

# About LCC

Lower Columbia College is a public institution located in Longview, Washington. Established in 1934, Lower Columbia became an official community college in 1961. In 1967, LCC joined the state-supported community college system. Today, the College includes 26 buildings on nearly 40 acres and enrolls over 4,000 students each year.

## Accreditation Statement

Lower Columbia College is accredited by the Northwest Commission on Colleges and Universities (NWCCU).

NWCCU is one of seven institutional accrediting agencies that operate within a scope of authority approved by the U.S. Department of Education (USDE). Institutional accreditors have traditionally had oversight over higher educational institutions within a selected subset of the 50 states and U.S. territories, along with institutions outside of the U.S., which have voluntarily sought membership for accreditation. However, under the new 2020 USDE regulations, the former regional accreditors are now allowed to operate nationally. Institutional accreditation serves to assure the educational community, parents, students, employers, policymakers, and the public that an accredited institution has met high standards of quality and effectiveness.

For the purposes of determining eligibility for United States government assistance under certain legislation, the Secretary of the U.S. Department of Education recognizes institutional accrediting agencies as reliable authorities on the quality of education offered by educational institutions.

Institutional accreditation applies to an institution as a whole, not individual programs or units within the institution.

Institutional accreditation agencies perform important functions, including fostering quality education and continuous improvement, and encouraging institutional efforts toward maximum educational effectiveness. The accrediting process requires institutions to examine their own missions, operations, and achievements. It then provides expert analysis by peer evaluators, which may include commendations for accomplishments as well as recommendations for improvement.

Inquiries regarding an institution's accreditation status by the NWCCU should be directed to the administrative staff of the institution. Individuals may also contact:

Northwest Commission on Colleges and Universities (NWCCU)  
8060 165th Avenue N.E., Suite 100,  
Redmond, WA, 98052  
[\(425\) 558-4224](tel:4255584224)  
[nwccu.org](http://nwccu.org) ([www.nwccu.org/](http://www.nwccu.org/))

Accreditation by the NWCCU refers to the institution as a whole. Therefore, statements like "fully accredited" or "the program is accredited by the Northwest Commission on Colleges and Universities" or "this degree is accredited by the Northwest Commission on Colleges and Universities" are incorrect and should not be used.

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In addition to institutional accreditation, specific programs at LCC have obtained specialized accreditation, including:

- The Lower Columbia College Nursing Program is approved by the Washington State Nursing Care Quality Assurance Commission and accredited by the Accreditation Commission for Education in Nursing (ACEN).
- The Lower Columbia College Medical Assisting Program is accredited by the Commission on Accreditation of Allied Health Education Programs on recommendation of the Curriculum Review Board of the American Association of Medical Assistants Endowment.

- The Automotive Technology program has Master Automobile Service Technology Accreditation from the Automotive Service Excellence Education Foundation.

## Board of Trustees

Marc Silva, Chair, appointed March 2022  
Branch Manager, Red Canoe Credit Union  
(Longview branch).

Bogyong Kim, Vice Chair, appointed  
January 2023  
Former English teacher in South Korea.

Alice Dietz, appointed October 2018  
Public Relations Manager at Cowlitz PUD;  
former Director of Programs at Cowlitz  
Economic Development Council.

Michael Karnofski, appointed June 2020  
Kelso City Council Member; former County  
Commissioner.

Liz Cattin, appointed March 2021  
Director of Community Health for  
PeaceHealth Columbia Network.

See also: [LCC Board of Trustees webpage \(lowercolumbia.edu/trustees\)](https://www.lowercolumbia.edu/trustees) .

## Class Size and Student-Faculty Ratio

Class sizes vary depending on the discipline and available facilities and equipment. Certain disciplines, such as Nursing, must adhere to external standards that limit class size. Other disciplines, such as Machine Trades, Welding, and Automotive Technology, set class size according to the available equipment. The majority of LCC classes range from 15-35 students.

In 2023-24, LCC's student-faculty ratio was 12.83 for all students, and 10.40 for state-supported students.\*

The student-faculty ratio indicates how many full-time equivalent students were on campus for every full-time equivalent faculty member. Full-time equivalency is determined

by credits taken for students, and credits taught for faculty.

