for necessary resources, including data for program development and assessment, and so much more. Without FYFE my first year, I would not have been nearly as successful in expediently building curricula from scratch and revitalizing the accounting programs at CCC. A popular CTE program area, accounting consistently comes in no. 1 in CTE revenue to the college. In addition to opportunities to enhance my teaching, program lead, and advising practice in our FYFE sessions, I made lasting connections with members of my cohort. Indeed, I can genuinely state that I would not be nearly as effective in serving our students at CCC with quality education and support without this FYFE opportunity having laid the foundation for my journey here.

In business, you soon learn that investing time and resources up front *always* leads to cost savings and better outcomes. While I hold a PhD in adult learning, many faculty arrive at CCC without any knowledge of andragogy. FYFE readies *all* faculty to serve our students with quality instruction and support, because learning never stops for any of us. Indeed, our FYFE program is directly tied to faculty success, which, in turn, is realized by improved student motivation, belonging, learning, and retention.

When it comes to an institution's reason for *being*, I feel that training and resources should not be spared. Please consider continuing FYFE as is. Thank you so much for your service to our College and Community, and for your time and consideration of this matter.

Sincerely,



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