## Faculty Sections of 2009 Program Review

<table>
<thead>
<tr>
<th>ADMIN Justice</th>
<th>Geography/Geology</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Sign Language</td>
<td>Italian</td>
</tr>
<tr>
<td>ART</td>
<td>Japanese</td>
</tr>
<tr>
<td>Auto</td>
<td>Journalism</td>
</tr>
<tr>
<td>Auto Collision Repair</td>
<td>Library</td>
</tr>
<tr>
<td>Basic Skills - English</td>
<td>Machine Metals Tech</td>
</tr>
<tr>
<td>Behavioral Sciences</td>
<td>Math</td>
</tr>
<tr>
<td>Biology</td>
<td>Medical Assisting</td>
</tr>
<tr>
<td>Business Information Systems</td>
<td>Modern Languages</td>
</tr>
<tr>
<td>Chemistry</td>
<td>Multimedia Studies</td>
</tr>
<tr>
<td>Chinese</td>
<td>Music</td>
</tr>
<tr>
<td>Communications</td>
<td>Natural History</td>
</tr>
<tr>
<td>Computer Science</td>
<td>Noncredit ESL</td>
</tr>
<tr>
<td>Counseling</td>
<td>Nursing</td>
</tr>
<tr>
<td>Court Reporting</td>
<td>PE/Health/Athletics</td>
</tr>
<tr>
<td>Credit ESL</td>
<td>Physics</td>
</tr>
<tr>
<td>Dance</td>
<td>Social Sciences</td>
</tr>
<tr>
<td>Dental</td>
<td>Spanish</td>
</tr>
<tr>
<td>Drama</td>
<td>Speech</td>
</tr>
<tr>
<td>Early Childhood Education</td>
<td>Work Experience</td>
</tr>
<tr>
<td>Emergency Medical Tech</td>
<td></td>
</tr>
<tr>
<td>Engineering</td>
<td></td>
</tr>
<tr>
<td>English/Humanities</td>
<td></td>
</tr>
<tr>
<td>Environmental Landscaping</td>
<td></td>
</tr>
<tr>
<td>Environmental Science</td>
<td></td>
</tr>
<tr>
<td>Film Video</td>
<td></td>
</tr>
<tr>
<td>French</td>
<td></td>
</tr>
</tbody>
</table>
# Faculty Members
## Administration-of-Justice-2009

## I. Program Faculty

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Berberian</td>
<td>Edward</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
Shared W/other program(s): Adjunct, ETCUM No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>3</td>
<td>0</td>
<td>0.000</td>
</tr>
</tbody>
</table>

**Years of Service:**
13

**Specialty:**
law

**Leadership:** List involvement in committees or other service
Mr. Berberian is the elected District Attorney of Marin County

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kosta</td>
<td>W.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
Shared W/other program(s): Adjunct, ETCUM No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>6</td>
<td>0</td>
<td>0.000</td>
</tr>
</tbody>
</table>

**Years of Service:**
13

**Specialty:**
List all areas of specialty and/or equivalency

**Leadership:** List involvement in committees or other service
Mr. Kosta is a retired Peace Officer with more than 30 years experience.

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ravani</td>
<td>R.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
Shared W/other program(s): Adjunct, ETCUM No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>3</td>
<td>0</td>
<td>0.000</td>
</tr>
</tbody>
</table>

**Years of Service:**
1

**Specialty:**
List all areas of specialty and/or equivalency

**Leadership:** List involvement in committees or other service
Additional Teaching Unit Requests

III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)

1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
Faculty Members
American-Sign-Language-2009

I. Program Faculty
List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leighton</td>
<td>Jeanette</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: 
Shared W/other program(s):
Adjunct, ETCUM

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>16.00</td>
<td>00.000</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Years of Service: 6
Specialty: American Sign Language

Leadership: List involvement in committees or other service

II. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)
1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.
5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
### Faculty Members

**ART-2009**

#### I. Program Faculty

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abouaf</td>
<td>Jeffrey</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**

- Shared W/other program(s):
  - Adjunct, ETCUM: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>00.000</td>
<td>00.000</td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:** 5?

**Specialty:** Multimedia

**Leadership:** List involvement in committees or other service

- District Modernization Commitee, 2006-07
- Users Group - Art Dept. Modernization 2007-08
- Facilities Planning Committee, Chair, 2006-07
- Instructional Equipment Committee, 1996-2000
- Chair, Fine Arts Department, 1996-19998

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Antunacchio</td>
<td>Andrea</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**

- Shared W/other program(s):
  - Adjunct, ETCUM: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>00.000</td>
<td>00.000</td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:** 33

**Specialty:** Ceramics, Sculpture, Drawing, Design

**Leadership:** List involvement in committees or other service

- Users Group - Art Dept. Modernization 2007-08
- Facilities Planning Committee, Chair, 2006-07
- Instructional Equipment Committee, 1996-2000
- Chair, Fine Arts Department, 1996-19998

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Antonacchio</td>
<td>Andrea</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**

- Shared W/other program(s):
  - Adjunct, ETCUM: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>00.000</td>
<td>00.000</td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:**

**Specialty:** Art Gallery Management
### Leadership: List involvement in committees or other service

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arnold</td>
<td>Chester</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
Shared W/other program(s):
Full-time, tenured No

**Summer 2009 TU**  
**Fall 2009 TU**  
**Spring 2010 TU**  
**Reassigned (Total)**
30  
00.000

**Years of Service:**
19

**Specialty:**
2-D Design, Drawing, Life Drawing, Painting, Life PLainting, Materials and Techniques

### Leadership: List involvement in committees or other service

Chair, Art Department, 2001-2002

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aten</td>
<td>Duane</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
Shared W/other program(s):
Adjunct, ETCUM No

**Summer 2009 TU**  
**Fall 2009 TU**  
**Spring 2010 TU**  
**Reassigned (Total)**
00.000

**Years of Service:**

**Specialty:**
Drawing

### Leadership: List involvement in committees or other service

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beadle</td>
<td>Carol</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
Shared W/other program(s):
Adjunct, ETCUM No

**Summer 2009 TU**  
**Fall 2009 TU**  
**Spring 2010 TU**  
**Reassigned (Total)**
10  
00.000

**Years of Service:**
20

**Specialty:**
Fiber sculpture, Surface Design, Weaving, 3-D Design, Dyeing and Spinning, Installation Sculpture

### Leadership: List involvement in committees or other service
<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bykle</td>
<td>Tron</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Carpenter</td>
<td>Janet</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chaille</td>
<td>Michael</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Clements</td>
<td>Gene</td>
<td>H</td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Bykle: Adjunct, ETCUM No
- Carpenter: Emergency Hire No
- Chaille: Adjunct, ETCUM No
- Clements: Adjunct, ETCUM No

**Years of Service:**
- Bykle: 9
- Carpenter: 3
- Chaille: 0
- Clements: 0

**Specialty:**
- Bykle: 2-D Design, Drawing, Painting, Printmaking, Performance Art
- Carpenter: Art History
- Chaille: jewelry

**Leadership:**
### Status: program(s):

**Adjunct, ETCUM**

<table>
<thead>
<tr>
<th>Status:</th>
<th>program(s):</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adjunct, ETCUM</td>
<td>No</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>16</td>
<td>00.000</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Years of Service: Specialty:

<table>
<thead>
<tr>
<th>Years of Service:</th>
<th>Specialty:</th>
</tr>
</thead>
<tbody>
<tr>
<td>8</td>
<td>Architecture (Design, Drafting, Green), History of Architecture, Computer Graphics for Architecture, Figure Drawing</td>
</tr>
</tbody>
</table>

### Leadership: List involvement in committees or other service

- CIP Architect Selection Committee 2005
- District Modernization Committee, 2005-06
- Interior Finishes Committee (Chair) 2005-06
- EEIF Grant 2006

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dagostino</td>
<td>Lisa</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Status:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emergency Hire</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>00.000</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Years of Service: Specialty:

<table>
<thead>
<tr>
<th>Years of Service:</th>
<th>Specialty:</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.5</td>
<td>jewelry</td>
</tr>
</tbody>
</table>

### Leadership: List involvement in committees or other service

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fields</td>
<td>Christoph</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Status:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adjunct, ETCUM</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

### Years of Service: Specialty:

<table>
<thead>
<tr>
<th>Years of Service:</th>
<th>Specialty:</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>Drawing</td>
</tr>
</tbody>
</table>

### Leadership: List involvement in committees or other service

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Goldberg</td>
<td>Georgia</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Status:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adjunct, ETCUM</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>00.000</td>
</tr>
<tr>
<td>Last Name</td>
<td>First Name</td>
<td>MI</td>
<td>Year Retired</td>
</tr>
<tr>
<td>-----------</td>
<td>------------</td>
<td>----</td>
<td>--------------</td>
</tr>
<tr>
<td>Gonzalez</td>
<td>James</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
<th>Status:</th>
<th>Shared W/other program(s):</th>
</tr>
</thead>
<tbody>
<tr>
<td>Goodheart</td>
<td>Marianna</td>
<td></td>
<td></td>
<td>Adjunct, ETCUM</td>
<td>No</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
<th>Status:</th>
<th>Shared W/other program(s):</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gorrell</td>
<td>Mark</td>
<td></td>
<td></td>
<td>Adjunct, ETCUM</td>
<td>No</td>
</tr>
</tbody>
</table>

Leadership: List involvement in committees or other service

Years of Service: 20
Specialty: Architecture, Drawing, Painting
Leadership: List involvement in committees or other service

District Modernization Committee, 2007 to the present

List of Faculty Members and Total Faculty Units separately for Fall, Spring and Summer

Last Name | First Name | MI | Year Retired:
--- | --- | --- | ---
Hall | Richard | C | 

Status: Shared W/other program(s):
Full-time, tenured No

Summer 2009 TU | Fall 2009 TU | Spring 2010 TU | Reassigned (Total)
--- | --- | --- | ---
30 | 00.000 |

Years of Service: 28
Specialty: Sculpture, Life Sculpture, Drawing

Leadership: List involvement in committees or other service
Chair, Art Department, 2004 to the present

List of Faculty Members and Total Faculty Units separately for Fall, Spring and Summer

Last Name | First Name | MI | Year Retired:
--- | --- | --- | ---
Lazarre | Emily | | 

Status: Shared W/other program(s):
Full-time, tenured No

Summer 2009 TU | Fall 2009 TU | Spring 2010 TU | Reassigned (Total)
--- | --- | --- | ---
30 | 00.000 |

Years of Service: 18
Specialty: Sculpture, Life Sculpture, Drawing

Leadership: List involvement in committees or other service

List of Faculty Members and Total Faculty Units separately for Fall, Spring and Summer

Last Name | First Name | MI | Year Retired:
--- | --- | --- | ---
Lefkowitz | Carol | S | 

Status: Shared W/other program(s):
Adjunct, ETCUM No

Summer 2009 TU | Fall 2009 TU | Spring 2010 TU | Reassigned (Total)
--- | --- | --- | ---
18 | 00.000 |

Years of Service: 3
Specialty: Drawing, Painting, 2-D Design

Leadership: List involvement in committees or other service
List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

Last Name       First Name        MI        Year Retired:
Loft            Deborah          H

Status:  
Shared W/other program(s):
Full-time, tenured No

Summer 2009 TU  Fall 2009 TU  Spring 2010 TU  Reassigned (Total)
30              00.000

Years of Service:  Specialty:
36              Art History

Leadership: List involvement in committees or other service
Curriculum Committee
Academic Senate
Instructional Equipment Committee,
Parking mitigation committee, Modernization
Chair, Art Department, 1992-1996

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

Last Name       First Name        MI        Year Retired:
Martin          Kevin

Status:  
Shared W/other program(s):
Adjunct, ETCUM No

Summer 2009 TU  Fall 2009 TU  Spring 2010 TU  Reassigned (Total)
00.000

Years of Service:  Specialty:
2               Multimedia

Leadership: List involvement in committees or other service

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

Last Name       First Name        MI        Year Retired:
Miller          Glen

Status:  
Shared W/other program(s):
Part-time, RETCUM No

Summer 2009 TU  Fall 2009 TU  Spring 2010 TU  Reassigned (Total)
00.000

Years of Service:  Specialty:
40+              Jewelry, Life Sculpture, Drawing,Life Drawing

Leadership: List involvement in committees or other service

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer
Last Name: Pozo  
First Name: Agustin  
MI:  
Year Retired:  

Status: Emergency Hire  
Shared W/other program(s): No  

Summer 2009 TU  
Fall 2009 TU  
Spring 2010 TU  
Reassigned (Total)  
00.000  

Years of Service: 1.5  
Specialty: Painting  

Leadership: List involvement in committees or other service  

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer  

Last Name: Ruder  
First Name: Bonnie J  
MI: J  
Year Retired:  

Status: Adjunct, ETCUM  
Shared W/other program(s): No  

Summer 2009 TU  
Fall 2009 TU  
Spring 2010 TU  
Reassigned (Total)  
18 00.000  

Years of Service: 17.5  
Specialty: Interior Design, History of Interior Design, Design  

Leadership: List involvement in committees or other service  
Student Center Art Exhibition Committee, 1994-1997  

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer  

Last Name: Scott  
First Name: Jack J  
MI: J  
Year Retired:  

Status: Adjunct, ETCUM  
Shared W/other program(s): No  

Summer 2009 TU  
Fall 2009 TU  
Spring 2010 TU  
Reassigned (Total)  
18 00.000  

Years of Service: 22  
Specialty: Drawing, Painting, Design, Life Drawing  

Leadership: List involvement in committees or other service  
1994 to the present: Coordinator, Student Art Exhibitions in Student Center (6 exhibits per year, over 80 shows)  

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer  

Last Name: Sheehan  
First Name: Kathy  
Year Retired:  

http://programreview.marin.edu/TUReportFaculty.jsp  
2/20/2010
## Steinmetz Polly A

<table>
<thead>
<tr>
<th>Status:</th>
<th>Shared W/other program(s):</th>
<th>Emergency Hire</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>summers</td>
<td>Fall 2009 TU</td>
<td>Fall 2009 TU</td>
<td>Spring 2010 TU</td>
</tr>
<tr>
<td>Years of Service:</td>
<td>.5</td>
<td>.5</td>
<td>.5</td>
</tr>
<tr>
<td>Specialty:</td>
<td>Drawing</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leadership:</td>
<td>List involvement in committees or other service</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Steinmetz</td>
<td>Polly</td>
<td>A</td>
<td></td>
</tr>
</tbody>
</table>

## Sutherland Karen

<table>
<thead>
<tr>
<th>Status:</th>
<th>Shared W/other program(s):</th>
<th>Full-time, tenured</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>summers</td>
<td>Fall 2009 TU</td>
<td>Fall 2009 TU</td>
<td>Spring 2010 TU</td>
</tr>
<tr>
<td>Years of Service:</td>
<td>20</td>
<td>20</td>
<td>20</td>
</tr>
<tr>
<td>Specialty:</td>
<td>Photography, History of Photography, Design</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leadership:</td>
<td>List involvement in committees or other service</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sutherland</td>
<td>Karen</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

## Unterseher Christoph

<table>
<thead>
<tr>
<th>Status:</th>
<th>Shared W/other program(s):</th>
<th>Adjunct, ETCUM</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>summers</td>
<td>Fall 2009 TU</td>
<td>Fall 2009 TU</td>
<td>Spring 2010 TU</td>
</tr>
<tr>
<td>Years of Service:</td>
<td>6?</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>Specialty:</td>
<td>Multimedia</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leadership:</td>
<td>List involvement in committees or other service</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unterseher</td>
<td>Christoph</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Wagner Katrina

**Summer 2009 TU**: 30  
**Fall 2009 TU**: 0  
**Spring 2010 TU**: 0  
**Reassigned (Total)**: 0

**Years of Service**: 12+  
**Specialty**: Ceramics, 2-D Design, 3-D Design?

**Leadership:**
- District Modernization
- Site and Landscape
- Furniture and Fixtures
- Signage
- Educational Master Plan Committee
- Staff Development Committee
- Chair, Art Department, 1990-1992
- Curriculum Committee

**List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Weston</td>
<td>Jeff</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Adjunct, ETCUM
- No

### Westen Jeff

**Summer 2009 TU**: 0  
**Fall 2009 TU**: 0  
**Spring 2010 TU**: 0  
**Reassigned (Total)**: 0

**Years of Service**: 30  
**Specialty**: Photography

**Leadership:**
- District Modernization
- Site and Landscape
- Furniture and Fixtures
- Signage
- Educational Master Plan Committee
- Staff Development Committee
- Chair, Art Department, 1990-1992
- Curriculum Committee

**List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Widenhofer</td>
<td>Allan</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Part-time, RETCUM
- No
List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wilson</td>
<td>Derek</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program(s):
Full-time, tenured No

Leadership: List involvement in committees or other service
Chair, Fine Arts Department, 1980
Curriculum Committee, 1970s
Campus Planning Chair (previous Remodel Art, 1972)

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wood</td>
<td>Robin</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program(s):
Adjunct, ETCUM No

Leadership: List involvement in committees or other service

Additional Teaching Unit Requests

III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)
1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.
3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
# Faculty Members
## Auto-2009

### I. Program Faculty

#### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>DelGrande</td>
<td>Dave</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:** Shared W/other program(s):
- Adjunct, ETCUM: **No**

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.1</td>
<td></td>
<td></td>
<td>00.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 7
- List all areas of specialty and/or equivalency: Introduction to Auto Maintenance

**Leadership:** List involvement in committees or other service

City College of San Francisco NATEF Advisory Committee

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hritz</td>
<td>George</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:** Shared W/other program(s):
- Full-time, tenured: **No**

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>19.8390</td>
<td>00.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 30
- List all areas of specialty and/or equivalency: Automotive Automatic Transmissions/Transaxles, Automotive Electrical Systems, Engine Performance Diagnosis and Repair

**Leadership:** List involvement in committees or other service

COM Curriculum Committee, COM Instructional Equipment Committee, President California Automotive Business Coalition (CalABC) Educational Foundation, Executive Board Member California Automotive Teachers (CAT), California Bureau of Automotive Repair (BAR) Advisory Group Member, Marin County ROP Auto Technology Advisory Committee

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Palmer</td>
<td>Ron</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:** Shared W/other program(s):
- Full-time, tenured: **Yes**

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.2</td>
<td>13.8</td>
<td>13.8</td>
<td>00.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 32
- List all areas of specialty and/or equivalency: Specialized Electronic Training, Brakes, Suspension, Engines, Manual Transmissions/Transaxles, Drive Trains, Careers and Automotive Math

**Leadership:** List involvement in committees or other service

COM Career Education Department Chair and Curriculum Committee

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Willits</td>
<td>Ron</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:** Shared W/other program(s):
- Adjunct, ETCUM: **No**

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>6</td>
<td>6</td>
<td>00.000</td>
</tr>
</tbody>
</table>
Years of Service: 7
Specialty:
- List all areas of specialty and/or equivalency Automotive Heating and Air Conditioning, California Bureau of Automotive Repair Basic Area Clean Air Course, Enhanced Area Clean Air Car Course, 2007 Technician Update Training Course, A-6 Alternative Electronical and Electronic System Diagnosis and Repair

Leadership: List involvement in committees or other service

Additional Teaching Unit Requests

III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)
1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department.

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

The Automotive Technology Program was at one time fully staffed with two fulltime highly trained instructors, and a dedicated fulltime automotive lab tech. In 1997 when one Automotive Technology instructor retired, and the fulltime only Auto Collision Repair instructor retired the COM Administration decided to save money by making the ACRT position a part-time program and split the full time Automotive Instructor job. At the same time the lab tech position was split between two programs. Automotive Technology and Auto Collision Repair are entirely different industries, require very different knowledge bases, and the skill sets are unrelated. The COM Administration failed to comprehend the differences between these two different disciplines. The search for an instructor to teach both areas resulted in a very small and weak pool from which to select. The end result is that a part time instructor in the Auto Tech program was hired. The most important driving force for the decision to split the instructor position and the lab tech position was to save money for the District. This salary savings was never redirected back to the Automotive Program, and the Program has suffered the consequence as a result of this decision. At one point the Automotive Technology Program was rated among the top programs in the State of California. Having the full time Automotive Technology instructor position split between AUTO and ACRT; and the lab tech is split between 2 facilities; 2 labs; 2 student populations; and 2 industries, spreading the positions so thin has had a negative impact on the quality of the Automotive Technology Program's ability to deliver the "stellar level" of ATTS certified training standards to our students. We make the best of the situation. The instructor who is split in trying his best to straddle two entirely different technologies; the lab tech tries his best to cover two very different "lab learning environments". It is critical in today's world of Automotive Technology that instructor's are "real time" dedicated to receiving intensive update training in the Field due to the emerging technologies (hybrid, electric, fuel cell, hydrogen fuel, and vehicle stability control to name a few); the very serious emerging "safety issues for instruction", and new methods for teaching these new technologies. The instructor who is split between Automotive Collision Repair and Automotive Technology does not have the time to dedicate to the extensive training necessary in one industry or the other. It is hard enough to stay current at "real industry standards" in the Automotive Technology field, much less try to do "real time" industry standards in two different fields. Both programs suffer. Students will ultimately pay the price for watered down curriculum and training standards.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.
11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
# Faculty Members

## ACRT-2009

### I. Program Faculty

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
<th>Status:</th>
<th>Shared W/other program(s):</th>
</tr>
</thead>
<tbody>
<tr>
<td>Barrall</td>
<td>Mark</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Part-time, ETNUM Yes</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>9</td>
<td>6.2</td>
<td>00.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 3  
Instructor in Auto Collision Repair specializing in plastic repair and detailing. Instructor in Electronics specializing in electrical repair.

**Leadership:** List involvement in committees or other service

---

<table>
<thead>
<tr>
<th>Behr</th>
<th>Tom</th>
<th></th>
<th></th>
<th>Adjunct, ETCUM No</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Status:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>6.2</td>
<td>6.2</td>
<td>00.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 9  
Instructor in Auto Collision Repair specializing in non structural repair

**Leadership:** List involvement in committees or other service

---

<table>
<thead>
<tr>
<th>Brady</th>
<th>Steven</th>
<th></th>
<th></th>
<th>Adjunct, ETCUM No</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Status:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.2</td>
<td>6.2</td>
<td>6.2</td>
<td>00.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 8  
Instructor in Auto Collision Repair specializing in structural repair and welding.

**Leadership:** List involvement in committees or other service
List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Palmer</td>
<td>Ronald</td>
<td>E</td>
<td></td>
</tr>
</tbody>
</table>

Status:  
Full-time, tenured: Yes

Shared W/other program(s):

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.2</td>
<td>6.2</td>
<td>6.2</td>
<td>00.000</td>
</tr>
</tbody>
</table>

Years of Service: Specialty:
Instructor in Auto Collision Repair specializing in automotive painting and refinishing. Instructor in Automotive Technology specializing in automotive engines, manual transmissions and drive train, brakes, alignment and suspension. Specialized electronics training.