\*Source: SBCTC website (Data Tables)

## Faculty and Administration at LCC

### President

**Charles (Matt) Seimears, Ph.D** (2024),  
President  
B.S., Pittsburg State University; B.S.,  
Newman University; M.Ed., Wichita State  
University; Ph.D., Kansas State University

### Vice Presidents

**Kristen Finnel, Ed.D.** (2019), Vice President  
of Instruction  
A.A.S, Tidewater Community College; B.S.,  
Norfolk State University; M.Ed., Concordia  
University; Ed.D., Edgewood College

**Wendy Hall** (2003), Vice President of  
Effectiveness and College Relations  
B.A., Whitman College; M.P.A., University of  
Washington

**Kendra Sprague** (2011), Vice President of  
Foundation, Human Resources and Legal  
Affairs  
B.A., Washington State University; J.D.,  
Willamette University College of Law

**Nolan Wheeler** (1994), Vice President of  
Administration  
A.A., Lower Columbia College; B.A.,  
Western Washington University; M.B.A.,  
University of Phoenix

### Deans

**Merry Bond** (2011), Dean of Instructional  
Programs/Nursing Program Director  
A.A., Lower Columbia College; B.S.,  
Washington State University; M.S. Capella  
University

**William (Henry) Brewster, Ph.D.** (2018),  
Dean of Instructional Programs  
B.A., Colby College; M.Ed., University of  
Washington; Ph.D., Columbia University

**Stefanie Gilberti** (2008), Dean of  
Instructional Programs  
B.S., North Dakota State University; M.A.,  
Colorado State University

**Tamra Gilchrist** (2007), Dean of  
Instructional Programs  
A.A., Lower Columbia College; B.S., M.S.,  
Warner Pacific College

**Michaela Jackson** (2001), Interim Dean of  
Education, New Program Development &  
Educational Partnerships  
A.A., Lower Columbia College; B.A., Eastern  
Washington University; M. Ed., Concordia  
University

## Department Directors

**Magnus Altmayer** (2019), Director of  
Registration/Registrar  
B.A., Whitman College

**Jason Arrowsmith** (2016), Director of  
Security  
A.A., Clark College; B.A., Washington  
State University; M.A., Central Washington  
University

**Marco Azurdia** (2025), Executive Director of  
NWAC  
B.A., Simpson College; M.A., St. Mary's  
College

**Sheila Timm** (2008), Director of  
Development and Major Gifts  
A.A., Lower Columbia College; B.S.,  
Western Governors University

**Iain Dexter** (2025), Director NWAC  
Communications  
B.A., Western Oregon University

**Desiree Gamble** (2007), Director of Finance  
A.A., Lower Columbia College; B.A.,  
Washington State University

**Sarah Griffith** (2010), Director of eLearning  
and Education

B.A., Abilene Christian University

**Richard Hamilton** (2001), Director of  
Campus Services, Facilities and Capital  
Projects  
A.S., City University; A.A., Lower Columbia  
College; B.A., Washington State University

**Deanna (Andie) Ingram** (2024), Director of  
International Student Programs  
B.A., Whitworth University

**Kari Johnson** (2018), Director of Early  
Learning Center  
A.A.S., Lower Columbia College

**Mindy Leasure** (2007), Director of Head  
Start/ECEAP/EHS  
B.A., University of Washington; MSMOL.,  
Warner Pacific College

**Alyssa Milano-Hightower** (2020), RCA  
Director of Operations  
B.S. CSU Stanislaus, M.B.A. CSU  
Stanislaus

**Mary Kate Morgan** (2013), Director of  
Disability and Access Services  
B.A., Gonzaga University

**Donna Myers** (2024), Director of Outreach  
Services  
B.S., University of Delaware; M.Ed.,  
Wilmington University

**Samantha Orth** (2014), Director of Human  
Resources  
A.A., Lower Columbia College; B.A.,  
Washington State University

**Jodi Reid** (2010), Director of TRiO  
Programs  
A.A., ITT Technical Institute; B.A.,  
Washington State University; M.F.A.,  
Northwest Institute of Literary Arts

**Natalie Richie** (2017), Director of Instruction  
Division Operations  
B.S., Oregon State University; M.S., Warner  
Pacific University

**Guadalupe (Lupe) Rodriguez** (2012),  
Running Start Director  
A.A., Lower Columbia College; B.A., Central  
Washington University