Leadership: List involvement in committees or other service
Department Chair Career Education Program Coordinator Auto Collision Repair Technology Curriculum Committee

Additional Teaching Unit Requests

III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)
1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.
8. **Current of forthcoming changes** that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. **Program Review Findings**: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. **Other considerations**: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. **Shared Resources**: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
## I. Program Faculty

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Barbara</td>
<td>Bonander</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Status:
- Shared W/other program(s):
- Full-time, tenured: Yes

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>3.5</td>
<td></td>
</tr>
</tbody>
</table>

#### Years of Service:
- 20

#### Specialty:
- ESL English Skills

#### Leadership:
- List involvement in committees or other service
  - College Skills department chair

---

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Borenstein</td>
<td>Bonnie</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Status:
- Shared W/other program(s):
- Full-time, tenured: Yes

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>3.5</td>
<td></td>
</tr>
</tbody>
</table>

#### Years of Service:
- 6

#### Specialty:
- Speech/Communications Women’s Studies English Skills

#### Leadership:
- List involvement in committees or other service
  - Budget Committee
  - Educational Master Plan Committee
  - SLO Planning Committee
  - Phase 3 Program Review Committee
  - President, Latino Cultural Association
  - Faculty Advisor, Students for Social Responsibility

---

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carlson</td>
<td>Sharon</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Status:
- Shared W/other program(s):
- Adjunct, ETCUM: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>5.6</td>
<td>00.000</td>
</tr>
</tbody>
</table>

#### Years of Service:
- 5.6

#### Specialty:
- ESL and GED

#### Leadership:
- List involvement in committees or other service

---

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Drisdell</td>
<td>Lucas</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Status:
- Shared W/other program(s):

---

http://programreview.marin.edu/TUReportFaculty.jsp
### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hren</td>
<td>Kristen</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Status:</td>
<td>Shared W/other program (s):</td>
<td>Adjunct, ETCUM</td>
<td>Yes</td>
</tr>
<tr>
<td>Summer 2009 TU</td>
<td>Fall 2009 TU</td>
<td>Spring 2010 TU</td>
<td>Reassigned (Total)</td>
</tr>
<tr>
<td>5.7</td>
<td>00.000</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Leadership: List involvement in committees or other service

- English
- English Skills

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Koenig</td>
<td>Karen</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Status:</td>
<td>Shared W/other program (s):</td>
<td>Adjunct, ETCUM</td>
<td>No</td>
</tr>
<tr>
<td>Summer 2009 TU</td>
<td>Fall 2009 TU</td>
<td>Spring 2010 TU</td>
<td>Reassigned (Total)</td>
</tr>
<tr>
<td>2.8</td>
<td>00.000</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Leadership: List involvement in committees or other service

- English Composition; Journalism; English Skills

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pasquel</td>
<td>Alicia</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Status:</td>
<td>Shared W/other program (s):</td>
<td>Adjunct, ETCUM</td>
<td>Yes</td>
</tr>
<tr>
<td>Summer 2009 TU</td>
<td>Fall 2009 TU</td>
<td>Spring 2010 TU</td>
<td>Reassigned (Total)</td>
</tr>
<tr>
<td>8.5</td>
<td>00.000</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Leadership: List involvement in committees or other service

- Academic Senate Treasurer
- Basic Skills Initiative Co-Chair
- Learning Communities Initiator

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Leadership: List involvement in committees or other service

- Academic Senate Treasurer
- Basic Skills Initiative Co-Chair
- Learning Communities Initiator
<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
<th>Status:</th>
<th>Shared W/other program (s):</th>
<th>Years of Service</th>
<th>Specialty:</th>
<th>Leadership: List involvement in committees or other service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Timmel</td>
<td>Michael</td>
<td></td>
<td></td>
<td>Full-time, tenured</td>
<td>No</td>
<td>16.8</td>
<td>English Skills</td>
<td>English Skills Lab Coordinator</td>
</tr>
<tr>
<td>Tjernell</td>
<td>Larry</td>
<td></td>
<td></td>
<td>Full-time, tenured</td>
<td>Yes</td>
<td>2.8</td>
<td>English</td>
<td>English Skills</td>
</tr>
<tr>
<td>Simotas</td>
<td>Michelle</td>
<td></td>
<td></td>
<td>Emergency Hire</td>
<td>No</td>
<td>7.8</td>
<td>English</td>
<td></td>
</tr>
</tbody>
</table>
Additional Teaching Unit Requests

III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)

1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

Previously there were three full-time faculty in the discipline. There is now one full-time faculty after two retirements.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

N/A

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

Two retired.
0 RETCUM units.

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

None

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

N/A

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

N/A

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

6 to 7 sections of ENGL 98 will be added to ENGLISH SKILLS starting July 2010. This will increase the discipline, so the need for full-time faculty is even greater than before.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

The English Skills discipline needs a full-time reading skills specialist and an instructor capable of teaching all subject areas of the GED exam.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

Replacement for recent faculty losses. Full-time faculty provide stability for programs and the institution.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
## Faculty Members
### BIOL-2009

### I. Program Faculty

**List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
<th>Status:</th>
<th>Shared W/other program(s):</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agudelo-Silva</td>
<td>Fernando</td>
<td></td>
<td></td>
<td>Full-time, probationary</td>
<td>Yes</td>
</tr>
<tr>
<td>Boyce</td>
<td>Sima</td>
<td></td>
<td></td>
<td>Adjunct, ETCUM</td>
<td>No</td>
</tr>
<tr>
<td>Brown</td>
<td>Becky L</td>
<td>L</td>
<td></td>
<td>Full-time, probationary</td>
<td>No</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>24</td>
<td>0</td>
<td>0</td>
<td>0.000</td>
</tr>
<tr>
<td>13</td>
<td>0</td>
<td>0</td>
<td>0.000</td>
</tr>
<tr>
<td>38</td>
<td>0</td>
<td>0</td>
<td>0.000</td>
</tr>
</tbody>
</table>

**Years of Service:**
8
3
3

**Specialty:**
Biology, microbiology, horticulture, engineering, public health, ecology
List all areas of specialty and/or equivalency

**Leadership: List involvement in committees or other service**

Chair of facilities planning committee for more than two years. With other com. members develop master list of facilities, criteria to rank facilities requests, establish computer driven system to track maintenance requests.

Without formally reassigned units, have been instrumental in assisting coordination of Environmental Landscaping program.

I have submitted two proposals to the Educational Excellence Innovation and obtained funding to establish sustainable garden. This garden is used to support teaching of various classes including nutrition.

Proposed Irrigation Center which led to creation of partnerships with Marin Water District, California Landscape Contractors Association nd Marin County Supervisors.

Obtained grant from Bay Area Biotech group to purchase laboratory supplies and equipment.

Assembled team that won award at the San Francisco Flower and Garden Show.

Sponsor of Land Sustainability Club.

**List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
<th>Status:</th>
<th>Shared W/other program(s):</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brown</td>
<td>Becky</td>
<td>L</td>
<td></td>
<td>Full-time, probationary</td>
<td>No</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>38</td>
<td>0</td>
<td>0</td>
<td>0.000</td>
</tr>
</tbody>
</table>
Leadership: List involvement in committees or other service
Curriculum Committee
Various Hiring Committees
Technical Review Committee
User group for new science building

| List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer |
|--------------------------------|----------------|----------------|----------------|
| Last Name | First Name | MI | Year Retired: |
| Bruce    | Douglas A. | A. |                |

Status: Adjunct, ETCOM
Adjunct, ETCOM

Summer 2009 TU | Fall 2009 TU | Spring 2010 TU | Reassigned (Total) |
---|---|---|---|
8 | 00.000 |

Years of Service: Specialty:
2 Majors general biology, intro biology, entomology, evolution, field biology, genetics, physiology, nutrition

Leadership: List involvement in committees or other service

Full-time professor at Dominican University of California (and member of several governance committees there)

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

| List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer |
|--------------------------------|----------------|----------------|----------------|
| Last Name | First Name | MI | Year Retired: |
| Cunningham | James B. | B. |                |

Status: Adjunct, ETCOM
Adjunct, ETCOM

Summer 2009 TU | Fall 2009 TU | Spring 2010 TU | Reassigned (Total) |
---|---|---|---|
10 | 00.000 |

Years of Service: Specialty:
21 Ornithology, Ecology, General Biology

Leadership: List involvement in committees or other service

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

| List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer |
|--------------------------------|----------------|----------------|----------------|
| Last Name | First Name | MI | Year Retired: |
| da Silva | Paul G | G |                |

Status: Full-time, tenured
Full-time, tenured

Summer 2009 TU | Fall 2009 TU | Spring 2010 TU | Reassigned (Total) |
---|---|---|---|
33 | 00.000 |

Years of Service: Specialty:
11 Entomology, Ecology, Environmental Science, Plant Science, History of Science

Leadership: List involvement in committees or other service

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

| List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer |
|--------------------------------|----------------|----------------|----------------|
| Last Name | First Name | MI | Year Retired: |
| Deneris | Jamie | |                |

Status: Full-time, tenured
Full-time, tenured

Summer 2009 TU | Fall 2009 TU | Spring 2010 TU | Reassigned (Total) |
---|---|---|---|
40.500 | 00.000 |

http://programreview.marin.edu/TURreportFaculty.jsp 2/23/2010
Years of Service:  
14
Specialty:  
Microbiology, Molecular and Cell Biology, Evolutionary Biology, Field Biology and Ecology

Leadership: List involvement in committees or other service
Health and Safety Committee
Sabbatical Leave Committee
Guest lecturer in other departments on campus most semesters
Point Reyes National Seashore
Hawaii Volcanoes National Park
Great Basin National Park
Northern California Biotechnology Consortium

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
<th>Status:</th>
<th>Shared W/other program(s):</th>
</tr>
</thead>
<tbody>
<tr>
<td>Egert</td>
<td>David</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

|    |    |    |            |         |                           |
| Summer 2009 TU | Fall 2009 TU | Spring 2010 TU | Reassigned (Total) |
|    |    |    |            |         |                           |
| 34 | 3  |

Years of Service:  
8
Specialty:  
Human Physiology and Anatomy, Neurobiology, Systems & Control Theory, Engineering

Leadership: List involvement in committees or other service
Institutional Planning Committee
Life and Earth Sciences Department Chair
Various Hiring Committees (Biology and Chemistry faculty, as well as Science Center Computer resource person)

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
<th>Status:</th>
<th>Shared W/other program(s):</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gamal</td>
<td>Arif</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

|    |    |    |            |         |                           |
| Summer 2009 TU | Fall 2009 TU | Spring 2010 TU | Reassigned (Total) |
|    |    |    |            |         |                           |
| 16 | 00.000  |

Years of Service:  
7
Specialty:  
Human Anatomy and Physiology, Human Sexuality

Leadership: List involvement in committees or other service

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
<th>Status:</th>
<th>Shared W/other program(s):</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gearhart</td>
<td>Anne</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

|    |    |    |            |         |                           |
| Summer 2009 TU | Fall 2009 TU | Spring 2010 TU | Reassigned (Total) |
|    |    |    |            |         |                           |
| 11 | 00.000  |

Years of Service:  
1

Leadership: List involvement in committees or other service

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
<th>Status:</th>
<th>Shared W/other program(s):</th>
</tr>
</thead>
<tbody>
<tr>
<td>Glazebrook</td>
<td>Catriona</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

|    |    |    |            |         |                           |
| Summer 2009 TU | Fall 2009 TU | Spring 2010 TU | Reassigned (Total) |
|    |    |    |            |         |                           |
|    |    |    |            |         |                           |

Years of Service:  
1

Leadership: List involvement in committees or other service
<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
<th>Status</th>
<th>Shared W/other program(s):</th>
<th>Years of Service</th>
<th>Specialty</th>
<th>Leadership: List involvement in committees or other service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Harms</td>
<td>Sharon</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1</td>
<td>Environmental Policy</td>
<td>Is liaison with Environmental Education Council of Marin</td>
</tr>
<tr>
<td>Lenarz</td>
<td>William</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>9</td>
<td>Nutrition</td>
<td></td>
</tr>
<tr>
<td>Mahmoud</td>
<td>Eiman</td>
<td></td>
<td></td>
<td></td>
<td>Emergency Hire</td>
<td>11</td>
<td>Fisheries biology, population ecology</td>
<td></td>
</tr>
<tr>
<td>Messana</td>
<td>Benedict</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>3</td>
<td>Human Anatomy, ???</td>
<td></td>
</tr>
</tbody>
</table>
### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mueller</td>
<td>Joe</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Richards</td>
<td>Sandy</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rodriguez</td>
<td>Elena</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Schink</td>
<td>Jeff</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Status:
- Shared W/other program(s):
  - Full-time, tenured
  - Temp Pool No

#### Years of Service:
1. **Mueller Joe**
   - Summer 2009 TU: 44
   - Fall 2009 TU: 0
   - Spring 2010 TU Reassigned: 0
   - Total: 44
   - Years of Service: 19
   - Specialty:
     - Marine biology, ornithology, mammalogy, ecology, environmental science, field biology, aquatic biology, human sexuality, animal behavior, zoology, extended field studies Alaska/Pacific Northwest/Southwest/Yellowstone, herpetology, marine mammals, marine ecology field studies.
   - Leadership: List involvement in committees or other service
     - Senator and Academic Senate. Various hiring committees. Coordinated and revitalized Bolinas Marine Lab (12 years). Faculty advisor for COM Envirmental Action Club (16 years). Hiring committees for Marin County Parks and Open Space. Senior Member Bolinas Lagoon Technological Advisory Committee (12 years) Curriculum Advisor for Environmental Forum of Marin. Lecturer/Speaker every two weeks for one or more: Marin Audubon So, Audubon Canyon Ranch, Hungry Owl Project, Environmental Forum of Marin, Local State, Federal and County parks docent/nature education programs and ranger training. Educator Point Reyes Field Seminars, Point Reyes National Seashore, Parallones National Marine Sanctuary and most local environmental education institutions. Cares for 50 animals (llams to lizards) used for nature education.

2. **Richards Sandy**
   - Summer 2009 TU: 0
   - Fall 2009 TU: 0
   - Spring 2010 TU Reassigned: 0
   - Total: 0
   - Years of Service: 3
   - Specialty: Nutrition
   - Leadership: List involvement in committees or other service

3. **Rodriguez Elena**
   - Summer 2009 TU: 5
   - Fall 2009 TU: 0
   - Spring 2010 TU Reassigned: 0
   - Total: 5
   - Years of Service: 3
   - Specialty: List all areas of specialty and/or equivalency
   - Leadership: List involvement in committees or other service

4. **Schink Jeff**
   - Summer 2009 TU: 2.5
   - Fall 2009 TU: 0
   - Spring 2010 TU Reassigned: 0
   - Total: 2.5
   - Years of Service: 3
   - Specialty: List all areas of specialty and/or equivalency
   - Leadership: List involvement in committees or other service
### Leadership: List involvement in committees or other service

#### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Smith</td>
<td>Victor G</td>
<td>G</td>
<td></td>
</tr>
<tr>
<td>Status:</td>
<td>Shared W/other program(s):</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Temp Pool</td>
<td>No</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Summer 2009 TU</td>
<td>Fall 2009 TU</td>
<td>Spring 2010 TU</td>
<td>Reassigned (Total)</td>
</tr>
<tr>
<td>10</td>
<td>00.000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Years of Service:</td>
<td>Specialty:</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Leadership: List involvement in committees or other service

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Waldman</td>
<td>Leslie R.</td>
<td>R.</td>
<td></td>
</tr>
<tr>
<td>Status:</td>
<td>Shared W/other program(s):</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adjunct, ETCUM</td>
<td>No</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Summer 2009 TU</td>
<td>Fall 2009 TU</td>
<td>Spring 2010 TU</td>
<td>Reassigned (Total)</td>
</tr>
<tr>
<td>24</td>
<td>00.000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Years of Service:</td>
<td>Specialty:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Neuroscience, Human Physiology and Anatomy, Zoology, Evolutionary Biology</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Leadership: List involvement in committees or other service

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Williams</td>
<td>Jeannine D.</td>
<td>D.</td>
<td></td>
</tr>
<tr>
<td>Status:</td>
<td>Shared W/other program(s):</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adjunct, ETCUM</td>
<td>No</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Summer 2009 TU</td>
<td>Fall 2009 TU</td>
<td>Spring 2010 TU</td>
<td>Reassigned (Total)</td>
</tr>
<tr>
<td>16</td>
<td>00.000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Years of Service:</td>
<td>Specialty:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Microbiology, Physiology, Virology, and Immunology, Zoology</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Additional Teaching Unit Requests

#### III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)

1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

The ratio of part-time to full-time instructors has grown over the past few years. When the ratio gets too high, it may produce unreliability and instability in staffing and unpleasant conditions for the students. During the past year, we had an unfortunate example. A part-time emergency hire abandoned his laboratory section in the middle of the class, walked out the door, and was never seen again. While the vast majority of our part-time instructors are excellent and reliable, last-minute scrambles to staff classes could be avoided by hiring more full-time instructors.

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?
Ruth Nash was the last person to retire in the biology program to retire, last teaching classes approximately five years ago. (Jim Locke retired more recently from the Life and Earth Sciences Department, but not from the biology program). We currently have no RETCUM faculty.

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

Fernando Agudelo Silva (shared with Environmental Landscaping) was hired eight years ago.

Becky Brown was hired five years ago.

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

Enrollment increases in the basic biology program have mostly been in the non-majors’ courses. Enrollment in Biology 110 and Biology 110L have each been on the order of 20%. Other enrollment increases in the allied health courses have affected courses taught in the biology program, because some instructors teach in both programs. Overall increase in FTEF is approximately 1.0.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
## I. Program Faculty

### List of Faculty Members and Total Faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boyd</td>
<td>Sandy</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Forsyth</td>
<td>Susan</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fowler</td>
<td>Kenneth</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hinds</td>
<td>John</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Status:
- Shared W/other program
- Full-time, tenured: Yes
- Adjunct, ETCUM: No

### Years of Service:
- Summer 2009 TU: 9.000
- Fall 2009 TU: 16.000
- Spring 2010 TU: 3.000
- Reassigned (Total): 0.000

### Leadership:
List involvement in committees or other service
## List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kennedy</td>
<td>Robert</td>
<td></td>
<td>2009</td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program

**(s):**
- Retired this year: Yes

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.0</td>
<td>00.000</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:** 39

**Specialty:** BUS

**Leadership:** List involvement in committees or other service
- Academic Senate

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ortiz</td>
<td>Yvonne</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program

**(s):**
- Adjunct, ETCUM: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>18.450</td>
<td>00.000</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:** 9

**Specialty:** CIS, BUS, BOS

**Leadership:** List involvement in committees or other service

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oswald</td>
<td>Gary</td>
<td>P</td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program

**(s):**
- Temp Pool: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>18.450</td>
<td>00.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 15

**Specialty:** REAL

**Leadership:** List involvement in committees or other service

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pacula</td>
<td>Norman</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program

**(s):**
- Full-time, tenured: Yes

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>36.650</td>
<td>00.000</td>
</tr>
</tbody>
</table>

**Years of Service:**
- Specialty: BUS, ECON

**Leadership:** List involvement in committees or other service
<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rollins</td>
<td>Corina</td>
<td>D</td>
<td>21</td>
</tr>
<tr>
<td>Rusting</td>
<td>John</td>
<td>C</td>
<td>6</td>
</tr>
</tbody>
</table>

**Leadership:** List involvement in committees or other service

Curriculum Committee

Hiring Committee(s)

Wrote submission to State of CA for approval of Appraisal Coursework (2007)
### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tjernell</td>
<td>Larry</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**

- Shared W/other program (s):
  - Full-time, tenured: Yes

**Summer 2009 TU** | **Fall 2009 TU** | **Spring 2010 TU** | **Reassigned (Total)**
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2.000</td>
<td>00.000</td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:**

**Specialty:**

- BUS, CIS

**Leadership:** List involvement in committees or other service

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Willet</td>
<td>Nancy</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**

- Shared W/other program (s):
  - Emergency Hire: No

**Summer 2009 TU** | **Fall 2009 TU** | **Spring 2010 TU** | **Reassigned (Total)**
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>9.000</td>
<td>00.000</td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:**

**Specialty:**

- BUS, REAL

**Leadership:** List involvement in committees or other service

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wilson</td>
<td>Brian</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**

- Shared W/other program (s):
  - Full-time, tenured: No

**Summer 2009 TU** | **Fall 2009 TU** | **Spring 2010 TU** | **Reassigned (Total)**
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>36.150</td>
<td>06.000</td>
<td>06.000</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:**

- 28

**Specialty:**

- BUS, BUS, CIS

**Leadership:** List involvement in committees or other service

- Tech Prep Representative for COM, served on Marin Workforce Investment Board,
  - Participated in Youth Focus Groups administration with Dominican University.

### Additional Teaching Unit Requests

#### III. FT Faculty Needs

**Please fill this out ONLY if you are stating a need for new full time faculty in your area.**

1. **Please indicate if there are NO FT faculty in your discipline.** *Please provide data regarding the length of time this discipline has been without a full time instructor.*

   With the retirement of Robert Kennedy, the Accounting discipline has no FT faculty. Robert served as FT faculty in Accounting and Business and Economics. He retired December, 2009. Prior to his retirement, Larry Steiner was a FT Accounting (only) teacher for 30 years. When he retired in 2008, Robert was supposed to take over his load. He took part of it and we recruited three PT Accounting instructors; One of them was not rehired after one semester. Last year one of the PT ETCUMS went out on sick leave for over a month mid semester. Luckily the other PT instructor temporarily changed his work schedule and taught as a substitute . The instability this caused in the beginning accounting class was not easily dismissed. We are in danger of destroying a well developed major part of the business transfer program.

2. **Non-availability of part-time instructors in a subject area.** *Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.*

   It took two recruiting sessions to ultimately end up with only two applicants capable of teaching Accounting (out of twenty applications.) . Only one of them is able to teach regularly during the day.

[http://programreview.marin.edu/TUReportFaculty.jsp](http://programreview.marin.edu/TUReportFaculty.jsp)
3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

Two have retired from Accounting/Business and three have retired from CIS. There are no current RETCUM faculty in BIS. That is, none of the retirees are qualified as RETCUM.

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

Two CIS FT faculty have been hired in the past ten years, AJoe Ritchie and John Hinds. AJoe was a long time PT instructor teaching general CIS and specifically database classes. John was hired to teach the Networking specialty classes and has also been assigned to teach part of his load in Astronomy. Both were hired about eight years ago.

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

We have managed to maintain the current level of BUS TU's by allowing PT faculty to teach over the nine unit maximum for Spring 2010. We will not be allowed to do so in the Fall and will certainly have to drop five to eight teaching units from the program.

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

With Kennedy's retirement, we have no one teaching full time in Accounting or Business. Kennedy split his load with Econ so now we have only PT faculty teaching Accounting. It is likely that we will lose the remaining FT faculty teaching a partial load in Business transfer courses within the next three to five years.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

The College of Marin has created a very successful Business transfer program drawing on FT faculty teaching in Accounting, Business and Econ. The influence of these full time faculty on the students has resulted in a very high transfer rate, especial to UC and even a highly visible award winning graduate, who was featured in a recent College of Marin catalog.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.

It is hoped that the full time faculty hired would be capable of teach in both the Accounting and Business disciplines. That one individual could provide the core to the Business transfer program and provide the long term stability it needs even with the
# Faculty Members

## CHEM-2009

### I. Program Faculty

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dunmire</td>
<td>Erik</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:** Shared W/other program(s):
- Full-time, tenured: Yes

#### Summer 2009 TU | Fall 2009 TU | Spring 2010 TU | Reassigned (Total) |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>16.5</td>
<td>15</td>
<td>0.000</td>
<td></td>
</tr>
</tbody>
</table>

#### Years of Service: Specialty:
- Ph.D. Chemical Engineering: Dissertation research involved biomedical topics relevant to contraceptive drug delivery. Currently conducting sabbatical research/study project on energy sustainability.

#### Leadership: List involvement in committees or other service

Starting soon after being hired full-time by COM, Erik has served variously as department chair for physical sciences, interim Dean of Math & Sciences, and as a member of various committees. NOTE: Erik's official position is 50% chemistry, 50% Engineering, but he usually teaches 9.5-14 units per semester in chemistry and about 3-7.5 units per semester in Engg, depending upon staffing needs.

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ho</td>
<td>Andrew</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:** Shared W/other program(s):
- Adjunct, ETCUM: No

#### Summer 2009 TU | Fall 2009 TU | Spring 2010 TU | Reassigned (Total) |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>7.98</td>
<td>7.98</td>
<td>0.000</td>
<td></td>
</tr>
</tbody>
</table>

#### Years of Service: Specialty:
- MS Physical Organic Chemistry and Ph.D. in Organic Synthesis. Worked for many years as synthetic chemist for Shamrock Corp. and Chevron on a number of projects including agricultural chemicals, insecticides, fungicides, herbicides, and plant growth regulators, petrochemicals, synthesis of high molecular silicon polymers, and oil field additives.

#### Leadership: List involvement in committees or other service

Teaching units reflect teaching load for academic 08-09.

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hrovat</td>
<td>James</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:** Shared W/other program(s):
- Temp Pool: No

#### Summer 2009 TU | Fall 2009 TU | Spring 2010 TU | Reassigned (Total) |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>15.47</td>
<td>15.45</td>
<td>0.000</td>
<td></td>
</tr>
</tbody>
</table>

#### Years of Service: Specialty:
- MS Organic Chemistry: Specialty Organometallic catalyst

#### Leadership: List involvement in committees or other service

Teaching units reflect teaching load for academic 08-09.

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kelly</td>
<td>Patrick A</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:** Shared W/other program(s):
- Full-time, tenured: No

#### Summer 2009 TU | Fall 2009 TU | Spring 2010 TU | Reassigned (Total) |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>15.45</td>
<td>15.45</td>
<td>6</td>
<td></td>
</tr>
</tbody>
</table>
Years of Service: 5
Specialty: Ph.D. Organic Chemistry: Specialty, organic methodology, organometallic synthesis and novel ligand design, natural product synthesis and "green chemistry".

Leadership: List involvement in committees or other service
Department Chair, Vice President Academic Senate, College Council Member. Member Physical Science User Group. Formerly on Data Acquisition Group, Technology Committee, Instructional Equipment Committee, Parking Task Force, District Modernization Committee. Teaching units reflect teaching load for academic 08-09. Dr. Kelly also had 3 units per semester as department chair, 1 units per semester for VP Academic Senate.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Loeser</td>
<td>Jennifer</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program(s):
Full-time, tenured No

Summer 2009 TU  Fall 2009 TU  Spring 2010 TU  Reassigned (Total)
30.47 0.000

Years of Service: 6
Specialty: Ph.D. Physical Chemistry

Leadership: List involvement in committees or other service
Jenny is the former chair of the Physical Sciences department. She has sat on a number of committees in the past. She has written/revised numerous laboratory experiments for the chemistry discipline.

Teaching units reflect teaching load for academic 08-09.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meyers</td>
<td>Michelle</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Adjunct, ETCUM No

Summer 2009 TU  Fall 2009 TU  Spring 2010 TU  Reassigned (Total)
12.98 0.000

Years of Service: 3
Specialty: MS Physical Chemistry. Has experience in wastewater treatment chemistry, academic research and has taught both high school and community college chemistry.

Leadership: List involvement in committees or other service
Teaching units reflect teaching load for academic 08-09.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Michaely</td>
<td>William</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Adjunct, ETCUM No

Summer 2009 TU  Fall 2009 TU  Spring 2010 TU  Reassigned (Total)
14.47 0.000

Years of Service: 6

Leadership: List involvement in committees or other service
Teaching units reflect teaching load for academic 08-09.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opongmensah</td>
<td>Kofi</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Adjunct, ETCUM No
### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parsa</td>
<td>Poupak</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Subramaniam</td>
<td>Mani</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Works</td>
<td>Carmen</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program(s):
  - Temp Pool: No
  - Adjunct, ETCUM: No

**Years of Service:** 3, 7, 1

**Specialty:**
- PhD Chemistry
- Ph.D. Organic Synthesis. Worked at Zeneca and Bio-Rad as a synthetic chemist working on a variety of projects including pharmaceutical development, and reagent synthesis.
- Ph.D. Inorganic Chemistry. Research includes bioinorganic investigations of chromium 3+ carrying proteins.

**Leadership:** List involvement in committees or other service

Teaching units reflect teaching load for academic 08-09.

### Additional Teaching Unit Requests

**III. FT Faculty Needs**

Please fill this out ONLY if you are stating a need for new full time faculty in your area.

1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

In the 9 semesters Patrick Kelly has been at CoM he has sat on 7 hiring committees (other full time instructors in the department have similar statistics), in a never ending attempt to find new part time teachers to fill...
these classes. Currently the number of units taught by full timers equal to a full time load in only 35%. The pool of qualified instructors with a MS or PhD in chemistry in Marin county (and surrounding areas) is abysmal. The fact that we offer a total of about 7.0 FTEF and we only have 2.5 full time instructors in chemistry is absurd.

- The chemistry department has grown from a WSCH of 2599 in the academic year 02-02 to over 5000 in the past year.
- The number of students in the chemistry discipline as more than doubled since 2000 (to a total headcount of about 700 students over this year).
- The number of class sections offered (all with labs that need supplies) has increased from 21 sections in 02-03 to 38 sections in 09-10.
- And we only have 2.5 full time instructors in the department and anywhere from 9 to 11 part timers. Need we say more?!!

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.
   Erik Dunmire 50% chem, 50% engg. hired 2001
   Jennifer Loeser, hired 2003
   Patrick Kelly, hired 2004

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.
   No, We are growing....25% this year alone.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.
   See above. We can't keep up. Every term we are looking all over the bay area for people to teach classes.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.
   We are getting bigger!!!

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.
    BIGGER! In 2003 there were two full time instructors and 3 part timers, now there are 2.5 full timers and 11 part timers. We have gone from 21 sections to 38 sections.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
## Faculty Members
### Chinese-2009

### I. Program Faculty

**List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Liu</td>
<td>Shuyu</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Adjunct, ETCUM N

**Shared W/other program(s):**

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>14.00</td>
<td>00.000</td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:** 3.0

**Specialty:** Chinese grammar and conversation

**Leadership:** List involvement in committees or other service

### Additional Teaching Unit Requests

**III. FT Faculty Needs** (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)

1. **Please indicate if there are NO FT faculty in your discipline.** Please provide data regarding the length of time this discipline has been without a full time instructor.

2. **Non-availability of part-time instructors in a subject area.** Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. ** RETCUM Faculty:** How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

4. **New FT Faculty:** How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.
5. **Reduction in department TUs as a result of FT Faculty retirements or other significant causes?** Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. **Other reasons:** Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. **Changes in Student Demand:** Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. **Current of forthcoming changes** that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. **Program Review Findings:** Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. **Other considerations:** Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. **Shared Resources:** If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
# Faculty Members

## COMM-2009

### I. Program Faculty

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Borenstein</td>
<td>Bonnie</td>
<td>T</td>
<td></td>
</tr>
</tbody>
</table>

**Status:**

- Shared W/other program(s):
  - Full-time, tenured Yes

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>30.0</td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:** 8

**Specialty:** Mass Communications/Media, Film, Speech, Drama, English Basic Skills

**Leadership:** List involvement in committees or other service

- PAC, UPM Executive Council, Puente Mentor, Latino Educational and Cultural Foundation; Faculty Advisor, Students for Social Responsibility and Student Legal Affairs Committee; Funding Review Committee; Learning Communities

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dougan</td>
<td>Michael</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**

- Shared W/other program(s):
  - Full-time, tenured Yes

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>30.0</td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:** 7

**Specialty:** Journalism, Mass Media

**Leadership:** List involvement in committees or other service

- Academic Senate; Diversity Committee; Curriculum Committee; Study Abroad Committee; Governance Review Council; College Council; Advisor of student newspaper

---

## Additional Teaching Unit Requests

### III. FT Faculty Needs

Please fill this out ONLY if you are stating a need for new full time faculty in your area.

1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?
4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
Faculty Members
COMP-2009

I. Program Faculty
List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Schmitt</td>
<td>Frederick</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Full-time, tenured Yes

Shared W/other program(s):

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>15.00</td>
<td>00.00</td>
<td>00.00</td>
<td>00.00</td>
</tr>
</tbody>
</table>

Years of Service: 35
Specialty: List all areas of specialty and/or equivalency

Leadership: List involvement in committees or other service

Additional Teaching Unit Requests
II. Additional Unit requests for NEW classes or extra sections (requests for returned units has different process).

<table>
<thead>
<tr>
<th>Specialty: comp 160, 220.</th>
<th>Units/Class</th>
<th>Number of Sections/Year</th>
<th>Existing or New Course</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Existing Course</td>
</tr>
</tbody>
</table>

To meet Program requirements for the following:

- [ ] Health/Safety
- [ ] Scheduling
- [ ] Title 5/Ed.Code
- [ ] Waitlists

Other:
If it is for a new course, has the outline been submitted and approved by curriculum, UDWC and the Board?
Yes

Justification for new units:
1. Why do you feel this is an important addition to your overall curriculum and/or number of offerings?
2. Is it or will it be required for a degree or certificate?
3. Is it a new state law requirement?
4. How will this improve access, student learning outcomes and success?
5. Do you have evidence to support the need for your request? If so, please explain and/or attach.

COMP SCI is undergoing revitalization. A letter and program plan summary has been forwarded to PRAC for review.

Shared Resources: If you have requested additional units that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.

III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full
1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
## Faculty Members
### COUN-2009

### I. Program Faculty

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Early</td>
<td>Rinetta</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Status:
- Full-time, tenured: No

#### Summer 2009 TU
<table>
<thead>
<tr>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>15</td>
<td>15</td>
<td>00.000</td>
</tr>
</tbody>
</table>

#### Years of Service: Specialty:
- 19.5 Academic, Career and Personal Counseling in EOPS

#### Leadership: List involvement in committees or other service
- Academic Standards Committee Chairperson; Petitions Committee Chairperson. Member of the Faculty Academic Senate.

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flynn</td>
<td>Robert</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Status:
- Full-time, tenured: No

#### Summer 2009 TU
<table>
<thead>
<tr>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>15</td>
<td>15</td>
<td>00.000</td>
</tr>
</tbody>
</table>

#### Years of Service: Specialty:
- 39.5 Academic, Career and Personal Counseling for general student population

#### Leadership: List involvement in committees or other service
- Counseling Curriculum Review Committee Chair, Educational Planning Committee, Internship Training, Outreach to Marin County Middle and High school parents.

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foreman</td>
<td>Jennifer</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Status:
- Adjunct, ETCOM: No

#### Summer 2009 TU
<table>
<thead>
<tr>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>9</td>
<td>9</td>
<td>00.000</td>
</tr>
</tbody>
</table>

#### Years of Service: Specialty:
- 19 Academic Counseling, DSP Accommodation and Support for DSPS students

#### Leadership: List involvement in committees or other service

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fung</td>
<td>Theodora</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Status:
- Full-time, tenured: No

#### Summer 2009 TU
<table>
<thead>
<tr>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>15</td>
<td>15</td>
<td>00.000</td>
</tr>
</tbody>
</table>

#### Leadership: List involvement in committees or other service
Years of Service: 37  
Specialty: Academic and Personal Counseling.

Leadership: List involvement in committees or other service
Department Chair, Counseling Services Program Review team; Transfer and International  
Student Advisory Committees; Crisis Intervention Team; counselor liaison with science  
majors and Nursing department; pre-med advisor; Union Treasurer; Union Grievance  
Officer; Union Contract Negotiations Team
District UDWC member.

List of Faculty Members and Total faculty Units separately for Fall, Winter, Spring and Summer

Last Name | First Name | MI | Year Retired: |
--- | --- | --- | --- |
Furuya | Bruce |  |  |

Status: Shared W/other program  
Full-time, tenured: No

Summer 2009 TU | Fall 2009 TU | Spring 2010 TU | Reassigned (Total) |
--- | --- | --- | --- |
15 | 15 | 00.000 |

Years of Service: 9  
Specialty: Academic, Personal and Athletic Counseling

Leadership: List involvement in committees or other service
Eligibility Presentation to Coaches, New Stud. Orientation, Statewide 3C4A Org. for  
Academic/Athletic Couns.

Last Name | First Name | MI | Year Retired: |
--- | --- | --- | --- |
Hanna | Ginny |  |  |

Status: Shared W/other program  
Adjunct, ETCUM: No

Summer 2009 TU | Fall 2009 TU | Spring 2010 TU | Reassigned (Total) |
--- | --- | --- | --- |
6 | 6 units | 00.000 |

Years of Service: 19.5  
Specialty: Personal and Academic Counseling. Also Mental Health Counselor.

Leadership: List involvement in committees or other service
Crisis Intervention Team

Last Name | First Name | MI | Year Retired: |
--- | --- | --- | --- |
Haynes-Barnes | Marnitha |  |  |

Status: Shared W/other program  
Emergency Hire: No

Summer 2009 TU | Fall 2009 TU | Spring 2010 TU | Reassigned (Total) |
--- | --- | --- | --- |
7.5 | 00.000 |

Years of Service: 4 mon  
Specialty: Special funding from Basic Skills Initiative to work solely with basic skills students.

Leadership: List involvement in committees or other service

Last Name | First Name | MI | Year Retired: |
--- | --- | --- | --- |
Hlavachek | Letta |  |  |

Shared W/other program
### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

**Last Name** | **First Name** | **MI** | **Year Retired:**
---|---|---|---
Lira | Marina |  | 
Magallanes-Rivera | Alexandra |  | 
Mize-Kurzman | Pamela |  | 

### Leadership: List involvement in committees or other service

- Counseling Curriculum Task Force; Counseling Department Program Review team; College of Marin advisory Board for Auto Technology and Medical Assistant; College of Marin representative to Marin County one-stop career center; Liaison to Career Technical Education Department. Community Outreach Committee.


- Ms. Mize retreated from management into Counseling Services 3 years ago. Main assignment is at IVC site and works in general counseling.
<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
<th>Status:</th>
<th>Shared W/other program (s):</th>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
<th>Years of Service:</th>
<th>Specialty:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ng-Jung</td>
<td>Bessie</td>
<td></td>
<td></td>
<td></td>
<td>Full-time, tenured</td>
<td>15</td>
<td>15</td>
<td>00.000</td>
<td></td>
<td>35</td>
<td></td>
</tr>
<tr>
<td>Olsen</td>
<td>Marlin</td>
<td></td>
<td>1992</td>
<td></td>
<td>Part-time, RETCOM</td>
<td>3</td>
<td>4 units</td>
<td>00.000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Robinson</td>
<td>Karen</td>
<td></td>
<td></td>
<td></td>
<td>Full-time, tenured</td>
<td>15</td>
<td>15</td>
<td>00.000</td>
<td></td>
<td>7</td>
<td>ESL, Academic, Career, and Personal Coounseling. Proficient in Spanish.</td>
</tr>
<tr>
<td>Schultz</td>
<td>Chris</td>
<td></td>
<td></td>
<td></td>
<td>Full-time, tenured</td>
<td>15</td>
<td>15</td>
<td></td>
<td></td>
<td>18.5</td>
<td>Academic and Personal Counseling for DSPS</td>
</tr>
</tbody>
</table>

Leadership: List involvement in committees or other service

Leadership: List involvement in committees or other service

50% DSP coordinator, 50% DSP counselor. retreated from management 5 years prior into counseling services.

---

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sklove</td>
<td>Brett</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program (s):
- Adjunct, ETCUM: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>3</td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:**
- 0.5

**Specialty:**
- Academic and Veterans Counseling

---

Leadership: List involvement in committees or other service

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tenison-Scott</td>
<td>Joetta</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program (s):
- Full-time, tenured: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>15</td>
<td>15</td>
<td>30</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:**
- 21

**Specialty:**
- General Counseling

---

Leadership: List involvement in committees or other service

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thompson</td>
<td>Rose</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program (s):
- Full-time, tenured: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>15</td>
<td>15</td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:**
- 28

**Specialty:**
- Academic, Career and Personal Counseling for EOPS students.

---

Leadership: List involvement in committees or other service

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ullman</td>
<td>Wendy</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program (s):
- Full-time, tenured: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>15</td>
<td>15</td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:**
- 19.5

**Specialty:**
- Academic Counseling, DSP Accommodation and Support for DSPS students.
Leadership: List involvement in committees or other service

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Williams</td>
<td>Charles</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program(s):

- Full-time, tenured: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>15</td>
<td>15</td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

Years of Service: Specialty:

- 39 Academic and International Students Counseling

Leadership: List involvement in committees or other service

Academic Standards Committee member; International Students Committee

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yoshioka</td>
<td>Toni</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program(s):

- Full-time, tenured: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>12</td>
<td>12</td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

Years of Service: Specialty:

- 28 Academic Counseling, DSP Accommodation and Support for DSPS students

Leadership: List involvement in committees or other service

Academic Standards Committee member; Alpha Gamma sigma faculty advisor

Additional Teaching Unit Requests

II. Additional Unit requests for NEW classes or extra sections (requests for returned units has different process).

<table>
<thead>
<tr>
<th>Specialty:</th>
<th>Units/Class</th>
<th>Number of Sections/Year</th>
<th>Existing or New Course</th>
</tr>
</thead>
</table>

To meet Program requirements for the following:

- ☐ Health/Safety
- ☐ Scheduling
- ☐ Title 5/Ed.Code
- ☐ Waitlists

Other:

If it is for a new course, has the outline been submitted and approved by curriculum, UDWC and the Board?

- NA

Justification for new units:

1. Why do you feel this is an important addition to your overall curriculum and/or number of offerings?
2. Is it or will it be required for a degree or certificate?
3. Is it a new state law requirement?
4. How will this improve access, student learning outcomes and success?
5. Do you have evidence to support the need for your request? If so, please explain and/or attach.

Shared Resources: If you have requested additional units that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.

III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)
1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

   Funds have cut the availability of part time counseling hours for general counseling.

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

   four

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

   one. Karen Robinson who specialty is ESL and is spanish speaking.

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

   With increase enrollment at both IVC and KTD campuses, increase need to provide intense career/job counseling services, increase in special needs counseling, and increase in basic developmental skills counseling, more appointments are made for indepth and intense evaluation of progress. More rules prevail in being admitted to transfer colleges and more than 50% arrive from another four year college (out of state and international) requiring more time for evaluation and planning. Special need in more mental health counseling on campus as greater pressures are placed on personal lifes which overflow to classroom behavior and academic success.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

   see # 7

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

   see #7

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

   see #7

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
### I. Program Faculty

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acredolo</td>
<td>Kristin</td>
<td>P</td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program
- Adjunct, ETCUM: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.25</td>
<td>6.375</td>
<td>5.3125</td>
<td>3.0</td>
</tr>
</tbody>
</table>

**Years of Service:** 8

**Specialty:** Court Reporting

**Leadership:** List involvement in committees or other service
- N/A

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Barr-Vickers</td>
<td>Claudia</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program
- Adjunct, ETCUM: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.25</td>
<td>8.4375</td>
<td>6.375</td>
<td>0.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 5

**Specialty:** Court Reporting

**Leadership:** List involvement in committees or other service
- N/A

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boero</td>
<td>Emagene</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program
- Adjunct, ETCUM: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.0</td>
<td>7.4375</td>
<td>6.375</td>
<td>0.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 13

**Specialty:**
- * Court Reporting
- California licensed court reporter

**Leadership:** List involvement in committees or other service
- N/A

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dowling</td>
<td>R. Oak</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program
- Adjunct, ETCUM: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.0</td>
<td>1.5</td>
<td>4.0</td>
<td></td>
</tr>
</tbody>
</table>
Years of Service: Specialty:
19 * Law Classes * Attorney with 43 years of law practice

Leadership: List involvement in committees or other service
*College of Marin Foundation 1979-1994 Honorary Director President
*General Counsel Marin Forum
*President 2002 Marin County Bar Association
*Director 1984 Rotary Club of San Rafael 1977-to present.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer
Last Name First Name MI Year Retired:

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Holub</td>
<td>Thomas</td>
<td>D</td>
<td>2010</td>
</tr>
</tbody>
</table>

Status: Shared W/other program (s):
Full-time, tenured No

Summer 2009 TU Fall 2009 TU Spring 2010 TU Reassigned (Total)
4.25 13.525 14.48 3.0

Years of Service: Specialty:
20 * Court Reporting * Court Reporting technology

Leadership: List involvement in committees or other service
N/A

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer
Last Name First Name MI Year Retired:

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jimenez-Aguirre</td>
<td>Laurel</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program (s):
Adjunct, RETCUM No

Summer 2009 TU Fall 2009 TU Spring 2010 TU Reassigned (Total)
4.25 7.4375 6.375 00.000

Leadership: List involvement in committees or other service
N/A

Additional Teaching Unit Requests

III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)

1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

The Court Reporting Program strongly advises retention of the full-time position after the retirement of our current full-time instructor/coordinator at the end of Spring Semester 2010.

If the full-time instructional position is not replaced, it will be the first since the inception on the program in 1975 that the program will be without this crucial program advocate.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

Part-time court reporting instructor applicant response to postings for positions has historically been extremely low (1 or 2 applicants per posting).

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

0.0

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of
employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

0.0

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

We have had no reduction in teaching units as a result of faculty retirements.

The Court Reporting Program is currently teaching the minimum courses required by the Court Reporters Board of California (CRBC). The CRBC regulates and oversees all recognized court reporting programs in California.

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

No.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

There are fewer than half the court reporting program options in California than there were 10 years ago. As a result we expect student demand to grow.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

The Court Reporting Program strongly advises retention of the full-time position after the retirement of our current full-time instructor/coordinator at the end of Spring Semester 2010.

The Court Reporting Program receives 3 coordinator TUs per semester.

The Court Reporting Program receives 3 coordinator TUs per semester.