**Angela (Angie) Rogers** (2013), Director of Institutional Research  
A.A., Lower Columbia College; B.A., Washington State University

**Kirc Roland** (2001), Athletic Director  
B.A., San Diego State University

**Daniel (Dan) Ruiz** (2024), Executive Director of Diversity, Equity, and Inclusion, Student Housing & Programming (DEI-SPH)  
B.S., Boise State University; M.S., Brigham Young University; M.H.A., University of North Carolina at Charlotte

**Angel Ruvalcaba** (2013), Director of Advising, One-Stop, & Testing  
A.A., Clark College; B.S., Washington State University

**Janel Skreen** (2013), Director of Environmental Health and Safety  
B.S., M.S., Washington State University

**April Tovar Villa** (2022), Director of Financial Aid  
A.A., Clark College; B.A., Washington State University

**Dani Trimble** (2010), Workforce Programs Director  
B.A., The Evergreen State College; M.Ed., Central Washington University

**Rheannon Van de Voorde** (2021), Director of College & Career Preparation  
B.A., Washington State University; M.A., University of Portland

**David Wallis** (2024), Director of Information Technology Services  
B.A., Western Washington University

**Alexandra (Alli) Young** (2025), Director of NWAC Operations  
A.A., Walla Walla Community College; B.A., University of Maine; M.S., Seattle University

## Full Time Faculty (Tenured and Tenure-Track)

**Natasha Allen** (2021), Welding

A.A., Lower Columbia College

**Jolynn Amrine, Ph.D.**, (2023), Language and Literature  
B.A., John Brown University; M.A., Queen's University Belfast/University of Alabama; Ph.D., University of Alabama

**Larissa Arnold, Ph.D.**, (2022), Psychology  
A.A., Seward County Community College; B.A.S., M.S., Ph.D., Iowa State University

**Lori Babbick** (2024), Mathematics  
A.A., Lower Columbia College; B.A. and M.S., Washington State University

**Earnest (Trey) Batey, Ph.D.** (2015), Anthropology  
B.A., Louisiana State; M.A., Wichita State University; Ph.D., University of Arkansas

**Hiedi Bauer** (2006), English  
A.A., Lower Columbia College; B.A., The Evergreen State College; M.A., Portland State University

**Kimberly (Kim) Beebe** (2022), Communications Studies  
B.A., M.A., Oregon State University

**William (Brad) Benjamin** (2008), Mathematics  
B.S., Miami University; M.S., Portland State University

**Jessica Bilek** (2023), Basic Education  
B.A., Western Washington University; M.A., University of Washington

**Elena Boleyn-Ross** (2008), Physical Education  
B.A., Pacific Lutheran University; M.A., University of Alabama

**Austin Bosgraaf, Ph.D.** (2025), Mathematics  
A.S., Butler County Community College; B.S., M.S., Wichita State University; Ph.D., Oregon State University

**Amy Boultinghouse** (2018), Nursing  
A.A.S., Lower Columbia College; B.S., Western Governors University; M.S., Capella University

**Kali Brandt** (2018), Nursing  
A.A.S., Lower Columbia College; B.S.N.,  
Grand Canyon University; M.S.N., Western  
Governors University

**Alexander (Alex) Brehm** (2016),  
Communication Studies  
B.A., Saint John's University; M.A., Portland  
State University

**Sarah Bustamante** (2025), Education  
B.A., M.A., Pacific University

**Ashley Cahill** (2021), Teacher Education  
A.A., Highline Community College; B.A. and  
M.A., The Evergreen State College

**Gina Challed** (2010), Choral Director  
B.A., Western New Mexico University; M.M.,  
New Mexico State University

**Naser Chowdhury** (2025), Computer  
Science  
B.S., Khulna University of Engineering and  
Technology; M.S., Boise State University

**Becky Connolly** (1999), Language and  
Literature  
B.A., Eastern Washington University; M.S.,  
Capella University

**Julianna Crisman** (2024), Nursing  
A.A.S., Lower Columbia College; B.S.N. and  
D.S.N., Washington State University

**Leszek Cromwell** (2013), Mental Health  
Counselor  
B.A., Central Washington University;  
M.S.W., Eastern Washington University

**Dana Cummings** (2008), Business  
B.A., Washington State University; M.S.,  
Strayer University

**Robert (Rob) Davis, Ph.D.** (2012),  
Instrumental Music  
B.M., M.M., Brigham Young University;  
D.M.A., University of Southern California