The CRBC regulates and oversees all recognized court reporting programs in California.

The following is a list of Court Reporting Coordinator responsibilities. It is difficult to imagine that a part-time faculty member could adequately meet the needs of the students and the requirements of the Court Reporters Board of California within the allotted contractual hours of a part-time instructor.

For College of Marin:

- Consult with Court Reporting Program instructors regarding curriculum development
- Assist Human Resources with new part-time hires
- Ensure substitutes are available for Court Reporting classes when needed
- Orient new Court Reporting instructors/staff to Program policies
- Liaison for the Court Reporting Instructional Specialist position
- Update part-time instructors with changes in State Board requirements
- Consult with Court Reporting Program instructors on the best times to schedules Spring, Fall, and Summer semesters (classes, staff, and rooms) and provide the information to the department chair
- Project class scheduling needs (2-year blueprint) and provide recommendations to department chair
- Communicate physical classroom needs
- Submit COM budget requests to department chair
- Submit COM purchase order requests to department chair
- Prepare and submit VTEA budget requests
- Prepare and submit VTEA requisition requests
- Prepare and submit VTEA quarterly reports
- Prepare and submit VTEA end-of-year reports

http://programreview.marin.edu/TUReportFaculty.jsp 2/21/2010
Respond to inquiries about the Court Reporting Program
Meet with prospective students
Prepare informational flyers and brochures
Market Court Reporting Program (High Schools in 6 North Bay Counties)
Attend Career Fairs
Conduct orientation sessions for new and transfer students
Attend the Certified Shorthand Reporter licensing examination 3 times each year
Communicate equipment needs to Media Services
Maintain inventory of equipment:
  - audiotape recorders/players
  - videotape players
  - computer-compatible stenotype machines
  - computers
  - printers
 Maintain software:
  - digital audio files
  - practice DVDs
  - computer software
Communicate computer lab needs to Lab Tech and other disciplines sharing computer lab
Maintain Court Reporting Program Web site
Prepare and submit periodic WASC accreditation materials
Prepare program review forms
Prepare curriculum review forms
Prepare and conduct Court Reporting Program meetings
Schedule court reporting vendor demonstrations
Participate in the Reporting Association of Public Schools (RAPS)
Track career trends in Court Reporting
Liaison with Department Chair and Dean
Liaison with English and Medical Assisting programs
Oversee Program standards and policies
Hold Advisory Committee meetings
Communicate reference needs to COM Library

For Court Reporters Board of California (CRBC):

Attend the Certified Shorthand Reporter licensing examination 3 times each year
Ensure that the Court Reporting Program meets all State Board regulations and requirements
Update part-time instructors and students with changes in State Board regulations
Distribute information from the State Board to students and staff
Maintain folders with students\' transcripts, records, and evidence of State Board regulation compliance
Schedule court reporters to address students quarterly (required by State Board)
Maintain record of high school completion or equivalent (required by State Board)
Maintain students\' actual attendance hours for all required classes
Communicate attendance record requirements to other disciplines
Maintain students\' stenotype-skills-progress record (tests passed)
Advertise students re Court Reporting Program and State Board minimum requirements
Maintain record of annual advising sessions with students
Submit curriculum revisions to Court Reporters Board
Submit staff changes to Court Reporters Board
Submit College catalog to Court Reporters Board
Prepare and submit periodic reports to Court Reporters Board
Certify students as "qualified" to take the Certified Shorthand Reporters Examination
Prepare and submit an annual letter of compliance with regulations to the State Board
Prepare paperwork and host the periodic Court Reporters Board Review Committee in order to maintain our recognition and document compliance with the Court Reporters Board of California

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

Prior program review identified continuing regional demand for court reporters. According to the Bureau of Labor Statistics, demand is expected to increase over the next ten years; however, venues for court reporter training in California have become more limited. It is important to the legal community that well-trained court reporters continue to enter the workforce. Failure to replace the full-time faculty position could severely hamper the Program\'s ability to serve both the student population and the interests of the public.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

The earning potential of the Court Reporting Program graduates is significantly higher than graduates of other programs offered at COM. We traditionally serve many single parents, minorities, and re-entry students giving these statistically economically disadvantaged students the opportunity compete financially in this high-cost-of-living area. The ability to serve these student populations will be severely compromised without a full-time instructor in the Court Reporting Program.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.

N/A
# Faculty Members

**Credit-ESL-2009**

## I. Program Faculty

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Andrews</td>
<td>Nilida</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program (s):
  - Adjunct, ETCUM

**Summer 2009 TU**
- Fall 2009 TU: 6.1
- Spring 2010 TU: 0
- Reassigned (Total): 00.000

**Years of Service:** 2

**Specialty:** ESL

**Leadership:**
- List involvement in committees or other service

## List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bonander</td>
<td>Barbara</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program (s):
  - Full-time, tenured

**Summer 2009 TU**
- Fall 2009 TU: 13.8
- Spring 2010 TU: 8.0
- Reassigned (Total): 06.000

**Years of Service:** 22

**Specialty:** ESL and English Skills, Composition

**Leadership:**
- List involvement in committees or other service
  - Chair, College Skills
  - Previously: Academic Senate, College Council, Ed Planning committee, UPM Executive Council, etc. Mentor Teacher

## List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Britton</td>
<td>Ruth</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program (s):
  - Adjunct, ETCUM

**Summer 2009 TU**
- Fall 2009 TU: 4
- Spring 2010 TU: 4
- Reassigned (Total): 00.000

**Years of Service:** 8

**Specialty:** ESL, English grades 7-12,

**Leadership:**
- List involvement in committees or other service
  - also ETCNUM in NC ESL

## List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cady</td>
<td>Jeff</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program (s):
  - Adjunct, ETCUM

**Summer 2009 TU**
- Fall 2009 TU
- Spring 2010 TU
- Reassigned (Total)
3  9  9  00.000

**Years of Service:** Specialty:
12  ESL

**Leadership: List involvement in committees or other service**
Tech Committee member, former UPM Executive board member, ESL Placement Testing committee, ESL Lab and Library Committee; Mentor Teacher

<p>| List of Faculty Members and Total Faculty Units separately for Fall, Spring and Summer |
|-----------------------------------------------|-----------------------------------------------|</p>
<table>
<thead>
<tr>
<th><strong>Last Name</strong></th>
<th><strong>First Name</strong></th>
<th><strong>MI</strong></th>
<th><strong>Year Retired:</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Fitzpatrick</td>
<td>Mary</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Status:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Shared W/other program (s):</td>
<td>Adjunct, ETCUM</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td><strong>Summer 2009 TU</strong></td>
<td><strong>Fall 2009 TU</strong></td>
<td><strong>Spring 2010 TU</strong></td>
<td><strong>Reassigned (Total)</strong></td>
</tr>
<tr>
<td>0</td>
<td>5.2</td>
<td>5.4</td>
<td>00.000</td>
</tr>
<tr>
<td><strong>Years of Service:</strong> Specialty:</td>
<td>18  ESL</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Leadership: List involvement in committees or other service**
Author of ESL composition textbook: "Engaging Writing".

<p>| List of Faculty Members and Total Faculty Units separately for Fall, Spring and Summer |
|-----------------------------------------------|-----------------------------------------------|</p>
<table>
<thead>
<tr>
<th><strong>Last Name</strong></th>
<th><strong>First Name</strong></th>
<th><strong>MI</strong></th>
<th><strong>Year Retired:</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Koffman</td>
<td>Linda</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Status:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Shared W/other program (s):</td>
<td>Adjunct, ETCUM</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td><strong>Summer 2009 TU</strong></td>
<td><strong>Fall 2009 TU</strong></td>
<td><strong>Spring 2010 TU</strong></td>
<td><strong>Reassigned (Total)</strong></td>
</tr>
<tr>
<td>0</td>
<td>8.7</td>
<td>8.7</td>
<td>00.000</td>
</tr>
<tr>
<td><strong>Years of Service:</strong> Specialty:</td>
<td>15  ESL</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Leadership: List involvement in committees or other service**
Placement Testing Committee, Promotion test committee, Mentor for student teachers.

<p>| List of Faculty Members and Total Faculty Units separately for Fall, Spring and Summer |
|-----------------------------------------------|-----------------------------------------------|</p>
<table>
<thead>
<tr>
<th><strong>Last Name</strong></th>
<th><strong>First Name</strong></th>
<th><strong>MI</strong></th>
<th><strong>Year Retired:</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Lieberman</td>
<td>Linda</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Status:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Shared W/other program (s):</td>
<td>Adjunct, ETCUM</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td><strong>Summer 2009 TU</strong></td>
<td><strong>Fall 2009 TU</strong></td>
<td><strong>Spring 2010 TU</strong></td>
<td><strong>Reassigned (Total)</strong></td>
</tr>
<tr>
<td>0</td>
<td>8</td>
<td>8.35</td>
<td>00.000</td>
</tr>
<tr>
<td><strong>Years of Service:</strong> Specialty:</td>
<td>22  ESL</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Leadership: List involvement in committees or other service**
Summer Task Force on ESL Curriculum Design.

<p>| List of Faculty Members and Total Faculty Units separately for Fall, Spring and Summer |
|-----------------------------------------------|-----------------------------------------------|</p>
<table>
<thead>
<tr>
<th><strong>Last Name</strong></th>
<th><strong>First Name</strong></th>
<th><strong>MI</strong></th>
<th><strong>Year Retired:</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Massion</td>
<td>Cheo</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Status:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Shared W/other program (s):</td>
<td>Adjunct, ETCUM</td>
<td>Yes</td>
<td></td>
</tr>
</tbody>
</table>
Summer 2009 TU  Fall 2009 TU  Spring 2010 TU  Reassigned (Total)
0  4  5.4  0  0.000

Years of Service:  Specialty:
1.5  Credit and Noncredit ESL

Leadership: List involvement in committees or other service
Member of BSI Steering Committee.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer
Last Name  First Name  MI  Year Retired:
McKinnon  Sara

Status:  Shared W/other program(s):
Full-time, probationary  Yes

Summer 2009 TU  Fall 2009 TU  Spring 2010 TU  Reassigned (Total)
0  5.8  4.2  0  0.000

Years of Service:  Specialty:
28  Noncredit ESL

Leadership: List involvement in committees or other service
Coordinator Noncredit ESL, Academic Senate, SLO Coordinator, IPC/Planning and Resource Allocation Committee, Curriculum Committee, Chair of Program Review Committee and has served on various screening committees

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer
Last Name  First Name  MI  Year Retired:
Patel  Beth

Status:  Shared W/other program(s):
Adjunct, ETCUM  Yes

Summer 2009 TU  Fall 2009 TU  Spring 2010 TU  Reassigned (Total)
0  7.5  7.5  0  0.000

Years of Service:  Specialty:
9  ESL and English Skills

Leadership: List involvement in committees or other service

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer
Last Name  First Name  MI  Year Retired:
Reisinger  JoAnn

Status:  Shared W/other program(s):
Adjunct, ETCUM  No

Summer 2009 TU  Fall 2009 TU  Spring 2010 TU  Reassigned (Total)
3  8.7  0  0  0.000

Years of Service:  Specialty:
28  ESL credit and noncredit

Leadership: List involvement in committees or other service
served on numerous ESL committees;

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer
Last Name  First Name  MI  Year Retired:
Saligman  Iris

Status:  Shared W/other program(s):

Summer 2009 TU  Fall 2009 TU  Spring 2010 TU  Reassigned (Total)
0  7.5  7.5  0  0.000

Years of Service:  Specialty:
9  ESL and English Skills

Leadership: List involvement in committees or other service

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer
Last Name  First Name  MI  Year Retired:

Status:  Shared W/other program(s):

Summer 2009 TU  Fall 2009 TU  Spring 2010 TU  Reassigned (Total)
0  7.5  7.5  0  0.000

Years of Service:  Specialty:
9  ESL and English Skills

Leadership: List involvement in committees or other service

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer
Last Name  First Name  MI  Year Retired:

Status:  Shared W/other program(s):

Summer 2009 TU  Fall 2009 TU  Spring 2010 TU  Reassigned (Total)
0  7.5  7.5  0  0.000

Years of Service:  Specialty:
9  ESL and English Skills

Leadership: List involvement in committees or other service

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer
Last Name  First Name  MI  Year Retired:

Status:  Shared W/other program(s):

Summer 2009 TU  Fall 2009 TU  Spring 2010 TU  Reassigned (Total)
0  7.5  7.5  0  0.000

Years of Service:  Specialty:
9  ESL and English Skills

Leadership: List involvement in committees or other service

http://programreview.marin.edu/TUReportFaculty.jsp  2/23/2010
### Statucki Cara
- **Status:** Shared W/other program (s): Adjunct, ETCUM
- **Years of Service:** 1.5
- **Specialty:** ESL
- **Leadership:** Working on BSI project Spring 2010.

### Sukoski Marti
- **Status:** Adjunct, ETCUM
- **Years of Service:** 2
- **Specialty:** ESL

### Terhune Jamie
- **Status:** Emergency Hire
- **Years of Service:** 4
- **Specialty:** ESL

### Terplan Elizabeth
- **Years of Service:** 0
- **Specialty:** ESL
### Additional Teaching Unit Requests

**III. FT Faculty Needs** (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)

1. **Please indicate if there are NO FT faculty in your discipline.** Please provide data regarding the length of time this discipline has been without a full time instructor.

2. **Non-availability of part-time instructors in a subject area.** Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.
   
   For Spring 2010, it was necessary to assign 4 units to an emergency hire.

3. **RETCUM Faculty:** How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?
In Credit ESL, there have been two FT faculty that have retired. There are no units taught by RETCUM faculty.

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

No FT faculty have been hired in Credit ESL since 1992.

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

None

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

No

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

In the last four years, there have been two full-time faculty retirements in the Credit ESL discipline. There are presently only two full-time faculty members in a program with over 10 part-time faculty. In addition, there is no lab coordinator for the ESL lab and Language Lab. In order for ESL to continue to provide excellent instruction and to grow enrollment, more full-time faculty in credit is necessary. The workload in the areas of program review and SLOs is increasing, but there are fewer FT faculty available to do the necessary work.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

It is obvious that the trend here is that when a full-time faculty member retires, that position is not going to be filled.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
## I. Program Faculty

**List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graham</td>
<td>Deborah</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
Adjunct, ETCUM No

**Shared W/other program(s):**

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>6</td>
<td>6.15</td>
<td>00.000</td>
</tr>
</tbody>
</table>

**Years of Service:**
16

**Specialty:**
ballet, modern, jazz, modern ballet, pointe, variations

**Leadership:** List involvement in committees or other service
Four years on the Academic Senate, 8 years on the United Professors of Marin Exec. Council and two years on the College Budget Committee

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jones</td>
<td>David A.</td>
<td>A.</td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
Full-time, tenured No

**Shared W/other program(s):**

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.49</td>
<td>14.76</td>
<td>14.75</td>
<td>00.000</td>
</tr>
</tbody>
</table>

**Years of Service:**
35

**Specialty:**
Jazz African-Haitian Hip Hop Rhythmic Analysis Dance History Dance Production

**Leadership:** List involvement in committees or other service
Affirmative Action Committee Hiring Committees for Physical Education, Drama, and Dance Webmaster for UPM Founder and Artistic Director of the American Theater Company. Published

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kuhn</td>
<td>Kristi</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
Full-time, tenured No

**Shared W/other program(s):**

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>11.61</td>
<td>12.33</td>
<td>6</td>
</tr>
</tbody>
</table>

http://programreview.marin.edu/TUReportFaculty.jsp 2/23/2010
### Years of Service: 24
**Specialty:** ballet, modern, choreography and improvisation

### Leadership: List involvement in committees or other service
- Dance coordinator, co-chair of performing arts, curriculum committee, educational planning committee.

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scofield</td>
<td>Alan</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:** Adjunct, ETCUM

**Shared W/other program(s):** No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>6.48</td>
<td>6.48</td>
<td>00.000</td>
</tr>
</tbody>
</table>

### Years of Service: 26
**Specialty:** List all areas of specialty and/or equivalency

### Leadership: List involvement in committees or other service

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tanner</td>
<td>Sandra</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:** Adjunct, ETCUM

**Shared W/other program(s):** No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>2.36</td>
<td>2.49</td>
<td>00.000</td>
</tr>
</tbody>
</table>

### Years of Service: 23
**Specialty:** ballet, modern, jazz

### Leadership: List involvement in committees or other service

Sandra Tanner is working on a community outreach project to the Marin County high schools, which will benefit both the college and the high schools. I have met with Anita Martinez, David Snyder and Cathy Summa-Wolfe and we have begun discussions towards this end.

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Weldon</td>
<td>Sandi V.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:** Full-time, tenured

**Shared W/other program(s):** No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.49</td>
<td>14.75</td>
<td>16.540</td>
<td>00.000</td>
</tr>
</tbody>
</table>
Years of Service: 33
Specialty: Musical theater, tap, hip hop, choreography, dance history

Leadership: List involvement in committees or other service
College Committees: Faculty Development Committee Personal: Performer: Sang the Carmina Burana Opera at the Palace of Fine Arts, the Mozart Requiem with the College of Marin Community Chorus and the Verdi Requiem at the Sydney Opera House, Australia. Performed for the Town Players, SFSU, Mountain Play, College of Marin Theatre, Marilyn Izdebski Productions, Woodminster Theatre, Mayflower Chorus, Marin Civic Light Opera, Dominican College, won the San Francisco Cabaret Gold Award for her performance in "The Kurt Weill Cabaret" which ran for four years in SF. Performed her own "one woman show" in the SF cabaret circuit for five years.

Additional Teaching Unit Requests

III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)
1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.
11. **Shared Resources:** If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
## Faculty Members
### DENT-2009

### I. Program Faculty

**List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cancilla</td>
<td>Barbara</td>
<td></td>
<td>2000</td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program(s):
  - Retired in past 10 yrs.
  - No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>.5</td>
<td>0</td>
<td>5.20</td>
<td>00.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 30

**Specialty:**
- Dental Radiology, Dental Anatomy, Tooth Morphology, Recordings, Dental Office Supervision, Pit and Fissure Sealants

**Leadership: List involvement in committees or other service**
- California Dental Association
- Marin County Dental Assistant's Society
- College of Marin Dental Advisory Board
- Marin Clinica Oral Health Advisory Board
- Licenses: Registered Dental Assistant in Extended Functions, Radiology, Pit and Fissure Sealants, Ultrasonic, Coronal Polish

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hom</td>
<td>Grace</td>
<td>J.</td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Full-time, tenured
- No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.5</td>
<td>13.5</td>
<td>13.1</td>
<td>4.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 17

**Specialty:**
- Dental Materials, Dental Chairside Assisting, Dental Materials, Office Management, Dental Radiology, Dental Specialties, and Pit and Fissure Sealants

**Leadership: List involvement in committees or other service**
- College of Marin Dental Advisory Committee
- Marin Dental Assistants Society Board
- Board Member Marin Community Service Board
- Member Marin Dental Care Foundation Board
- Marin County Dental Society Strategic Planning Committee
- Marin Oral Health Committee Board Member
- California Dental Assistant's Teachers Bay Area Dental Assistant Teachers Alliance
- American Dental Assistant's Association
- California Dental Assistant's Association
- Dental Education Associates

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>LaRocelle</td>
<td>Beth</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Status: Shared W/other program(s): Part-time, RETCUM No

Summer 2009 TU Fall 2009 TU Spring 2010 TU Reassigned (Total)
8.3 8.2 8.3 00.000

Years of Service: Specialty: 6 Dental Radiology, Dental Chairside Assisting, Dental Materials

Leadership: List involvement in committees or other service
College of Marin Dental Advisory Board Redwood Dental Assistant's Society California Dental Assistant's Teachers Association California Dental Assistant's Association American Dental Assistant's Association Licensures: Registered Dental Assistant, Radiology, Coronal Polish, Ultrasonic

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rooney</td>
<td>Kathleen</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program(s): Part-time, RETCUM No

Summer 2009 TU Fall 2009 TU Spring 2010 TU Reassigned (Total)
6.2 8.2 8.3 00.000

Years of Service: Specialty: 9 Dental Office Internship supervision, Dental Microbiology and Dental Tooth Morphology, Histology and Recordings

Leadership: List involvement in committees or other service
College of Marin Dental Assistant's Advisory Board California Dental Assistant's Society American Dental Assistant's Society Licensure: Registered Dental Assistant, Dental Radiology, Coronal Polish

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wilgis</td>
<td>Marlene</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program(s): Part-time, RETCUM No

Summer 2009 TU Fall 2009 TU Spring 2010 TU Reassigned (Total)
8.2 8.3 8.3 00.000

Years of Service: Specialty: 7 Dental Office management, Coronal Polishing, Ultrasonic, Dental Radiology, Infection Control, Head and Neck Anatomy

Leadership: List involvement in committees or other service
California Dental Teachers Association California Dental Assistants Association American Dental Assistants Association Redwood Dental Assistants Society Licensure: Registered Dental Assistant, Radiology, Coronal Polish, Ultrasonic
Additional Teaching Unit Requests

II. Additional Unit requests for NEW classes or extra sections
(requests for returned units has different process).

<table>
<thead>
<tr>
<th>Specialty</th>
<th>Units/Class</th>
<th>Number of Sections/Year</th>
<th>Existing or New Course</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dental 188</td>
<td>2.6</td>
<td>one</td>
<td>Existing Course</td>
</tr>
</tbody>
</table>

To meet Program requirements for the following:

- [ ] Health/Safety
- [ ] Scheduling
- [ ] Title 5/Ed.Code
- [ ] Waitlists

Other:
If it is for a new course, has the outline been submitted and approved by curriculum, UDWC and the Board?

Justification for new units:

1. Why do you feel this is an important addition to your overall curriculum and/or number of offerings?
2. Is it or will it be required for a degree or certificate?
3. Is it a new state law requirement?
4. How will this improve access, student learning outcomes and success?
5. Do you have evidence to support the need for your request? If so, please explain and/or attach.

Standard 1 section 1-2 under the financial support of the accreditation institutional effectiveness indicates that the program has stable financial resources sufficient to support the program's stated mission, goals and objectives to develop and sustain the program on a continuing bases to include the ability to employ an adequate number of faculty.

Shared Resources: If you have requested additional units that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.

II. Additional Unit requests for NEW classes or extra sections
(requests for returned units has different process).

<table>
<thead>
<tr>
<th>Specialty</th>
<th>Units/Class</th>
<th>Number of Sections/Year</th>
<th>Existing or New Course</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dental 188</td>
<td>2.6</td>
<td>one</td>
<td>Existing Course</td>
</tr>
</tbody>
</table>

To meet Program requirements for the following:

- [ ] Health/Safety
- [ ] Scheduling
- [ ] Title 5/Ed.Code
- [ ] Waitlists

Other:
If it is for a new course, has the outline been submitted and approved by curriculum, UDWC and the Board?

Additional units will be submitted for approval by curriculum, UDWC and the Board in the spring 2010.

Justification for new units:

1. Why do you feel this is an important addition to your overall curriculum and/or number of offerings?
2. Is it or will it be required for a degree or certificate?
3. Is it a new state law requirement?
4. How will this improve access, student learning outcomes and success?
5. Do you have evidence to support the need for your request? If so, please explain
   and/or attach.

We need to have supervision for clinical internship at a ratio of 15 students per
instructor. Currently we have 29 students with only one instructor at UCSF to
supervise. According to the Accreditation Commission on Dental Accreditation we are
in violation of this student/instructor ratio. Since we will be visited by the
accreditation team in the spring of 2011, the department will need to be compliant
rather than receiving a deficiency notice. This would require an additional faculty
member for 8 hours for 8 days at UCSF dental school during the intersession early
January. This is a safety issue when students are assisting live patients at the
dental school. One instructor cannot realistically be available if there were
several emergencies on the floor such as a sharps incident, fainting, or allergic
reaction to materials. There would also be no supervision if the one instructor had
to leave the clinic floor, for example, escorting the student to a particular
department within the building or accompanying a student to the hospital in an
emergency.

Shared Resources: If you have requested additional units that will be used by more than
one department, please indicate here. Please indicate which disciplines and/or
departments and the number of combined students/faculty or classes he/she would serve.
Please indicate how it will improve access or outcomes and if it is needed for health and
safety concerns or required by law.

The addition units are not shared by other departments as we are the only program at
UCSF during intersection in January.

III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time
faculty in your area.)
1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding
   the length of time this discipline has been without a full time instructor.

2. Non-availability of part-time instructors in a subject area. Please provide evidence
demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are
   now taught by RETCUM faculty each year?

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each
   faculty name and the year of employment. If this instructor is shared with another department, please
   list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if
   faculty member was the result of retreat rights.

5. Reduction in department TUs as a result of FT Faculty retirements or other significant
   causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT
   faculty retirements within your department and how this may change in the coming year(s).

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so,
   please explain and provide evidence.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to
   enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased
   student demand such as numbers of sections added and/or courses with waitlist totals showing a need
   for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in
   student growth, please explain why.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within
   this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition
to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
# Faculty Members
## DRAM-2009

## I. Program Faculty

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bihr</td>
<td>Jeffrey</td>
<td>R</td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program (s):
  - Adjunct, ETCUM: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>3.320</td>
<td>6</td>
<td>00.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 4

**Specialty:**
- Theatre Arts, Shakespeare, Character lab, Suzuki, Directing, Audition, Comedy

**Leadership:** List involvement in committees or other service

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dunn</td>
<td>James C.</td>
<td>C.</td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program (s):
  - Adjunct, ETCUM: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0</td>
<td>9</td>
<td>00.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 45

**Specialty:**
- Directing - Have taught directing classes and directed about 150 productions. Acting;
- Dramatic Literature; Audition Technique; History of Theatre

**Leadership:** List involvement in committees or other service
- Founder and Chair of the Drama Department for 25 years
- Served on Curriculum Committee for 15 years
- Artistic Director of the Marin county mountain play for 26 years

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hall</td>
<td>William</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program (s):
  - Adjunct, ETCUM: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.383</td>
<td>0</td>
<td>9</td>
<td>00.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 4

**Specialty:**
- Improvisation; Theatrical Mask Work; Commedia dell'Arte

**Leadership:** List involvement in committees or other service
- Improvisational Theatre (Founded BATS Improv in SF, largest Improv School and Theatre in Northern California), theatre masks (performed and taught as guest lecturer at various universities including Stanford, SF State, University of Florida), Commedia dell'Arte advisor to various production, Business Innovation (Theatre in Residence, The Idea Factory, Dr. John Kao), Presentation Training (Google, Cisco, BATS Improv, Stand & Deliver), Business Theatre (with my company Fratelli Bologna, clients include HP and Microsoft), Long Form Improvisation including The Life Game (traveled to Poland to train and direct), meeting facilitation and instructional design (worked with Thiagi).
Killam Paul F

Status: Shared W/other program (s):
Adjunct, ETCUM No

Summer 2009 TU Fall 2009 TU Spring 2010 TU Reassigned (Total)
2.383 7.150 7.150 00.000

Years of Service: Specialty:
7 Drama improvisation

Leadership: List involvement in committees or other service

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer
Last Name First Name MI Year Retired:

Klein Lisa

Status: Shared W/other program (s):
Emergency Hire No

Summer 2009 TU Fall 2009 TU Spring 2010 TU Reassigned (Total)
2.383 6 0 0 00.000

Years of Service: Specialty:
4 Improvisation, Acting, Directing

Leadership: List involvement in committees or other service

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer
Last Name First Name MI Year Retired:

Krempetz Ronald E

Status: Shared W/other program (s):
Adjunct, ETCUM No

Summer 2009 TU Fall 2009 TU Spring 2010 TU Reassigned (Total)
3.25 2.25 0 0 0 00.000

Years of Service: Specialty:
27 Set Design; Technical Theatre History

Leadership: List involvement in committees or other service
Community and Small Business:
-Design Consultant - Non-Profit Theatre
-Theatre & Project Management - Non-Profit Theatre
-Small Business Bookkeeping (Theatre and Trade Show)

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer
Last Name First Name MI Year Retired:

Noble Mary (Molly) G

Status: Shared W/other program (s):
Adjunct, ETCUM No

Summer 2009 TU Fall 2009 TU Spring 2010 TU Reassigned (Total)
4 3 0 0 0 00.000

Years of Service: Specialty:
7 Voice for the Actor (Linklater System); Acting Instructor; Director; Shakespeare; Introduction to the Theatre.

Leadership: List involvement in committees or other service
Professional actress. Artistic Director of PORCHLIGHT THEATRE, a Marin County Professional theatre.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Polen</td>
<td>Patricia G.</td>
<td>G.</td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program (s):
Adjunct, ETCUM: No

Summer 2009 TU  | Fall 2009 TU  | Spring 2010 TU  | Reassigned (Total) |
2.25            | 1.125        | 0.000           |

Years of Service: 18.5
Specialty: Costume Design; Costume History; Costume Construction; Theatrical Make-up/Wigs; Introduction to Theatre and Theatre History

Leadership: List involvement in committees or other service
Professional Costume Designer for the Marin County Mountain Play. Professional Wig and Make-up Artist with both the San Francisco and Portland Opera Companies.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Taylor</td>
<td>William Allen</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program (s):
Full-time, tenured: No

Summer 2009 TU  | Fall 2009 TU  | Spring 2010 TU  | Reassigned (Total) |
15               | 15           | 0.000           |

Years of Service: 10
Specialty: Acting, Directing, Solo Performance, Theatre Intro, Seminar and Fieldwork

Leadership: List involvement in committees or other service
Recruitment/Outreach Coordinator (Off and On Campus Events) for Drama Department and general campus; COM Diversity on-campus events participation (ongoing); Drama Department fundraising coordinator; Drama Club Advisor; Drama Department Coordinator (Fall 2001); Department liaison with theatre community. Department Chair-2009-2010

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Weber</td>
<td>Andrea</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Emergency Hire: No

Summer 2009 TU  | Fall 2009 TU  | Spring 2010 TU  | Reassigned (Total) |
0.000           |              |                |

Years of Service: 2
Specialty: stage movement; stage combat

Leadership: List involvement in committees or other service

Additional Teaching Unit Requests

II. Additional Unit requests for NEW classes or extra sections (requests for returned units has different process).

<table>
<thead>
<tr>
<th>Specialty</th>
<th>Units/Class</th>
<th>Number of Sections/Year</th>
<th>Existing or New Course</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acting II</td>
<td>3/3</td>
<td>1/1</td>
<td>Existing Course</td>
</tr>
</tbody>
</table>

http://programreview.marin.edu/TUReportFaculty.jsp  2/23/2010
To meet Program requirements for the following:
- ✔ Health/Safety
- ✔ Scheduling
- □ Title 5/Ed.Code
- □ Waitlists

Other:
If it is for a new course, has the outline been submitted and approved by curriculum, UDWC and the Board?

Justification for new units:
1. Why do you feel this is an important addition to your overall curriculum and/or number of offerings?
2. Is it or will it be required for a degree or certificate?
3. Is it a new state law requirement?
4. How will this improve access, student learning outcomes and success?
5. Do you have evidence to support the need for your request? If so, please explain and/or attach.
   1. Acting II and Improvisation II are necessary in the curriculum to give continuity to the progression of technique in these areas.
   2. No.
   3. No.
   4. Student will be able to advance the techniques learned in Acting I and Improvisation I.
   5. The last time we were able to offer both classes, there was good enrollment.

Shared Resources: If you have requested additional units that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.

III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)
1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.
   Drama requests one additional FT faculty member to replace recently retired FT faculty. Carla Zilbersmith retired at the end of the Spring-2008 semester after fourteen years of service. We had 2 full-timers from Fall -2000 until that time.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.
   There is a need for two full-timers in the department because the part-timers don’t have the time or allegiance (understandably) to the department that would satisfy the department’s long range goals.

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?
   None. 9 units.

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.
   One. W. Allen Taylor, who joined the faculty for the Fall-2000 semester.

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).
   We lost teaching units between fall-2007 and fall-2008 because of low enrolled classes being cancelled. This was due to a 3 unit class not being listed in the schedule, which occurred because of several last minute changes in the schedule necessitated by Carla Zilbersmith’s abrupt departure. It is important ot have these units restored to the program, since they were lost due to reasons caused by a health crisis.

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlists showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.
   We have had a recent growth in enrollment and the current semester has continued the upswing. We currently
have several classes with their highest enrollment in several semesters, including Acting I -130, Improvisation I-126, Improvisation Performance -127, Acting for the Director's workshop- 134 and Storytelling and Personal Narratives - 143.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

Our enrollment is increasing and we could easily add two to three more classes to our schedule if we had the faculty and teaching units. Case in point, Acting II and Improvisation II could be offered (and filled) on a regular basis, as we have great numbers in the introduction classes of both tracks. The students would have more opportunities to advance to the next level.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

There are about 40 units in the discipline each semester, only 15 of which are full-time. This means that there is in excess of 62% part-time faculty in the discipline. It is important that this replacement be considered immediately to maintain the health of the program. Also, it would allow us to expand the program more effectively by offering the majority of our blueprint with FT faculty.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

Students are eager to take additional classes outside of the blueprint, but we are at our unit allocation limit. An additional FT faculty member would allow us to hire more specialty faculty for classes outside of the blueprint, which would be handled primarily by the FT faculty.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
# Faculty Members
## ECE-2009

### I. Program Faculty

**List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dodge</td>
<td>Peggy</td>
<td>B</td>
<td></td>
</tr>
</tbody>
</table>

**Shared W/other program(s):**

- Full-time, tenured: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>15</td>
<td>15</td>
<td></td>
<td>5.000</td>
</tr>
</tbody>
</table>

**Years of Service:**

- 15

**Leadership: List involvement in committees or other service**

- Co-chair, Education Planning committee, Fall 2008 - present; Chair, Education Planning Committee Spring 2007 - Spring 2008 Curriculum Committee member - Fall 2006 - Fall 2008; Coordinator, ECE program - Spring 2003 -present COM Coordinator - Child Development Training Consortium - Spring 2003 - present COM Coordinator - California Early Childhood Mentor Program - Fall 2005 - present Marin Child Care Commission - November 2006 - present Marin Child Care Commission, Executive Committee member - November 2009 - present, Chairperson, Marin Child Care Commission; September 2007 - present California Community College Early Childhood Educators member Fall 2006 - present California Community College Curriculum Alignment Project Workgroup member - 2006-07 National Association for the Education of Young Children Member - January 1994 - present MarinCARES Advisory Committee - July 2006 - present Marin County Early Childhood Quality Initiative member - Fall 2006-present Education Planning Committee member - 2005-07 WASC self study committee chair - 2005 Bay Area Professional Development Collaborative participant; California Community College Curriculum Alignment Project college "Captain"; Fall 2009 - present, California Dept. of Education, Child Development Division, Faculty Initiative Project Advisory Committee

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Edwards</td>
<td>Shaquam</td>
<td>U</td>
<td></td>
</tr>
</tbody>
</table>

**Shared W/other program(s):**

- Full-time, probationary: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>15</td>
<td>15</td>
<td></td>
<td>00.000</td>
</tr>
</tbody>
</table>

**Years of Service:**

- 8

**Leadership: List involvement in committees or other service**

- Marin Children's Center Director - 11/27/2001-7/1/2005 Bay Area Network of Diversity Trainers in Early Childhood member Bay Area Professional Development Collaborative participant

---

**List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Shared W/other program(s):**

- Full-time, probationary: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:**

- 8

**Leadership: List involvement in committees or other service**

- Marin Children's Center Director - 11/27/2001-7/1/2005 Bay Area Network of Diversity Trainers in Early Childhood member Bay Area Professional Development Collaborative participant
Johnson Sarah

Status: Adjunct, ETCUM

Shared W/other program(s): No

<table>
<thead>
<tr>
<th></th>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Years of Service:</td>
<td>6</td>
<td>5</td>
<td>2</td>
<td>00.000</td>
</tr>
<tr>
<td>Specialty:</td>
<td>ECE</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Leadership: List involvement in committees or other service

- Orinda Union School District, Curriculum Committee;
- Mission statement workgroup under Jim Middleton;
- Various ECE interview committees;
- National Association for the Education of Young Children member;
- International Reading Association member;
- Orinda elementary school Coordinating Council member;
- Lawrence Hall of Science First grade algebra pilot teacher;
- Columbia Teachers College Reading and Writing program kindergarten demonstration teacher.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kreuzer</td>
<td>Susanne</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Emergency Hire

Shared W/other program(s): No

<table>
<thead>
<tr>
<th></th>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Years of Service:</td>
<td>5</td>
<td>5</td>
<td>2</td>
<td>00.000</td>
</tr>
<tr>
<td>Specialty:</td>
<td>ECE</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Leadership: List involvement in committees or other service

- Marin County Child Care Commission
- Certified Therapeutic Recreation Specialist
  Certified BLS Instructor; American Heart Association
  Early Childhood Specialist/Consultant 30 years
Member of the COM’s ECE Advisory Committee
Member of the National Easter Seals Inclusion Team
Member of the National Easter Seals Leadership Association
Member of the Early Childhood Mental Health Advisory Committee
Coordinator of the Special Needs Mental Health Initiative
Member of the CCCECE Curriculum Development Committee

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rappaport</td>
<td>Betty</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status:  
Shared W/other program(s): Adjunct, ETCUM

Summer 2009 TU  | Fall 2009 TU  | Spring 2010 TU  | Reassigned (Total) |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>0.00</td>
</tr>
</tbody>
</table>

Years of Service: 6.5  
Specialty: ECE

Leadership: List involvement in committees or other service

- Marin CARES Community Advisor
- Past Member Marin County Child Care Commission Quality Committee

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Willetts</td>
<td>Heidi</td>
<td></td>
<td>2009</td>
</tr>
</tbody>
</table>

Status:  
Shared W/other program(s): Adjunct, ETCUM

Summer 2009 TU  | Fall 2009 TU  | Spring 2010 TU  | Reassigned (Total) |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>3</td>
<td></td>
<td>00.000</td>
</tr>
</tbody>
</table>

Years of Service: 11  
Specialty: ECE - Spanish bilingual

Leadership: List involvement in committees or other service

WestEd Program For Infant Toddler Caregivers Trainer; Basic Skills Initiative, Instructional Practices subcommittee - Fall 2007-present Education Planning ESL subcommittee - 2005

Additional Teaching Unit Requests

II. Additional Unit requests for NEW classes or extra sections  
(requests for returned units has different process).

<table>
<thead>
<tr>
<th>Specialty:</th>
<th>Units/Class</th>
<th>Number of Sections/Year</th>
<th>Existing or New Course</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECE221</td>
<td>1</td>
<td>1</td>
<td>Existing Course</td>
</tr>
</tbody>
</table>

To meet Program requirements for the following:

- [ ] Health/Safety
- [x] Scheduling
- [ ] Title 5/Ed.Code
- [ ] Waitlists

http://programreview.marin.edu/TUReportFaculty.jsp  2/21/2010


Other:

Course being revised to include Math and Science rather than current science only content. Will require changing from 2 unit to 3 unit class to accommodate new content.

If it is for a new course, has the outline been submitted and approved by curriculum, UDWC and the Board?

Revision of existing course to be submitted to curriculum committee Spring 2010.

Justification for new units:
1. Why do you feel this is an important addition to your overall curriculum and/or number of offerings?
2. Is it or will it be required for a degree or certificate?
3. Is it a new state law requirement?
4. How will this improve access, student learning outcomes and success?
5. Do you have evidence to support the need for your request? If so, please explain and/or attach.

The California Dept. of Education, Child Development Division has recently published Pre-kindergarten and Infant/toddler learning and development foundations and curriculum frameworks that include mathematics standards. Currently, COM has no class that specifically addresses teaching math concepts in preschool. In order to ensure that the COM ECE program offers training on all the learning and development foundations we need to add specific content regarding the teaching of mathematics to young children.

Shared Resources: If you have requested additional units that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.

II. Additional Unit requests for NEW classes or extra sections (requests for returned units has different process).

<table>
<thead>
<tr>
<th>Specialty:</th>
<th>Units/Class</th>
<th>Number of Sections/Year</th>
<th>Existing or New Course</th>
</tr>
</thead>
<tbody>
<tr>
<td>ECE224</td>
<td>2</td>
<td>1</td>
<td>Existing Course</td>
</tr>
</tbody>
</table>

To meet Program requirements for the following:

- [ ] Health/Safety  
- [x] Scheduling  
- [ ] Title 5/Ed.Code  
- [ ] Waitlists

Other:

Existing units not sufficient to offer this class during the period of the recently completed blueprint.

If it is for a new course, has the outline been submitted and approved by curriculum, UDWC and the Board?

Justification for new units:
1. Why do you feel this is an important addition to your overall curriculum and/or number of offerings?
2. Is it or will it be required for a degree or certificate?
3. Is it a new state law requirement?
4. How will this improve access, student learning outcomes and success?
5. Do you have evidence to support the need for your request? If so, please explain and/or attach.

ECE teachers work with families, not just children. Working with parents requires specific skills and there are best practices in that area. Excellent ECE training programs include coursework in this area. The course exists in the ECE course menu but it not able to be offered during the next 4 semesters covered by the blueprint because of lack of units currently allocated.

Shared Resources: If you have requested additional units that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by

http://programreview.marin.edu/TUReportFaculty.jsp 2/21/2010
III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)

1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
# Faculty Members
## EMT-2009

## I. Program Faculty

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Florence</td>
<td>Donald</td>
<td>G</td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Adjunct, ETCUM: No

**Shared W/other program(s):**
- Adjunct, ETCUM: No

**Summer 2009 TU** | **Fall 2009 TU** | **Spring 2010 TU** | **Reassigned (Total)**
--- | --- | --- | ---
14.4 | 00.000 | 00.000 | 00.000

**Years of Service:**
- 10

** Specialty:**
- EMS, Fire, Rescue,

**Leadership: List involvement in committees or other service**
- Program Coordination for EMS education; Fire Tech 112, PE 215 First Responder, and Sim Lab training.

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Peterson</td>
<td>Ted</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Part-time, RETCUM: Yes

**Shared W/other program(s):**
- Part-time, RETCUM: Yes

**Summer 2009 TU** | **Fall 2009 TU** | **Spring 2010 TU** | **Reassigned (Total)**
--- | --- | --- | ---
14.0 | 00.000 | 00.000 | 00.000

**Years of Service:**
- 2

** Specialty:**
- EMS, Fire, Rescue.

**Leadership: List involvement in committees or other service**
- n/a

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scott</td>
<td>Nicole</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Part-time, RETCUM: Yes

**Shared W/other program(s):**
- Part-time, RETCUM: Yes

**Summer 2009 TU** | **Fall 2009 TU** | **Spring 2010 TU** | **Reassigned (Total)**
--- | --- | --- | ---
2 | 00.000 | 00.000 | 00.000

**Years of Service:**
- 1

** Specialty:**
- EMS, Paramedic
Leadership: List involvement in committees or other service
n/a

Additional Teaching Unit Requests

II. Additional Unit requests for NEW classes or extra sections (requests for returned units has different process).

<table>
<thead>
<tr>
<th>Specialty</th>
<th>Units/Class</th>
<th>Number of Sections/Year</th>
<th>Existing or New Course</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fire Technology 112</td>
<td>6 / 1</td>
<td>1</td>
<td>New Course</td>
</tr>
</tbody>
</table>

To meet Program requirements for the following:

- [ ] Health/Safety
- [ ] Scheduling
- [ ] Title 5/Ed.Code
- [ ] Waitlists

Other:

One class taught on Fridays 8-5pm.

If it is for a new course, has the outline been submitted and approved by curriculum, UDWC and the Board?

Yes. This is the same class but taught during a weekday, friday, instead of a weekend.

Justification for new units:

1. Why do you feel this is an important addition to your overall curriculum and/or number of offerings?
2. Is it or will it be required for a degree or certificate?
3. Is it a new state law requirement?
4. How will this improve access, student learning outcomes and success?
5. Do you have evidence to support the need for your request? If so, please explain and/or attach.

I feel this is a needed class because fewer students are able to attend an all day weekend class. Each semester the two existing class have reached their maximum entry numbers and this class would allow greater flexibility for the student who is unable to attend class over the weekend.

Evidence is that the neighboring EMT schools have also had full classes when the class was offered as an all day weekday class.

Shared Resources: If you have requested additional units that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.

This class would share all of the existing materials, teachers, facilities, and access points as the other EMT classes. By offering an all day EMT during a weekday it would attract those students that currently have to go to SF or Santa Rosa for instruction.

III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)

1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?
4. **New FT Faculty**: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

5. **Reduction in department TUs as a result of FT Faculty retirements or other significant causes?** Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. **Other reasons**: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. **Changes in Student Demand**: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. **Current of forthcoming changes** that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. **Program Review Findings**: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. **Other considerations**: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. **Shared Resources**: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
# Faculty Members
## ENGG-2009

## I. Program Faculty

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Banos</td>
<td>Robert</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:** Adjunct, ETCUM

**Shared W/other program(s):** No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>6.2</td>
<td>00.000</td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:** 3

**Specialty:** Graphics

**Leadership:** List involvement in committees or other service

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dunmire</td>
<td>Erik</td>
<td>N</td>
<td></td>
</tr>
</tbody>
</table>

**Status:** Full-time, tenured

**Shared W/other program(s):** Yes

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>13.98</td>
<td>00.000</td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:** 8

**Specialty:**

**Leadership:** List involvement in committees or other service

currently Academic Senator and Facilities Planning Committee (previously served as Interim Dean, Chair, Budget Committee, Data Acquisition Group).

## Additional Teaching Unit Requests

### III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)

1. **Please indicate if there are NO FT faculty in your discipline.** Please provide data regarding the length of time this discipline has been without a full time instructor.