**Donald (Don) Derkacht** (2002), Computer  
Science  
B.S. and M.S.E.E., Washington State  
University

**Kailie Drumm, Ph.D** (2022), Nursing

A.A., A.A.S., Lower Columbia College;  
B.S.N., Ph.D, Washington State University

**Firaol Fekadu** (2024), Engineering  
B.S., Purdue University; M.S., University of  
Colorado Boulder

**James (Jim) Franz** (2008), Economics  
B.A., State University of New York  
Plattsburgh; M.A., California State University

**Mark Gaither** (2013), Business Technology  
B.S.; Portland State University, M.A.,  
University of Phoenix

**Adrienne Godschalx, Ph.D** (2023),  
Microbiology  
B.S., Western Oregon University; M.S. and  
Ph.D., Portland State University

**Becky Grabenhorst** (2018), Nursing  
A.A.S., Lower Columbia College; B.S.,  
Grand Canyon University

**Joshua Hanson** (2025), Automation,  
Instrumentation, & Robotics (AIR)  
Apprenticeship Program, Lane Community  
College; Instrumentation & Industrial  
Automation Certificate, Perry Technical  
Institute

**Kathryn (Kat) Harlan** (2025), Bachelor of  
Science - OLTM  
B.S., University of Portland; M.B.A., Hawai'i  
Pacific University; M.A., Gonzaga University

**Armando Herbelin, Ph.D.** (2002),  
Chemistry  
B.S., Oregon State University; Ph.D.,  
University of Washington

**Klint Hull** (2004), Language and Literature  
B.A. and M.A., Eastern Washington  
University

**Jones Kasonso, Ph.D** (2024), Accounting  
A.A., Zambia Institute of Chartered  
Accountants; B.A., Oxford Brookes  
University; M.B.A., Keller Graduate School of  
Management; Ph.D., Northcentral University

**Lindsay Keevy** (2016), Librarian & Library  
Director  
B.A., California State University; M.L.S., San  
Jose State University

**Corry Kile** (2011), Automotive Technology  
A.T.D., Phoenix Institute of Technology

**Jessica Kooiman** (2006), Nutrition and Health  
B.A., Westmont College; M.A., Liberty University

**Ashleigh Kruckenberg** (2023), Education  
B.A. and M.A., Western Governors University

**Louis LaPierre, Ph.D.** (2004), Biology and Environmental Science  
B.A. and Ph.D., University of California

**Mary Leach** (2005), Humanities  
B.A., Washington State University; M.A., California State University

**Fox Leavens** (2014), Language and Literature  
A.A., North Iowa Area Community College; B.A., Waldorf University; M.F.A., University of California - Irvine

**Amber Lemiere** (2013), Language and Literature  
A.A.; Lower Columbia College, B.A.; Washington State University, M.A., Northern Arizona University

**Keith (Sunny) Liston, D.B.A.** (2024), Business  
M.B.A. and M.S., Golden Gate University; D.B.A., University of Phoenix

**Peteris (Pete) Livins, Ph.D.** (2008), Physics  
B.S., State University of New York Stonybrook; Ph.D., University of Virginia

**Amber MacLaren** (2011) Nursing  
A.D.N., Lower Columbia College; B.S.N. and M.S.N., Western Governors University

**Jason Malozzi** (2015), Mathematics  
A.A., Harrisburg Area Community College; B.A., Penn State; M.S., Lehigh University

**Emmeline (Emme) McCarthy** (2023), Counseling  
A.A., Lower Columbia College; B.A., University of Washington; M.S.W., Eastern Washington University

**Michael Morris** (2024), Diesel/Heavy Equipment Technology  
A.A., Lower Columbia College

**Joanna Mosser, Ph.D.** (2018), Political Science  
M.A., M.Phil., Ph.D., Yale University

**Lucas Myers** (2011), Biological Sciences  
B.A., Linfield College; M.P.H. and A.T. Still University; M.S., New York Chiropractic College

**Michael (Shane) Prine** (2022), Visual Arts  
B.A., Valdosta State University; M.A., Washington State University

**Anita Quirk, J.D.** (1993), Criminal Justice  
A.A., Spokane Falls Community College; B.A., Walla Walla College; J.D. Lewis and Clark

**Connie Ramos** (2005), Nursing  
A.A.S., Portland Community College; B.S.N. and M.S., Regis University

**Elizabeth (Betsy) Richard** (2015), Drama  
B.A., City College; M.A., Eastern Michigan University

**Benjamino (Stefan) Rijnhart** (2015), Computer Science  
A.A., Lower Columbia College

**Mavourneen Rister** (2010), Language and Literature, College Success  
A.A., Lower Columbia College; B.A., Washington State University; M.A., National University (San Diego)

**Gary Roeske** (2013), Automotive  
A.A., Mount Hood Community College

**David Rosi** (2003), Computer Science  
A.A., Lower Columbia College; B.A., Central Washington State University; B.A., Western Washington State University; M.S., Nova Southeastern University

**Morgan Salisbury, Ph.D.** (2016), Earth Science  
B.S., University of Idaho; M.S., Central Washington University; Ph.D., Oregon State University

**Shari Samuels, Ph.D.** (2015), Mathematics  
B.S.E., Chadron State College; M.A.E.,  
Chadron State College; Ph.D., Montana  
State University

**Courtney Shah, Ph.D.** (2007), History  
B.A., Duke University; M.A., Brandeis  
University; Ph.D., University of Houston

**Nathan Shepherd** (2015), Machine Trades  
A.A., Lower Columbia College

**Terri Skeie** (1996), Mathematics  
A.A., Lower Columbia College; B.A., The  
Evergreen State College; M.S., Utah State  
University

**Victoria (Vicky) Soladey** (2009), Medical  
Assisting  
A.A., Lower Columbia College; Medical  
Assistant Certificate, Apollo College

**Ian St. Germain King** (2019), BAS/OER  
Librarian  
B.S., Embry-Riddle Aeronautical University;  
B.S., Stevens Henager College; MLIS,  
Wayne State University

**Morgan Stierman** (2023), Language and  
Literature  
B.S. and M.A., University of Hawaii

**Corey Strand** (2024), Nursing  
A.A.S., Lower Columbia College; B.S.N.,  
Grand Canyon University; M.S.N., Purdue  
University Global

**Richard (Rick) Swee** (1993), Mathematics  
B.S. and M.A.T., University of Portland

**Natalie Tonn** (2019), Biology  
A.A., Lower Columbia College; B.S.,  
Humboldt State University; M.S., University  
of Michigan

**Michal-Ann Ure** (2008), College and Career  
Preparation  
A.A., Lower Columbia College; B.S., Saint  
Martin's University; M.Ed., University of  
Phoenix

**Barry Walther** (2011), College and Career  
Preparation

A.A. Everett Community College; B.A.  
Western Washington University; M.A.  
Western Governors University

**Marguerite (Nonnie) Weaver** (1995),  
Sociology, Psychology  
B.A., Hunter College; M.S.W., Walla Walla  
College

**Adam Wolfer, Ph.D.** (2000), Chemistry/  
Chemical Engineering  
B.S. and M.S., Oregon State University; M.S.,  
Colorado State University; Ph.D., Oregon  
State University

**Sarah Willoughby** (2025), Spanish  
B.A., M.A., University of Hawai'i

**Kiersten Wolfe** (2024), Nursing  
A.A.S., Lower Columbia College; B.S.N.,  
M.S.N., Western Governors University

**Josie Zbaeren** (2013), Early Childhood  
Education  
A.A. Lower Columbia College; B.S.; Kaplan  
University; M.Ed., Walden University

## Faculty and Administrators with Emeritus Status

Name	Date Conferred
Dr. Pete Pickett, President Emeritus	June 1997
Dr. Donald Fuller, Dean Emeritus	June 1998
Mr. Hilmar Kuebel, Dean Emeritus	May 1999
Mr. Bruce Cardwell, Trustee Emeritus	June 2000
Mr. Gary Healea, Trustee Emeritus	May 2005
Dr. Kurtz Carpenter, Faculty Emeritus	May 2005