2. **Non-availability of part-time instructors in a subject area.** Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. **RETCUM Faculty:** How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

4. **New FT Faculty:** How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please...
list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
Faculty Members
English-and-Humanities-2009

I. Program Faculty
List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Status:</th>
<th>Shared W/other program (s):</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>00.000</td>
<td></td>
<td></td>
<td>00.000</td>
</tr>
</tbody>
</table>

Years of Service: 6
Specialty: Reading, Composition

Leadership: List involvement in committees or other service

The English Department as of the end of this spring 2010 semester will have just three full time instructors--John Sutherland, Win Cottle and Ingrid Kelly--two of whom (Kelly and Cottle) have been approved for sabbatical beginning spring 2011.

Within the last 6 years, 7 full-time instructors have retired form the combined English/Humanities Dept: John Taylor, Eugenie Yaryan, Leah Shellida, Nancy Cavendar, Janet Mackintosh, Donna Monahan, David Rollison and (as of the end of spring 2010) Sandra Douglass.

NO POSITIONS HAVE BEEN REFILLED!

Two other instructors, Larry Tjernell and Blaze Woodlief, teach one to two class in English per semester.

The remainder of the courses are taught by ETCUM’s (10), instructors from the part-time pool (3) and emergency hires (5).

The English Department desperately needs to fill full-time openings!

Philosophy also needs a new full-time hire since the retirement of Leah Shellida has left a vacancy and Philosophy classes are bursting.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cottle</td>
<td>Win</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Status:</th>
<th>Shared W/other program (s):</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Full-time, tenured, No</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>00.000</td>
<td></td>
<td></td>
<td>00.000</td>
</tr>
</tbody>
</table>

Leadership: List involvement in committees or other service

Win Cottle co-coordinates the Writing Center and supervises the implementation of placement testing for the department. She is also involved in numerous committees.
involving technology and curriculum development.

**List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kelly</td>
<td>Ingrid</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**

- Shared W/other program (s):
- Full-time, tenured: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>00.000</td>
</tr>
</tbody>
</table>

**Years of Service:**

- 9 Composition, Reading, Literature, Critical Thinking

**Leadership: List involvement in committees or other service**

Ingrid Kelly currently co-coordinates the campus-wide Writing Center, the Online Writing Center and the English Writing Classroom (BC 101).

The Online Writing Center provides online access to tutoring for students, an important student service at the college which supports teaching in different modalities to support student needs. The English Department has traditionally been a key support for offering students in all disciplines with help in writing. Ingrid Kelly is also involved in the planning of the Distance Education program at the college, participating in the Program Review process and in the technology planning for the college.

**Additional Teaching Unit Requests**

**III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)**

1. **Please indicate if there are NO FT faculty in your discipline.** Please provide data regarding the length of time this discipline has been without a full time instructor.

2. **Non-availability of part-time instructors in a subject area.** Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. **RETCUM Faculty:** How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

4. **New FT Faculty:** How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

5. **Reduction in department TUs as a result of FT Faculty retirements or other significant causes?** Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. **Other reasons:** Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. **Changes in Student Demand:** Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

Cutbacks at UC and CSU have impacted English and Philosophy classes at CoM. Our unit allocation has risen steadily and we have constantly filled all classes.

Due to 7 recent retirements, we desperately need full-time replacements in both disiplines.

8. **Current of forthcoming changes** that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.
9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
# Faculty Members

## ELND-2009

### I. Program Faculty

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agudelo-Silva</td>
<td>Fernando</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- **Status:** Shared W/other program(s): Full-time, tenured Yes

<table>
<thead>
<tr>
<th></th>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>6</td>
<td>18.5</td>
<td>18.00</td>
<td>00.000</td>
</tr>
</tbody>
</table>

- **Years of Service:** 8
- **Specialty:** Biology and Environmental Landscape, Environmental and Health Sciences

**Leadership:** List involvement in committees or other service

- President of Facilities Planning Committee for three years until 2009. Currently member of this committee
- Faculty Sponsor of the Land Sustainability Student Club
- Founder and main promoter of the Biology Department Botanical Garden and Arboretum
- Member of the Museum Committee for College of Marin
- Founder of the Water Management and Technology Center at College of Marin

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Buckner</td>
<td>Lisa</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- **Status:** Shared W/other program(s): Part-time, ETNUM No

<table>
<thead>
<tr>
<th></th>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1.5</td>
<td>1.5</td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

- **Years of Service:** 2
- **Specialty:** organic farming and gardening

**Leadership:** List involvement in committees or other service

- Liza assists in curriculum development and teaching of classes on organic gardening and landscaping

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Burgi</td>
<td>Charlene</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- **Status:** Shared W/other program(s): Part-time, ETNUM No
### List of Faculty Members and Total Faculty Units Separately for Fall, Spring, and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
<th>Status:</th>
<th>Shared W/other program(s):</th>
</tr>
</thead>
<tbody>
<tr>
<td>Johnson</td>
<td>Rudnick</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Keator</td>
<td>Glenn</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Swain</td>
<td>Steve</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

#### Leadership: List Involvement in Committees or Other Service

Charlene plays an important role advising with matters regarding water management classes.

Ms. Johnson plays an important role in classes related to organic farming and assists in curriculum development.

Glenn assists in curriculum development.
<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.5</td>
<td>0</td>
<td></td>
<td>0.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 1  
**Specialty:** Integrated Pest Management

**Leadership: List involvement in committees or other service**
Steve works full time for the University of California Extension service and brings a broad range of knowledge in integrated pest management to the program.

**Additional Teaching Unit Requests**

**II. Additional Unit requests for NEW classes or extra sections**
(requests for returned units has different process).

<table>
<thead>
<tr>
<th>Specialty:</th>
<th>Units/Class</th>
<th>Number of Sections/Year</th>
<th>Existing or New Course</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

To meet Program requirements for the following:

- Health/Safety
- Scheduling
- Title 5/Ed.Code
- Waitlists

**Other:**
If it is for a new course, has the outline been submitted and approved by curriculum, UDWC and the Board?
Section not applicable

**Justification for new units:**
1. Why do you feel this is an important addition to your overall curriculum and/or number of offerings?
2. Is it or will it be required for a degree or certificate?
3. Is it a new state law requirement?
4. How will this improve access, student learning outcomes and success?
5. Do you have evidence to support the need for your request? If so, please explain and/or attach.

**Shared Resources:** If you have requested additional units that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.

**III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)**

1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.
   This section is not applicable

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.
3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
# Faculty Members

## Environmental-Science-2009

### I. Program Faculty

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agudelo Silva</td>
<td>Fernando</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Full-time, probationary
- No

**Shared W/other program(s):**
- Shared W/other

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>5.0</td>
<td>00.000</td>
</tr>
</tbody>
</table>

**Years of Service:**

**Specialty:**

Leadership: List involvement in committees or other service
- see biology

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>da Silva</td>
<td>Paul G.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Full-time, tenured
- Yes

**Shared W/other program(s):**
- Shared W/other

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>5.0</td>
<td>00.000</td>
</tr>
</tbody>
</table>

**Years of Service:**

**Specialty:**

Leadership: List involvement in committees or other service
- see biology

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foss</td>
<td>Don</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Full-time, tenured
- Yes

**Shared W/other program(s):**
- Shared W/other

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>5.0</td>
<td>00.000</td>
</tr>
</tbody>
</table>

**Years of Service:**

**Specialty:**

Leadership: List involvement in committees or other service
- see biology
Leadership: List involvement in committees or other service
see geology

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mueller</td>
<td>Joe</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status:    Shared W/other program(s):
Full-time, tenured    Yes

Summer 2009 TU     Fall 2009 TU     Spring 2010 TU     Reassigned (Total)
5                     00.000

Years of Service: Specialty:
Biology

Leadership: List involvement in committees or other service
see biology

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Smith</td>
<td>Vic</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status:    Shared W/other program(s):
Adjunct, ETCUM    Yes

Summer 2009 TU     Fall 2009 TU     Spring 2010 TU     Reassigned (Total)
5                     00.000

Years of Service: Specialty:
biology

Leadership: List involvement in committees or other service
see biology

Additional Teaching Unit Requests

III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)
1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and
if faculty member was the result of retreat rights.

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
## Faculty Members
### FILM/VIDEO-2009

### I. Program Faculty
List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Crosby</td>
<td>Frank</td>
<td>D</td>
<td></td>
</tr>
</tbody>
</table>

**Status:**

- Shared W/other program(s):
  - Full-time, tenured

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>18</td>
<td>18</td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:**

- 11

**Specialty:**

- Film/Video/Media: aesthetics, history, production, studies
- Screenwriting Media Literacy and Studies

**Leadership:** List involvement in committees or other service

- Committees ~ Educational Master Planning ~ Technology ~ Distant Education and Technology Assisted Learning Taskforce Community Media Center Project-- Leadership and Facilitator Board Member, Community Media Center of Marin

---

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Handsher</td>
<td>Sandy</td>
<td></td>
</tr>
</tbody>
</table>

**Status:**

- Shared W/other program(s):
  - Retired in past 5 yrs.
  - No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>5</td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:**

- 20+

**Specialty:**

- Film/Video: aesthetics, history, studies
- Screenwriting

**Leadership:** List involvement in committees or other service

---

### III. FT Faculty Needs
(Please fill this out ONLY if you are stating a need for new full time faculty in your area.)

1. **Please indicate if there are NO FT faculty in your discipline.** Please provide data regarding the length of time this discipline has been without a full time instructor.

2. **Non-availability of part-time instructors in a subject area.** Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. **RETCUM Faculty:** How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?
4. **New FT Faculty:** How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

5. **Reduction in department TUs as a result of FT Faculty retirements or other significant causes?** Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. **Other reasons:** Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. **Changes in Student Demand:** Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. **Current of forthcoming changes** that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. **Program Review Findings:** Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. **Other considerations:** Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. **Shared Resources:** If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
## Faculty Members
### French-2009

### I. Program Faculty

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Buquen</td>
<td>Kenny</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program
- (s):
- Adjunct, ETCUM
- N

**List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer**

<table>
<thead>
<tr>
<th>Season</th>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Buquen</td>
<td>Kenny</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.00</td>
<td>00.000</td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:**
- 15

**Specialty:**
- French grammar and French film

**Leadership:** List involvement in committees or other service

This instructor has developed new courses in film for the French discipline which have been well received by new enrollments. He has been a full-time instructor of French at a local high school for many years.

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Goff-Tuttle</td>
<td>Marie</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program
- (s):
- Adjunct, ETCUM
- N

**List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer**

<table>
<thead>
<tr>
<th>Season</th>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Goff-Tuttle</td>
<td>Marie</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>16.00</td>
<td>00.000</td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:**
- 8.0

**Specialty:**
- French grammar and literature and French cultural studies

**Leadership:** List involvement in committees or other service

This instructor is previously retired from a full teaching career at San Rafael High School, where she also served as Department Chair of the Foreign Language Department. She has dedicated herself tirelessly to reviving the interest in French cultural studies while here at College of Marin and the upper levels of grammar studies. She was awarded the Palais Academiques by the French Government, served eight years on the National Board of the American Association of Teachers of French. In addition, she served as President as the Northern California AATF Chapter, as Board Member of FLANC, and as President of Alliance-Fraicaise Marin.

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Levin</td>
<td>Deborah</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program
- (s):
- Adjunct, ETCUM
- N

**List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer**

<table>
<thead>
<tr>
<th>Season</th>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Levin</td>
<td>Deborah</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>8.00</td>
<td>00.000</td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:**
- 2

**Specialty:**
- French grammar and literature

**Leadership:** List involvement in committees or other service

- Indiana University Graduate School Dissertation Year Research Fellowship, 1998-1999
- Gilbert and Marie Pearl Education Scholarship, department of Language Education 1995-1999
- American Association of Teachers of French (AATF), Member since 2006
- American Association of Applied Linguistics (AAAL), since 2002
### Additional Teaching Unit Requests

#### III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)

1. **Please indicate if there are NO FT faculty in your discipline.** Please provide data regarding the length of time this discipline has been without a full time instructor.

   There are no full-time French instructors at College of Marin. The French discipline had one full time faculty who retired. When the full-time faculty member retired, this faculty member was replaced by part-time instructors. With only part-time instructors it is not possible to provide students with continuity in course offerings since not all instructors are available to teach in the morning. Also, it is not possible to offer any complementary French language learning activities such as a French club.

   There is one full-time faculty member in the Modern Languages Department. This situation makes it nearly impossible to complete administrative tasks without burdening part-time faculty with non-compensated administrative responsibilities.

2. **Non-availability of part-time instructors in a subject area.** Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

   Most of the PT faculty works during the day at other jobs/schools, and it has become increasingly difficult to find faculty who can teach in the morning prime time hours.

3. **RETCUM Faculty:** How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

4. **New FT Faculty:** How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

   No Full-Time faculty have been hired in the past 10 years.

5. **Reduction in department TUs as a result of FT Faculty retirements or other significant causes?** Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. **Other reasons:** Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. **Changes in Student Demand:** Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. **Current of forthcoming changes** that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.
9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
**Faculty Members**

**Geology-and-Geography-2009**

---

### I. Program Faculty

**List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bero</td>
<td>David</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**

- Shared W/other program(s):
  - Emergency Hire: No

**Years of Service:**

- 4.0

**Specialty:**

- Mr. Bero teaches Geology 120, 120 lab and Extended or weekend field Geology courses

**Leadership:** List involvement in committees or other service

- Mr. Bero has not as of yet for he is still an emergency hire, participated in the shared governance system

---

**List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Florsheim</td>
<td>Joan</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**

- Adjunct, ETCUM: No

**Years of Service:**

- new

**Specialty:**

- Hydrology

**Leadership:** List involvement in committees or other service

---

**List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Foss</td>
<td>Donald</td>
<td>j</td>
<td></td>
</tr>
</tbody>
</table>

**Status:**

- Full-time, tenured: Yes

**Years of Service:**

- 30.0

**Specialty:**

- I can teach all course offerings in the Geology, Geography and Environmental Science. I have also served and taught in the Alternative Energy Science Program however we no longer have the staff
to continue this effort.

Leadership: List involvement in committees or other service

I am the only full time faculty member still standing in the once robust Geology-Geography disciplines. During my 28 year tenure I have served as a member of the Academic Senate and served as the President of the Academic Senate for the faculty of the Indian Valley Campus for a two year period that extended from 1984 through 1985. In 1984 I was a member of the Novato Energy Task Force representing the IVC campus. I have been a member of the United Professors of Marin Executive Council for over 17 years and have served, to insure our efforts of a shared governance system, on all UPM-MCCD Committees. These committees include but are not limited to the following: UPM Collective Bargaining Team, UPM Health and Safety Committee, UPM Professional Affairs Committee, Union-District Workload Committee, District Energy Task Force, and the Sabbatical Leave Committee.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Locke</td>
<td>James</td>
<td>K</td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program(s):
Part-time, RETCUM Yes

Summer 2009 TU | Fall 2009 TU | Spring 2010 TU | Reassigned (Total) |
---------------|--------------|----------------|--------------------|
3 to 6         | 00.000       |                |

Years of Service: Specialty:
Professor Locke taught in the Geology and Geography disciplines at the College of Marin as a full time member of the faculty for over 38 years.

Leadership: List involvement in committees or other service

Mr. James Locke served on every committee formed by the College of Marin Academic Senate. During his highly productive tenure he served as the President of the Academic Senate on three separate occasions. Professor Locke was very active in the State Academic Senate representing the California Community College system as well where he served for two terms as a Senator at the state level and then was elected President of the California State Academic Senate representing the California Community College system. Mr. Locke has served as the President of the United Professors of Marin and served for many years as a member of the Executive Council of our union. Professor Locke has been a member in good standing of every district-faculty committee of any magnitude that meets in hopes of advancing our college.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meyers</td>
<td>Nicole</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program(s):
Adjunct, ETCUM No

Summer 2009 TU | Fall 2009 TU | Spring 2010 TU | Reassigned (Total) |
---------------|--------------|----------------|--------------------|
6             | 00.000       |                |

Years of Service: Specialty:
new
Leadership: List involvement in committees or other service

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Newton</td>
<td>Steve</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program(s):

- Emergency Hire: No

Summer 2009 TU  | Fall 2009 TU  | Spring 2010 TU | Reassigned (Total) |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>3 to 6</td>
<td>00.000</td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

Years of Service: Specialty:

- Mr. Newton has taught Oceanography, Physical Geology, California Geology and Geology of the National Parks.

Leadership: List involvement in committees or other service

Mr. Newton has not as of this point in time served on a district committee.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Peri</td>
<td>Andy</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program(s):

- Emergency Hire: No

Summer 2009 TU  | Fall 2009 TU  | Spring 2010 TU | Reassigned (Total) |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>9</td>
<td>00.000</td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

Years of Service: Specialty:

- Andy Peri teaches Physical Geography, Geography 101. This is the only course he has taught for us as of the date of this Program Review

Leadership: List involvement in committees or other service

Professor Peri has not as of this date participated in the committee system mandated for shared governance.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salcedo</td>
<td>N</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program(s):

- Emergency Hire: No

Summer 2009 TU  | Fall 2009 TU  | Spring 2010 TU | Reassigned (Total) |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>3.0</td>
<td>00.000</td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

Years of Service: Specialty:

Professor Salcedo teaches Introduction to Geographic Information Systems and Application of Geographic Information Systems in Research.
Leadership: List involvement in committees or other service

It is beyond the scope of a part time position to also demand that they donate their
time as a member of a time consuming governance committee. The responsibility of
defining the direction this district takes as well as the processes and procedures we
agree to labor under must fall on the shoulders of full time faculty and staff.

Additional Teaching Unit Requests

III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time
faculty in your area.)

1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding
the length of time this discipline has been without a full time instructor.

2. Non-availability of part-time instructors in a subject area. Please provide evidence
demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are
now taught by RETCUM faculty each year?

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each
faculty name and the year of employment. If this instructor is shared with another department, please
list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if
faculty member was the result of retreat rights.

5. Reduction in department TUs as a result of FT Faculty retirements or other
significant causes? Please provide data that illustrates a change in teaching unit allocation as a
direct result of FT faculty retirements within your department and how this may change in the coming
year(s).

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so,
please explain and provide evidence.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to
enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased
student demand such as numbers of sections added and/or courses with waitlist totals showing a need
for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in
student growth, please explain why.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty
within this department. Please outline all relevant circumstances that justify the priority of a FT hire in
addition to those already outlined above. Consider changes in the field, changes in the job market and
population shifts.

9. Program Review Findings: Indicate what trends you identified in your last program review that
support the need for full time faculty hires. Tie these to the department and college mission.

10. Other considerations: Include such information as matriculation needs, changes in student
demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one
department, please indicate here. Please indicate which disciplines and/or departments and the number
of combined students/faculty or classes he/she would serve. Please indicate how it will improve access
or outcomes and if it is needed for health and safety concerns or required by law.
## Faculty Members
### Italian-2009

### I. Program Faculty

**List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Freschi</td>
<td>Kathryn</td>
<td>H.</td>
<td></td>
</tr>
</tbody>
</table>

**Status:**

- Shared W/other program(s):
  - Other: No

**Summarize 2009 TU**

<table>
<thead>
<tr>
<th></th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Freschi</td>
<td>12.00</td>
<td>11.00</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:** 29

**Specialty:**

- Italian grammar, literature, film

**Leadership:** List involvement in committees or other service

- Academic Senate, Department Chair 2000-2007
- Union Executive Committee
- Study Abroad
- Dean of Community Education and Services

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Labriola</td>
<td>Caterina</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**

- Shared W/other program(s):
  - Adjunct, ETCUM: No

**Summarize 2009 TU**

<table>
<thead>
<tr>
<th></th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Labriola</td>
<td>1.00</td>
<td>16.00</td>
<td>1.00</td>
</tr>
</tbody>
</table>

**Years of Service:** 20

**Specialty:**

- Italian grammar, literature, film

**Leadership:** List involvement in committees or other service

- International Film festival

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pagani</td>
<td>Rossana</td>
<td>Monica</td>
<td></td>
</tr>
</tbody>
</table>

**Status:**

- Shared W/other program(s):
  - Full-time, tenured: No

**Summarize 2009 TU**

<table>
<thead>
<tr>
<th></th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pagani</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
</tbody>
</table>

**Years of Service:** 10

**Specialty:**

- Italian grammar and literature, Spanish grammar and literature.
Leadership: List involvement in committees or other service
Curriculum Committee, Curriculum development, Study Abroad, SLO committee, Assessment.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Smith</td>
<td>Diusca</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: 
Adjunct, ETCUM

Shared W/other program(s):

Summar 2009 TU  Fall 2009 TU  Spring 2010 TU  Reassigned (Total)
12.00       00.000         00.000

Years of Service: Specialty:
6 Italian grammar, literature, Curriculum Committee, since Fall 2008

Leadership: List involvement in committees or other service

Additional Teaching Unit Requests

III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)
1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and
population shifts.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
Faculty Members
Japanese-2009

I. Program Faculty
List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prince</td>
<td>Kuniko</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Adjunct, ETCUM No

Shared W/other program(s):

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>16</td>
<td>00.00</td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

Years of Service: 8

Leadership: List involvement in committees or other service

Specialty: List all areas of specialty and/or equivalency

II. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)

1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.
5. **Reduction in department TUs as a result of FT Faculty retirements or other significant causes?**  Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. **Other reasons:** Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. **Changes in Student Demand:** Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. **Current of forthcoming changes** that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. **Program Review Findings:** Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. **Other considerations:** Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. **Shared Resources:** If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
## I. Program Faculty
### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dougan</td>
<td>Michael</td>
<td>J</td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Full-time, tenured: No

**Shared W/other program(s):**
- Shared with other program(s): No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>15.25</td>
<td>15.25</td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:** 8

**Specialty:** Journalism and mass communications

**Leadership: List involvement in committees or other service**
- Academic Senate
- College Council
- Governance Review Council
- Curriculum Committee
- Equity and Diversity Committee

## Additional Teaching Unit Requests

### III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)

1. **Please indicate if there are NO FT faculty in your discipline.** Please provide data regarding the length of time this discipline has been without a full time instructor.

2. **Non-availability of part-time instructors in a subject area.** Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. **RETCUM Faculty:** How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

4. **New FT Faculty:** How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

5. **Reduction in department TUs as a result of FT Faculty retirements or other significant causes?** Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. **Other reasons:** Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. **Changes in Student Demand:** Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.
8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
# Faculty Members
## Library-2009

## I. Program Faculty

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wilkins</td>
<td>Susan</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:** Adjunct, ETCUM

**Shared W/other program(s):** No

### Summer 2009 TU

- **Fall 2009 TU:** 7.5
- **Spring 2010 TU:** 0.000

**Reassigned (Total):** 0.000

**Leadership:** List involvement in committees or other service

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bradshaw</td>
<td>Dick</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:** Adjunct, ETCUM

**Shared W/other program(s):** No

### Summer 2009 TU

- **Fall 2009 TU:** 12 hrs
- **Spring 2010 TU:** 0.000

**Reassigned (Total):** 0.000

**Leadership:** List involvement in committees or other service

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cox</td>
<td>Carl</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:** NA

**Shared W/other program(s):** No

### Summer 2009 TU

- **Fall 2009 TU:** 35 hrs
- **Spring 2010 TU:** 0.000

**Reassigned (Total):** 0.000

**Leadership:** List involvement in committees or other service

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>erdman</td>
<td>John</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:** Adjunct, ETCUM

**Shared W/other program(s):** No

### Summer 2009 TU

- **Fall 2009 TU:** 7
- **Spring 2010 TU:** 0.000

**Reassigned (Total):** 0.000

**Leadership:** List involvement in committees or other service

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
</table>

### Leadership:

- Instructional Equipment and Library materials committee
- Technology Committee
- Union District Workload Committee
- United Professors of Marin Executive Council
- Professional Affairs Committee

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer
List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Martin</td>
<td>Michele</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Emergency Hire: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>0</td>
<td>0.00</td>
</tr>
</tbody>
</table>

**Years of Service:**
- .5

**Specialty:**
- List all areas of specialty and/or equivalency

**Leadership:**
- List involvement in committees or other service

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Risch</td>
<td>Joan</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- NA

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>1.0</td>
<td>18.00 hr</td>
</tr>
</tbody>
</table>

**Years of Service:**
- 34

**Specialty:**
- List all areas of specialty and/or equivalency

**Leadership:**
- List involvement in committees or other service

Additional Teaching Unit Requests

III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)

1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. RETCUM Faculty:
   - How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?
   - One librarian has retired; no RETCUM faculty are working in the library.

4. New FT Faculty:
   - How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.
   - None.

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes?
   - Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. Other reasons:
   - Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. Changes in Student Demand:
   - Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.
   - A number of changes, both internal to COM and in the environment of higher education in general, have greatly impacted the demands on librarians.

   • College librarians must balance the dual demands for electronic and print sources of information and the different research techniques they require. At the same time, higher levels of information literacy have increasingly become a prerequisite for future educational and professional success for our students.

   • Dramatic increases in the number of Basic Skills, ESL and vocational students at COM demand more time of
Underprepared students require more instructional time, support and reassurance. Research instruction techniques must be re-examined frequently in order to insure that students are well served and that their emerging skills in research form a reliable foundation for ongoing development.

Unlike classroom instructional programs, there is no ready means of increasing library staffing when the number of students we serve increases. Therefore, the 20% or more increase in student enrollments over the past five years have had a disproportionate impact on the library, especially since during the same period of time we lost one-third of our faculty.

Collaboration with faculty colleagues should be ongoing and extensive. Substantial increase of part-time faculty and numerous faculty changes from semester to semester require increased efforts by library faculty to inform and instruct classroom faculty about the extensive support services offered by the library for them and their students.

Additional full-time library faculty is crucial to survival of the library as a viable part of the academic program. Current staffing allows only day-to-day instruction of students and minimal involvement with other faculty and community the community. Planning, outreach and innovation suffer.

A new library at IVC opens in fall 2010. Because library faculty have the education, experience and responsibility for making appropriate recommendations about library resources and services, plans for library services at IVC must involve library faculty (working in collaboration with classroom colleagues) at every stage. The time to do this has been minimal. Clearly, the need to provide library services to that campus will require that the vacant position be filled as soon as possible.

**9. Program Review Findings:** Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

**10. Other considerations:** Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

**11. Shared Resources:** If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
Faculty Members
MACH-2009

I. Program Faculty
List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Barrall</td>
<td>Mark</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program(s):
Adjunct, ETCUM Yes

Summer 2009 TU  Fall 2009 TU  Spring 2010 TU  Reassigned (Total)
8.1 00.000

Years of Service: Specialty:
3  Degreed Electrical Engineer, UCSB

Leadership: List involvement in committees or other service
2005 National Thunderbird Newsletter Gold Award Winner
2006 National Thunderbird Newsletter Silver Award Winner
2007 National Thunderbird Gold Medallion Winner - Best in the Nation
2007 National Thunderbird Technical Article 2nd Place
2007 National Thunderbird Technical Article Honorable Mention (2)
2006 Selected to Umpire ASA National Tournament
2007 Selected to Umpire ASA National Tournament

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brady</td>
<td>Stephen</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program(s):
Adjunct, ETCUM No

Summer 2009 TU  Fall 2009 TU  Spring 2010 TU  Reassigned (Total)
3.0 00.000

Years of Service: Specialty:

Leadership: List involvement in committees or other service

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cooper</td>
<td>Kyle</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program(s):
Adjunct, ETCUM No

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

http://programreview.marin.edu/TUReportFaculty.jsp
2/22/2010
<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deines</td>
<td>Mark</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lutz</td>
<td>Arthur</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Peterson</td>
<td>Stephen R</td>
<td>R</td>
<td></td>
</tr>
</tbody>
</table>

### Leadership: List involvement in committees or other service

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deines</td>
<td>Mark</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lutz</td>
<td>Arthur</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Peterson</td>
<td>Stephen R</td>
<td>R</td>
<td></td>
</tr>
</tbody>
</table>

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Period</th>
<th>TU 2009</th>
<th>TU 2009</th>
<th>TU 2010</th>
<th>TU 2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Summer</td>
<td>6.0</td>
<td>0.000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fall</td>
<td>0.000</td>
<td>0.000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Spring</td>
<td>6.0</td>
<td>0.000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reassigned</td>
<td>0.000</td>
<td>0.000</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Years of Service: Specialty:

- Deines: .5 welding
- Lutz: 15.3 Instructional Assistant
- Peterson: 9.0 2.5 Welding

### Status:

- Shared W/other program(s):
  - Deines: No
  - Lutz: Full-time, tenured
  - Peterson: No

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Period</th>
<th>TU 2009</th>
<th>TU 2009</th>
<th>TU 2010</th>
<th>TU 2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Summer</td>
<td>6.0</td>
<td>0.000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fall</td>
<td>0.000</td>
<td>0.000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Spring</td>
<td>6.0</td>
<td>0.000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Reassigned</td>
<td>0.000</td>
<td>0.000</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Leadership: List involvement in committees or other service

Additional Teaching Unit Requests

III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)
1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
## Faculty Members
### MATH-2009

### I. Program Faculty

#### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allen</td>
<td>Maula</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program(s):
  - Full-time, tenured: No

<table>
<thead>
<tr>
<th>Season</th>
<th>Units</th>
</tr>
</thead>
<tbody>
<tr>
<td>Summer 2009 TU</td>
<td>5</td>
</tr>
<tr>
<td>Fall 2009 TU</td>
<td>21</td>
</tr>
<tr>
<td>Spring 2010 TU</td>
<td>19.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 7

**Leadership:**
- Former CRA Trustee. Served on various committees. Acted as Math and Science Club President. Served on the Curriculum Committee, the IPC, the Road to Success committee.

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Armendariz</td>
<td>Joaquin</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program(s):
  - Full-time, tenured: No

<table>
<thead>
<tr>
<th>Season</th>
<th>Units</th>
</tr>
</thead>
<tbody>
<tr>
<td>Summer 2009 TU</td>
<td>6</td>
</tr>
<tr>
<td>Fall 2009 TU</td>
<td>19.25</td>
</tr>
<tr>
<td>Spring 2010 TU</td>
<td>19.500</td>
</tr>
</tbody>
</table>

**Years of Service:** 22

**Leadership:**
- Served on various committees.

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blackburn</td>
<td>Brian</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Adjunct, ETCUM: No

<table>
<thead>
<tr>
<th>Season</th>
<th>Units</th>
</tr>
</thead>
<tbody>
<tr>
<td>Summer 2009 TU</td>
<td>0</td>
</tr>
<tr>
<td>Fall 2009 TU</td>
<td>8</td>
</tr>
<tr>
<td>Spring 2010 TU</td>
<td>6.875</td>
</tr>
</tbody>
</table>

**Years of Service:** 14

**Leadership:**
-
## Leadership: List involvement in committees or other service

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contini</td>
<td>Victor</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:** Shared W/other program(s):
Temp Pool No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>5</td>
<td>5</td>
<td>00.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 1
**Specialty:** Mathematics

## Leadership: List involvement in committees or other service

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Freedman</td>
<td>Meredith</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:** Shared W/other program(s):
Temp Pool No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.5</td>
<td>7.25</td>
<td>7.5</td>
<td>00.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 3
**Specialty:** Math Education

## Leadership: List involvement in committees or other service

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Golitzin</td>
<td>George</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:** Full-time, tenured No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>0</td>
<td>20</td>
<td>00.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 13
**Specialty:** Lie Superalgebras

**Leadership:** Served on Curriculum Committee.

## Leadership: List involvement in committees or other service

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Goodale</td>
<td>Jayme</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:** Shared W/other program(s):
Full-time, tenured No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>0</td>
<td>20</td>
<td>00.000</td>
</tr>
<tr>
<td>Last Name</td>
<td>First Name</td>
<td>MI</td>
<td>Year Retired:</td>
</tr>
<tr>
<td>-----------</td>
<td>------------</td>
<td>----</td>
<td>---------------</td>
</tr>
<tr>
<td>Jacob</td>
<td>John</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Jaeschke</td>
<td>Sara</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Kostyrko</td>
<td>Jacek</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Shared W/other program(s):**
- Adjunct, ETCUM

**Summer 2009 TU**
- 0.5

**Fall 2009 TU**
- 3.75

**Spring 2010 TU**
- 6

**Reassigned (Total)**
- 0.0

**Years of Service:**
- 12
- 19
- 11

**Specialty:**
- Math Education
- Differential Geometry, Lie Groups, Mathematical Physics

**Leadership: List involvement in committees or other service**
- Served on various committees. Former department Chair.
<table>
<thead>
<tr>
<th>Years of Service:</th>
<th>Specialty:</th>
</tr>
</thead>
<tbody>
<tr>
<td>12</td>
<td>Math Education</td>
</tr>
</tbody>
</table>

Leadership: List involvement in committees or other service

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lansing</td>
<td>Ira</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Full-time, tenured No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>9</td>
<td>6.5</td>
<td>00.000</td>
</tr>
</tbody>
</table>

Years of Service: Specialty:
34 Statistic, Math Education

Leadership: List involvement in committees or other service
CRA Trust Board UPM Executive Council Advisor

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monteith</td>
<td>Anthony</td>
<td>1</td>
<td></td>
</tr>
</tbody>
</table>

Status: Part-time, RETCUM No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0</td>
<td>0</td>
<td>00.000</td>
</tr>
</tbody>
</table>

Years of Service: Specialty:
31 Statistics, Mathematics Education

Leadership: List involvement in committees or other service
Served on various committees. Former department Chair.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nelson</td>
<td>Cliff</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Temp Pool No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.5</td>
<td>8</td>
<td>4.125</td>
<td>00.000</td>
</tr>
</tbody>
</table>

Years of Service: Specialty:
### Leadership: List involvement in committees or other service

#### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ordin</td>
<td>Laurie</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Full-time, tenured: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>8</td>
<td>19.5</td>
<td>18.75</td>
<td>5.5</td>
</tr>
</tbody>
</table>

**Years of Service:** 13  
**Specialty:** Statistics

#### Leadership: List involvement in committees or other service

- ASG Advisor
- Academic Standards Committee member
- College Petitions Committee member
- UPM CCC Rep
- Served on hiring committees
- Department Co-Chair
- Math department Co-Chair

---

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psomas</td>
<td>Nick</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Adjunct, ETCUM: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>8.000</td>
<td>00.000</td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:** 17  
**Specialty:** Math Education

---

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Roderick</td>
<td>Irina</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Full-time, tenured: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Russakovskii</td>
<td>Eugene</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Status: Adjunct, ETCUM</td>
<td>No</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>9</td>
<td>17.25</td>
<td>20.5</td>
<td>1.5</td>
</tr>
</tbody>
</table>

### Leadership: List involvement in committees or other service

Served on Curriculum Committee. Currently on hiring committee. Department co-Chair

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stewart</td>
<td>Alyson</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Status: Adjunct, ETCUM</td>
<td>N</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>5</td>
<td>5</td>
<td>0.000</td>
</tr>
</tbody>
</table>

### Leadership: List involvement in committees or other service

List all areas of specialty and/or equivalency: Math Education

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wang</td>
<td>Andrea</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Status: Adjunct, ETCUM</td>
<td>No</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>8.75</td>
<td>8.75</td>
<td>0.000</td>
</tr>
</tbody>
</table>

### Leadership: List involvement in committees or other service

List all areas of specialty and/or equivalency: Math Education
Leadership: List involvement in committees or other service

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Young</td>
<td>Maria</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program(s):
Adjunct, ETCUM No

Summer 2009 TU | Fall 2009 TU | Spring 2010 TU | Reassigned (Total)
0 | 5 | 5 | 00.000

Years of Service: 2
Specialty: Math education

Leadership: List involvement in committees or other service

Additional Teaching Unit Requests

III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)

1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in
addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
## Faculty Members
### MEDA-2009

#### I. Program Faculty

**List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chang</td>
<td>Jennifer</td>
<td>Yung-Chang</td>
<td></td>
</tr>
</tbody>
</table>

**Status:**

- Shared W/other program(s): Adjunct, ETCUM No

**Summer 2009 TU**  | **Fall 2009 TU**  | **Spring 2010 TU**  | **Reassigned (Total)** |
| 1.5          | 1.5           | N/A             |                  |

**Years of Service:** 10

**Specialty:** Pharmacology

**Leadership:** List involvement in committees or other service

- Medical Assisting/Phlebotomy Advisory Board Member

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dobra</td>
<td>Linda</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**

- Shared W/other program(s): Adjunct, ETCUM No

**Summer 2009 TU**  | **Fall 2009 TU**  | **Spring 2010 TU**  | **Reassigned (Total)** |
| 0            | 0             | N/A             |                  |

**Years of Service:** 4

**Specialty:** Phlebotomy Instruction

**Leadership:** List involvement in committees or other service

- Course Outline Revision
- Medical Assisting/Phlebotomy Advisory Board Member
- Participated in State Recertification for Phlebotomy Course

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lacy</td>
<td>Carol</td>
<td>M</td>
<td></td>
</tr>
</tbody>
</table>

**Status:**

- Shared W/other program(s): Full-time, tenured No

**Summer 2009 TU**  | **Fall 2009 TU**  | **Spring 2010 TU**  | **Reassigned (Total)** |
| 2            | 32.35       | 2.35           |                  |
Years of Service: Specialty:
6 Clinical & Laboratory Procedures, Diseases, Administrative Procedures

Leadership: List involvement in committees or other service
Chairperson - Medical Assisting/Phlebotomy Advisory Board Member, Health & Safety Committee Participant - Course Outline Revisions Program Review Member Career Fair Participant, Program Coordinator.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Muller</td>
<td>Beverly</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program(s):
Adjunct, ETCUM No

Summer 2009 TU Fall 2009 TU Spring 2010 TU Reassigned (Total)
3.1 N/A

Years of Service: Specialty:
5 Financial Procedures Medical Terminology

Leadership: List involvement in committees or other service
M.A. Advisory Board Member, Participant of Course Outline Revisions, past temporary program coordinator.

Additional Teaching Unit Requests
II. Additional Unit requests for NEW classes or extra sections (requests for returned units has different process).

<table>
<thead>
<tr>
<th>Specialty:</th>
<th>Units/Class</th>
<th>Number of Sections/Year</th>
<th>Existing or New Course</th>
</tr>
</thead>
<tbody>
<tr>
<td>MEDA 135 Clinical Procedures</td>
<td>2/</td>
<td>2/2010</td>
<td>Existing Course</td>
</tr>
</tbody>
</table>

To meet Program requirements for the following:
- Health/Safety
- Scheduling
- Title 5/Ed.Code
- Waitlists

http://programreview.marin.edu/TUReportFaculty.jsp 2/22/2010
Other:
If it is for a new course, has the outline been submitted and approved by curriculum, UDWC and the Board?
N/A

Justification for new units:
1. Why do you feel this is an important addition to your overall curriculum and/or number of offerings?
2. Is it or will it be required for a degree or certificate?
3. Is it a new state law requirement?
4. How will this improve access, student learning outcomes and success?
5. Do you have evidence to support the need for your request? If so, please explain and/or attach.

1. Classes are overcrowded and students are being turned away.
2. Required for M.A. Career Certificate
3. Will improve student retention, success and SLO's by lessening the demands on instructors and give students individual attention with less overcrowding in classrooms.

Shared Resources: If you have requested additional units that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.

II. Additional Unit requests for NEW classes or extra sections (requests for returned units has different process).

<table>
<thead>
<tr>
<th>Specialty:</th>
<th>Units/Class</th>
<th>Number of Sections/Year</th>
<th>Existing or New Course</th>
</tr>
</thead>
<tbody>
<tr>
<td>MEDA 135L</td>
<td></td>
<td>3/10</td>
<td>Existing Course</td>
</tr>
</tbody>
</table>

To meet Program requirements for the following:
- Health/Safety
- Scheduling
- Title 5/Ed.Code
- Waitlists

Other:
If it is for a new course, has the outline been submitted and approved by curriculum, UDWC and the Board?
No

Justification for new units:
1. Why do you feel this is an important addition to your overall curriculum and/or number of offerings?
2. Is it or will it be required for a degree or certificate?
3. Is it a new state law requirement?
4. How will this improve access, student learning outcomes and success?
5. Do you have evidence to support the need for your request? If so, please explain and/or attach.

MEDA 135L is a clinical laboratory procedure class. The current laboratory does not safely accommodate more than 15 students. There is a lack of space for students to perform laboratory skills, It is difficult for the instructor and lab technician to freely move about the laboratory.

This class is required for the M.A. Career Certificate. It is not a state requirement.
Access will be improved by giving students an additional lab. and ideally offering this class on a Saturday or evening. Student learning, outcome and success will be improved by additional instructor time spent with fewer students and improve safety issues in the laboratory setting.

Hopefully with the construction of the new building, problems with space will be resolved. However student enrollment must be kept at 15 or below per laboratory class.

**Shared Resources:** If you have requested additional units that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.

N/A

**III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)**

1. **Please indicate if there are NO FT faculty in your discipline.** Please provide data regarding the length of time this discipline has been without a full time instructor.

2. **Non-availability of part-time instructors in a subject area.** Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. **RETCUM Faculty:** How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

4. **New FT Faculty:** How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

5. **Reduction in department TUs as a result of FT Faculty retirements or other significant causes?** Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. **Other reasons:** Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. **Changes in Student Demand:** Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. **Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department.** Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. **Program Review Findings:** Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.
10. Other considerations: Include such information as matriculation needs, changes in student
demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one
department, please indicate here. Please indicate which disciplines and/or departments and the number of
combined students/faculty or classes he/she would serve. Please indicate how it will improve access or
outcomes and if it is needed for health and safety concerns or required by law.
Faculty Members
Modern Languages-2009

I. Program Faculty

Additional Teaching Unit Requests

III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)

1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

As of Spring 2010, there is only one full-time faculty member in Spanish. Spanish offers 60+ units per semester. More than 40 units per semester are taught by part-time instructors of Spanish.

As of December 2010, there will remain one full-time faculty member in Italian who must also share her load and expertise in Spanish. A full-time faculty member, solely dedicated to Italian, who has served for 23 years, will retire.

There are no full-time faculty members in French, Japanese, Chinese and American Sign Language. There is tremendous need for a full-time faculty member in our Department to represent the Department and do the work of the Department.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

There are no units taught by RETCUM faculty in our Department at this time.

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

Rossana Pagani, full-time faculty member in Spanish and Italian, was hired in 2000.

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

There has been no reduction in teaching unit allocations as a result of FT faculty retirements.

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

There has been a reduction in units, recently, because of a short of emphasis from teaching conversation and literature classes, to the teaching of grammar classes solely.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
# Faculty Members

## MMST-2009

### I. Program Faculty

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abouaf</td>
<td>Jeff</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**

<table>
<thead>
<tr>
<th>Status:</th>
<th>Shared W/other program(s):</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adjunct, ETCUM</td>
<td>No</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>8.30</td>
<td>0.00</td>
<td>8.30</td>
<td>00.00</td>
</tr>
</tbody>
</table>

**Years of Service:** 9

**Specialty:**
MFA in Art: Painting, 3D character design and animation.

### Leadership: List involvement in committees or other service

Participation in regional and statewide events for 3D development, design, and animation. Frequent expert on BLOGs and other online resources for Autodesk's 3D Studio Max software.

Faculty screener for statewide Art and Multimedia competition (2005 and 2006).

---

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gonzalez</td>
<td>James</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**

<table>
<thead>
<tr>
<th>Status:</th>
<th>Shared W/other program(s):</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time, tenured</td>
<td>No</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>32.00</td>
<td>32.00</td>
<td>00.00</td>
<td>00.00</td>
</tr>
</tbody>
</table>

**Years of Service:** 12

**Specialty:**
Web Design, Development and Promotion; Interactive Media Design, HTML, Web Scripting, Student Portfolio, Digital Information Design, Synchronous and Asynchronous Distance Education

### Leadership: List involvement in committees or other service

MMST Coordinator 1998-03

Leads Web-based Webinars with International Audience covering Adobe Flash and Dreamweaver for Website LearnFlash.com

Published numerous books, articles and training CDs/DVDs related to his area of expertise, including:
- Macromedia Flash Professional 8 Hands-On Training by James Gonzalez
- Adobe Director 11 + Adobe Flash CS4
- AdobeDreamweaver CS4 and Adobe Fireworks CS4
- Creating CSS Layouts
- ActionScript 3 Programming for Web Designers + Director MX 2004 Lingo VTC Training CD by James Gonzalez
- Adobe Photoshop Elements 5.0/Premiere Elements 3.0 VTC Training CD by James Gonzalez
- Search Engine Optimization VTC Training CD by James Gonzalez
- Adobe Dreamweaver CS3 VTC Training CD by James Gonzalez
- Adobe Premiere Pro CS3 VTC Training CD by James Gonzalez
- Adobe Captivate 2 VTC Training CD by James Gonzalez
List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Helmer</td>
<td>James</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Status:</th>
<th>Shared W/other program(s):</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emergency Hire</td>
<td>No</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>4.1</td>
<td>4.1</td>
<td>0.00</td>
</tr>
</tbody>
</table>

Years of Service: 1  
Specialty: Video

Leadership: List involvement in committees or other service
Jim was recently hired (as an emergency hire) to replace Karen Sutherland after she resigned/retired from teaching at COM. Karen had taught video for MMST since the inception of MMST in 1996.

Jim has experience in teaching at the JC level, ROP, and high school. He is VERY knowledgeable about all aspects of video post-production and the core audio and video applications taught at COM:
- AfterEffects
- Color
- Final Cut Pro
- GarageBand
- Motion
- Soundtrack Pro

---

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maxwell</td>
<td>David</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Status:</th>
<th>Shared W/other program(s):</th>
</tr>
</thead>
<tbody>
<tr>
<td>Emergency Hire</td>
<td>No</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
</tbody>
</table>

Years of Service: 3  
Specialty: Game Design, Game Level Designer

Leadership: List involvement in committees or other service
Participation in multiple Statewide events for 3D, Game Design, Simulation, and Multimedia. Including Virtools training and Serious Games Conference at GDC in SF 2/20-2/22.