Name	Date Conferred
Mr. Lionel Livermore, Faculty Emeritus	May 2005
Ms. Carol McNair, Faculty Emeritus	April 2006
Ms. Judith Irwin, Faculty Emeritus	April 2006
Ms. Ann Mottet, Trustee Emeritus	June 2006
Dr. Clint Benjamin	May 2008
Mrs. Evelyn Boyd, Faculty Emeritus	April 2009
Mr. Lyle Lovingfoss, Trustee Emeritus	November 2009
Ms. Kathy Demarest, Faculty Emeritus	January 2010
Ms. Mary Harding, Vice President Emeritus	June 2010
Ms. Mary Stone, Faculty Emeritus	April 2011
Ms. Helen Kuebel, Dean Emeritus	June 2011
Dr. James L. McLaughlin	June 2011
Mr. Michael Dugaw, Faculty Emeritus	December 2011
Mr. George Dennis, Faculty Emeritus	December 2011
Mr. Richard Kelly, Faculty Emeritus	December 2011
Mr. Jerry Zimmerman	December 2013
Ms. Kathy Meier	November 2014
Mr. Don Correll	May 2017
Mr. Dave Cordero	May 2017

Name	Date Conferred
Ms. Darlene DeVida	May 2017
Ms. Sharon Layton	May 2017
Mr. Joel Schaaf	May 2017
Mr. Mark Bergeson	April 2018
Mr. Joe Green	December 2018
Mrs. Rhonda Meyers, Faculty Emeritus	July 2020
Mr. David Benson, Faculty Emeritus	April 2021
Mr. Michael Strayer, Faculty Emeritus	April 2023
Mrs. Karen Joiner, Dean Emeritus	April 2023
Dr. David McCarthy	June 2024
Mrs. Ann Williamson	April 2025
Mr. Jim Stanley	April 2025

## Key Performance Indicators

### Workforce and Economic Development

1. Provide quality professional/technical education for employment, skills enhancement, and career development.
  - Student performance
  - Demonstration of program competencies
  - College level math and English in first year
  - Completion
  - Licensure/certification rates
  - Success after completion (placement rate in the workforce)
  - Demonstration of General Education Outcomes (Global Skills)
2. Partner with business, community groups, and other educational entities to provide workforce development and customized programs and services.
  - Client assessment of programs and services

### Academic Transfer

1. Offer courses and support for students to meet the requirements for transfer from Lower Columbia College.
  - Student performance
  - Transfer readiness
  - Demonstration of General Education Outcomes (Global Skills)
  - College level math and English in first year
2. Provide the support for transfer students to successfully transition to

upper division college and university programs.

- Completion and academic transfer rate
- Success after completion/transfer

### Preparation for College Level Studies

1. Ensure that learners who are under-prepared for college level studies have access to developmental coursework and bridge opportunities to college level work.
  - Basic Education for Adults achievement
  - Academic performance of precollege students

### Student Access, Support and Completion

1. Offer a full array of educational programs and support services to meet the diverse needs of Cowlitz and Wahkiakum counties.
  - Participation rates in service district
  - Enrollment
2. Provide students with the support needed to pursue and achieve their educational goals.
  - Student persistence
  - Completion
  - Student satisfaction with support services
  - Faculty-student engagement
  - Student satisfaction with instruction
  - Student sense of belonging

### Institutional Excellence and

## Community Enrichment

1. Demonstrate our commitment to institutional integrity by investing in our campus, students and employees.
  - Employee satisfaction and morale
  - Condition of infrastructure
  - Employee demographics
  - Employee sense of belonging
2. Uphold our reputation for high quality and contribute to the value of the community by promoting excellence in our programs, services and activities.
  - External perceptions/satisfaction with LCC

## Mission, Vision and Values

### Mission

The mission of Lower Columbia College is to ensure each learner's personal and professional success, and influence lives in ways that are local, global, traditional and innovative.

### Vision

Our vision is to be a powerful force for improving the quality of life in our community.

### Values

Our campus community expects an environment of integrity, respect, collaboration, cooperation, inclusion, and innovation that fosters personal growth, academic excellence, and accountability.

## State Authorization Reciprocity Agreement (SARA)

Lower Columbia College is a participating member of the State Authorization Reciprocity Agreement (SARA).

SARA "is an agreement among member states, districts, and territories that establishes comparable national standards for interstate offerings of postsecondary distance education courses and programs. It is intended to make it easier for students to take online courses offered by postsecondary institutions based in another state. SARA is overseen by a national council and administered by four regional education compacts." ([Washington Student Achievement Council Website](http://www.wsac.wa.gov/sara) (<http://www.wsac.wa.gov/sara> )