Mr Maxwell received his AS from COM in the eighties. He was a game designer at Lucas Arts. David was the lead level designer for X-Wing Fighter the most popular game produced by Lucas Arts. He has written a number of articles and a book on game strategies.
David Maxwell is currently the lead level designer at Stormfront Studios in Marin. He works 50+ hours per week and still finds time to teach the Game Design class at COM. David's past and current experience in the game industry directly benefits each of his students.

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wilson</td>
<td>Derek</td>
<td>E</td>
<td></td>
</tr>
</tbody>
</table>

**Status:** Full-time, tenured  
**Shared W/other program(s):** No

<table>
<thead>
<tr>
<th>Semester</th>
<th>Full-time Units (TU)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Summer 2009</td>
<td>0</td>
</tr>
<tr>
<td>Fall 2009</td>
<td>14.50</td>
</tr>
<tr>
<td>Spring 2010</td>
<td>14.00</td>
</tr>
<tr>
<td>Reassigned (Total)</td>
<td>2.00</td>
</tr>
</tbody>
</table>

**Years of Service:** 8  
**Specialty:** Art (2 BFA and an MA): Drawing, Illustration, Interactive and Print design, and Multimedia.

**Leadership:** List involvement in committees or other service
- CIO Hiring Committee- present (COM)  
- Academic Senator 2007-present, Vice President 2008-2010 (COM)  
- Curriculum Committee 2002 to 2009, Chairperson, 2003-2008 (COM)  
- Budget Committee Member 2007-2009, Co-chair 2008-2009 (COM)  
- Update of Program Review Template (June - October 2008)  
- Designed and Developed Program Review Template (Spring 2008)  
- Director, Multimedia and Entertainment Initiative ($370,000 grant) 2004-06 (COM, CA) MMST Coordinator 2003-06  
- Web Design Curriculum Task Force, 2006 (CA)  
- Technology Committee member 2004-05 (COM)  
- Student Learning Outcomes Task Force 2004-05 (COM)  
- Faculty chair for statewide New Media Awards (2005 Illustration; 2004 web design; 2002 web design)  
- Workforce Development, Master Plan Task Force 2003-04 (CA)

Fall 2008 TU were below load (14 TU), and only 12 TU for Spring 2009 as a DIRECT result of TU removed from MMST program because load has been offset by MULTIPLE reassigned units (outlined above) since second year of teaching at COM. Previously, 32 TU annually (2007-08), 12 of which were reassigned!

**Additional Teaching Unit Requests**

**III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)**

1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the
equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

5. **Reduction in department TUs as a result of FT Faculty retirements or other significant causes?** Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. **Other reasons:** Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. **Changes in Student Demand:** Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. **Current of forthcoming changes** that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. **Program Review Findings:** Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. **Other considerations:** Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. **Shared Resources:** If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
## Faculty Members
### Music-2009

### I. Program Faculty
**List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Delaney</td>
<td>Douglas</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Full-time, tenured
- Shared W/other program (s):
  - No

**Years of Service:**
- 40+

**Specialty:**
- Director: Symphonic Band, Jazz Band, Instructor: woodwinds, theory, ear training & music history.

**Leadership:** List involvement in committees or other service
- Curriculum Committee (5 years)
- Commencement Committee
- Outreach to public schools

---

**List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flandreau</td>
<td>Tara</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Full-time, tenured
- Shared W/other program (s):
  - No

**Years of Service:**
- 28

**Specialty:**
- Music theory and composition, orchestral conducting, strings and chamber music.

**Leadership:** List involvement in committees or other service
- Tara served for several years as treasurer and president of United Professors of Marin, the COM faculty union, as well as being on the bargaining team. She also served for many years on the technology committee, numerous hiring committees, and a couple of years on the PAC. For many years she has been chair of the Performing Arts Department, and the coordinator or Music. She has served on the Commencement Committee, and been in charge of program review. Tara has also presented and performed music for many college functions, including numerous COM graduations, president's receptions, faculty functions (including several memorials), art openings, countless fundraising performances for the various parts of the music program, and performances for major donors to the COM Foundation.

---

**List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ivry</td>
<td>Jessica</td>
<td>M.</td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Adjunct, ETCUM
- Shared W/other program (s):
  - No

**Years of Service:**
- 4

**Specialty:**
- Strings, orchestra, beginning ear training, chamber music

**Leadership:** List involvement in committees or other service
<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jarrell</td>
<td>Boyd</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program(s):
- Adjunct, ETCUM

**Summer 2009 TU**
- Fall 2009 TU
- Spring 2010 TU

**Years of Service:**
- Specialty:
  - Vocal performance, Choral Activities, Opera, Theory and composition.

**Leadership:** List involvement in committees or other service
- Music literacy program for choral singers.

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kelly</td>
<td>Alex W.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program(s):
- Temp Pool

**Summer 2009 TU**
- Fall 2009 TU
- Spring 2010 TU

**Years of Service:**
- Specialty:
  - Strings, Electronic Music, Theory and composition.

**Leadership:** List involvement in committees or other service

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Masonson</td>
<td>Norman</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program(s):
- Part-time, RETCUM

**Summer 2009 TU**
- Fall 2009 TU
- Spring 2010 TU

**Years of Service:**
- Specialty:
  - Music theory, history, orchestra, band.

**Leadership:** List involvement in committees or other service

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Noble Brown</td>
<td>Linda</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program(s):
- Adjunct, ETCUM

**Summer 2009 TU**
- Fall 2009 TU
- Spring 2010 TU

**Years of Service:**
- Specialty:
  - Voice instruction, music fundamentals.

**Leadership:** List involvement in committees or other service
- Annual "Road to Success" volunteer; organizing vocal entertainment for Teacher Appreciation night Festivities.
List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shleeter</td>
<td>Robert</td>
<td>H.</td>
<td></td>
</tr>
<tr>
<td>Status:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Shared W/other program (s):</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adjunct, ETCUM</td>
<td>No</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Summer 2009 TU</td>
<td>Fall 2009 TU</td>
<td>Spring 2010 TU</td>
<td>Reassigned (Total)</td>
</tr>
<tr>
<td>6.000</td>
<td>00.000</td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

Years of Service: Specialty:
9 Music History (Rock, Pop & Jazz), Jazz Improvisation, Electronic Music

Leadership: List involvement in committees or other service

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Smith</td>
<td>Paul</td>
<td>D</td>
<td></td>
</tr>
<tr>
<td>Status:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Shared W/other program (s):</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full-time, tenured</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Summer 2009 TU</td>
<td>Fall 2009 TU</td>
<td>Spring 2010 TU</td>
<td>Reassigned (Total)</td>
</tr>
<tr>
<td>30</td>
<td>sabbat</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Years of Service: Specialty:
32+ Piano / Music history / Music fundamentals / Chorus / Voice / Chamber Music / Conducting / Opera

Leadership: List involvement in committees or other service
-Paul has been on numerous hiring committees.
-Paul has organized and performed in a minimum of 2 benefit concerts per year for the music department for the past several decades.
-Paul has formed an internationally recognized opera company for he College of Marin, not only rehearsing and performing the works, which is part of my unit load, but assuming all administrative duties as well as fund raising campaigns as there is no budget item for this program.
-Paul has maintained ties with many arts organizations in the Bay Area as well as contact with my teaching colleagues in the nearby high schools.
-Paul annually performs a piano concerto (without fee) with the Marin Youth Orchestra to maintain contact with these highly motivated college bound musicians.

Additional Teaching Unit Requests

II. Additional Unit requests for NEW classes or extra sections
(requests for returned units has different process).

<table>
<thead>
<tr>
<th>Specialty:</th>
<th>Units/Class</th>
<th>Number of Sections/Year</th>
<th>Existing or New Course</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basics of Conducting</td>
<td>1</td>
<td>1</td>
<td>New Course</td>
</tr>
</tbody>
</table>

To meet Program requirements for the following:
- Health/Safety
- Scheduling
- Title 5/Ed.Code
- Waitlists

Other:
To have a one-unit course which can be offered in short 8-week format in the late afternoon to meet the needs of workforce development and majors in the field.

If it is for a new course, has the outline been submitted and approved by curriculum, UDWC and the Board?
It is in the process of being written.

Justification for new units:
1. Why do you feel this is an important addition to your overall curriculum and/or number of offerings?
2. Is it or will it be required for a degree or certificate?
3. Is it a new state law requirement?
4. How will this improve access, student learning outcomes and success?
5. Do you have evidence to support the need for your request? If so, please explain and/or attach.

All music majors need to have basic conducting skills, and it would also be valuable for workforce development students. There is no course in our program that provides...
this instruction. In addition, there are many professionals in the field, elementary school teachers, church choir directors, private music teachers, beginning string teachers, etc., who have never had this training and need to have this skill (or better skills than they currently have) to do their job well.

The department will consider making this a required course for majors. The additional unit is needed because it is not reasonable to cancel a 3 or 2 unit class to offer this one unit class. Since this is the only class to be offered for one unit, I would have to lose units in my program in order to offer it. The unit is needed in the fall semester only.

**Shared Resources:** If you have requested additional units that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.

N/A

---

### II. Additional Unit requests for NEW classes or extra sections

(requests for returned units has different process).

<table>
<thead>
<tr>
<th>Specialty:</th>
<th>Units/Class</th>
<th>Number of Sections/Year</th>
<th>Existing or New Course</th>
</tr>
</thead>
<tbody>
<tr>
<td>music 116/117 (taught concurrently)</td>
<td>3</td>
<td>2</td>
<td>Existing Course</td>
</tr>
</tbody>
</table>

**To meet Program requirements for the following:**

- [ ] Health/Safety
- [ ] Scheduling
- [ ] Title 5/Ed.Code
- [x] Waitlists

**Other:**

There are not enough computer stations in the lab to accommodate adding new students.

If it is for a new course, has the outline been submitted and approved by curriculum, UDWC and the Board?

Not a new course. Outline is in the process of being revised.

**Justification for new units:**

1. Why do you feel this is an important addition to your overall curriculum and/or number of offerings?
2. Is it or will it be required for a degree or certificate?
3. Is it a new state law requirement?
4. How will this improve access, student learning outcomes and success?
5. Do you have evidence to support the need for your request? If so, please explain and/or attach.

This class has had waiting lists for several semesters. In spring 2009, a second section was approved, but those units unfortunately were not carried over to Spring 2010. There was a huge wait list this spring, and also many more who showed up on the first night. Because the number of computers in the lab is limited, there is no way to accommodate this large influx of students without a second section. The wait lists seem to be longer in the spring, so an additional 3 units would be all that is needed. This course is not required for the music degree, but it is one of the few technology courses we offer to keep our program current, and helps attract students into our program.

**Shared Resources:** If you have requested additional units that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.

The units are not shared. The class is taught in a shared lab.

---

### III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)

1. **Please indicate if there are NO FT faculty in your discipline.** Please provide data regarding the length of time this discipline has been without a full time instructor.

Because of teaching unit reductions in music (see below) we can no longer ask for the same replacement position which we have requested for the last four years.

2. **Non-availability of part-time instructors in a subject area.** Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

This is not a problem for us.

3. **RETCUM Faculty:** How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

One faculty member retired in 2004.

4. **New FT Faculty:** How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.
No new full-time faculty have been hired since 1990.

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

Yes, the music department has lost units due to cancellation of low enrollment courses taught by a particular part-time instructor, a RETCUM who is at the top of the list. I am required to offer him courses, yet students do not want to take courses with him, and therefore the courses are cancelled, causing the loss of several units from our program.

The department also lost units due to the 2004 retirement mentioned above.

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

No.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. Current or forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
I. Program Faculty

List of Faculty Members and Total Faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

See under Biology

<table>
<thead>
<tr>
<th>Status:</th>
<th>Shared W/other program(s):</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Years of Service: Specialty: List all areas of specialty and/or equivalency

Leadership: List involvement in committees or other service

Additional Teaching Unit Requests

III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)

1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty
within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
## Faculty Members

### ESL-Noncredit-2009

#### I. Program Faculty

**List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beal</td>
<td>Rebecca</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Status:</th>
<th>Shared W/other program (s):</th>
</tr>
</thead>
<tbody>
<tr>
<td>Part-time, ETNUM</td>
<td>No</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.12</td>
<td>7.2</td>
<td>7.09</td>
<td>0.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 5

**Specialty:** ESL

**Leadership:** List involvement in committees or other service

Teacher mentor for student teachers. SLOs and promotion test redesign committee.

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bradley</td>
<td>Kathleen</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Status:</th>
<th>Shared W/other program (s):</th>
</tr>
</thead>
<tbody>
<tr>
<td>Part-time, ETNUM</td>
<td>No</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.02</td>
<td>4.5</td>
<td>4.41</td>
<td>0.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 1.5

**Specialty:** ESL

**Leadership:** List involvement in committees or other service

ESL Committees; VESL curriculum development.

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brousse</td>
<td>Elizabeth</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Status:</th>
<th>Shared W/other program (s):</th>
</tr>
</thead>
<tbody>
<tr>
<td>Part-time, ETNUM</td>
<td>No</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.75</td>
<td>9</td>
<td>8.9</td>
<td>0.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 9

**Specialty:** ESL

**Leadership:** List involvement in committees or other service

Committee work within noncredit ESL.

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Burnett</td>
<td>Liinda</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Status:</th>
<th>Shared W/other program (s):</th>
</tr>
</thead>
<tbody>
<tr>
<td>Part-time, ETNUM</td>
<td>No</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>7.8</td>
<td>1.13</td>
<td>0.000</td>
</tr>
</tbody>
</table>
Years of Service: 9  ESL

Leadership: List involvement in committees or other service
ESL Department Committee working on test development.
Mentor Teacher.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer
Last Name  First Name  MI  Year Retired:
Carlson  Sharon

Status:  Shared W/other program
(s):
Part-time, ETNUM  Yes

Summer 2009 TU  Fall 2009 TU  Spring 2010 TU  Reassigned (Total)
1.7  3.77  3.593  0.000

Years of Service: 29  ESL/VESL, GED and Basic Skills

Leadership: List involvement in committees or other service
Various College of Marin ESL Committees; Member of TESOL, Modern Language Association, and the American Dialect Society.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer
Last Name  First Name  MI  Year Retired:
Casper  Harris

Status:  Shared W/other program
(s):
Part-time, ETNUM  No

Summer 2009 TU  Fall 2009 TU  Spring 2010 TU  Reassigned (Total)
0  5.4  5.29  0.000

Years of Service: 25  ESL

Leadership: List involvement in committees or other service
Many ESL Committees

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer
Last Name  First Name  MI  Year Retired:
Chan  Sheila

Status:  Shared W/other program
(s):
Part-time, ETNUM  No

Summer 2009 TU  Fall 2009 TU  Spring 2010 TU  Reassigned (Total)
0  7.2  7.09  0.000

Years of Service: 9  ESL

Leadership: List involvement in committees or other service
Various ESL Committees; former CBET instructor, & Parent Educator for West Contra Costa Adult Education. a Mediator for SEEDS, (formerly East Bay Mediation Center in Berkeley), where she mediates disputes between neighbors, family members, etc.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer
Last Name  First Name  MI  Year Retired:
Cooper  Geri

Shared W/other program
### Costa Carol

**Status:** Part-time, ETNUM No  
**Summer 2009 TU** 0  
**Fall 2009 TU** 7.8  
**Spring 2010 TU** 7.62  
**Reassigned (Total)** 0.000  
**Years of Service:** 9  
**Specialty:** ESL, VESL  

**Leadership:** List involvement in committees or other service  
Various ESL committees, ESL Teachers’ Resources organizer (volunteer); Teacher Mentor. Member of CATESOL.

### Cox Charlotte

**Status:** Emergency Hire No  
**Summer 2009 TU** 1.06  
**Fall 2009 TU** 0  
**Spring 2010 TU** 0  
**Reassigned (Total)** 0.000  
**Years of Service:** .5  
**Specialty:** ESL  

**Leadership:** List involvement in committees or other service  
Besides serving on many many ESL committees, she was a part time UPM rep and served on the Health and Safety Committee, the Sabbatical Leave Committee. Presently the UPM rep to the North Bay Labor Council.

### Davies Marianne

**Status:** Emergency Hire No  
**Summer 2009 TU** 0  
**Fall 2009 TU** 0  
**Spring 2010 TU** 2.12  
**Reassigned (Total)** 0.000  
**Years of Service:** 1.5  
**Specialty:** ESL  

**Leadership:** List involvement in committees or other service
Dutton  Caroline

**Status:**  Shared W/other program (s):
Part-time, ETNUM  No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.4</td>
<td>2.4</td>
<td></td>
<td>0.000</td>
</tr>
</tbody>
</table>

**Years of Service:**  5
**Specialty:**  ESL

**Leadership:** List involvement in committees or other service

### List of Faculty Members and Total Faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Escobar</td>
<td>Linette</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**  Shared W/other program (s):
Part-time, ETNUM  Yes

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>6.0</td>
<td>0</td>
<td>0.000</td>
</tr>
</tbody>
</table>

**Years of Service:**  3
**Specialty:**  ESL

**Leadership:** List involvement in committees or other service
Spends summers working in Thailand along the Burmese border with Burmese refugees. She also teaches in the Intensive English Program.

---

Fletcher  Sandy

**Status:**  Shared W/other program (s):
Part-time, ETNUM  No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.85</td>
<td>5.6471</td>
<td></td>
<td>0.000</td>
</tr>
</tbody>
</table>

**Years of Service:**  5
**Specialty:**  ESL

**Leadership:** List involvement in committees or other service
Various ESL committees including SLOs and testing development. Co-developed curriculum for the level 40s.

---

Hayne  Kate

**Status:**  Shared W/other program (s):
Part-time, ETNUM  No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.96</td>
<td>9</td>
<td>8.83</td>
<td>0.000</td>
</tr>
</tbody>
</table>

**Years of Service:**  9
**Specialty:**  ESL

**Leadership:** List involvement in committees or other service

---
<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hilty</td>
<td>Nancy</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program

**Years of Service:**
- 17 ESL, pronunciation

**Leadership: List involvement in committees or other service**
- Various ESL committees including SLLOs and testing development.
- A member of both CATEROL and TESOL.

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jacunski</td>
<td>Neal</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Emergency Hire

**Years of Service:**
- New ESL

**Leadership: List involvement in committees or other service**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Johnson</td>
<td>Phyllis</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Emergency Hire

**Years of Service:**
- 3 ESL

**Leadership: List involvement in committees or other service**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Karel</td>
<td>Ellen</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Part-time, ETNUM

**Years of Service:**
- 11 ESL, Spanish and French

**Leadership: List involvement in committees or other service**
- Various ESL committees including SLLOs and testing development. (Also teaches French in
List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kaufmann</td>
<td>Michael</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status:  
Shared W/other program (s):  
Emergency Hire: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0</td>
<td>3.6</td>
<td>00.000</td>
</tr>
</tbody>
</table>

Years of Service:  
Specialty:  
New ESL

Leadership: List involvement in committees or other service

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leung</td>
<td>Dionna</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status:  
Shared W/other program (s):  
Part-time, ETNUM: Yes

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>4.8</td>
<td>.28</td>
<td>00.000</td>
</tr>
</tbody>
</table>

Years of Service:  
Specialty:  
5 ESL and Intensive English

Leadership: List involvement in committees or other service
She did the Program Review for the Intensive English Program in the Spring of 2007.
She also teaches in the Intensive English Program.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Levin</td>
<td>Magda</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status:  
Shared W/other program (s):  
Part-time, ETNUM: Yes

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.06</td>
<td>2.4</td>
<td>2.4</td>
<td>00.000</td>
</tr>
</tbody>
</table>

Years of Service:  
Specialty:  
3 List all areas of specialty and/or equivalency

Leadership: List involvement in committees or other service
Also teaches in the Intensive English Program.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lopez-Gutierrez</td>
<td>Gloria</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status:  
Shared W/other program (s):  
Part-time, ETNUM: Yes

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.02</td>
<td>2.4</td>
<td>0</td>
<td>00.000</td>
</tr>
</tbody>
</table>

Years of Service:  
Specialty:  
6 ESL and Spanish
Leadership: List involvement in committees or other service
She has also taught Spanish through Community Education and in the credit Spanish Department.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Massion</td>
<td>Cheo</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program(s):
Part-time, ETNUM Yes

Summer 2009 TU Fall 2009 TU Spring 2010 TU Reassigned (Total)
3.81 4.95 0 0 0

Years of Service: Specialty:
2.5 ESL

Leadership: List involvement in committees or other service
She also teaches Credit ESL.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>McKinnon</td>
<td>Sara H.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program(s):
Full-time, probationary Yes

Summer 2009 TU Fall 2009 TU Spring 2010 TU Reassigned (Total)
4.66 6.0 6.0 12.000

Years of Service: Specialty:
29 ESL, VESL;

Leadership: List involvement in committees or other service
Many many ESL committees; Co-developed curriculum for level 40s. Coordinator of Noncredit ESL since Jan 2001; Committees include: ESL placement testing, course outline revision, lab resources, Accuplacer for ESL, numerous hiring committees; member of the Academic Senate, and the IPC, Curriculum, Compressed Calendar, and Equivalency committees, BSL, and the State Academic Senate Ad Hoc Committee on Noncredit. 2008 to present - SLO Facilitator for the College of Marin Academic Senate. Revised all noncredit course outlines fall 2008.

Became full time instructor Fall 2009.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>McMillan</td>
<td>Jerry</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program(s):
Part-time, ETNUM No

Summer 2009 TU Fall 2009 TU Spring 2010 TU Reassigned (Total)
2.75 9 8.90 0 0 0

Years of Service: Specialty:
4 ESL

Leadership: List involvement in committees or other service
Promotion test redesign committee.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Middleton</td>
<td>Holly</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program (s):
Part-time, ETNUM: No

Summer 2009 TU Fall 2009 TU Spring 2010 TU Reassigned (Total)
0 3.6 3.49 00.000

Years of Service: Specialty:
1 ESL

Leadership: List involvement in committees or other service
Promotion Test development committee.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer
Last Name First Name MI Year Retired:
Molloy Josette

Status: Shared W/other program (s):
Part-time, ETNUM: No

Summer 2009 TU Fall 2009 TU Spring 2010 TU Reassigned (Total)
0.69 1.89 1.77 00.000

Years of Service: Specialty:
13 ESL; Adult Ed and GED

Leadership: List involvement in committees or other service
The interim Director of ESL in 2001.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer
Last Name First Name MI Year Retired:
Murphy Ron

Status: Shared W/other program (s):
Part-time, ETNUM: Yes

Summer 2009 TU Fall 2009 TU Spring 2010 TU Reassigned (Total)
2.96 6 5.91 00.000

Years of Service: Specialty:
4 ESL/TOEFL PREP

Leadership: List involvement in committees or other service
Various ESL committees. He has also been teaching TOEFL prep classes through Community Education.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer
Last Name First Name MI Year Retired:
Privitt Karen

Status: Shared W/other program (s):
Part-time, ETNUM: No

Summer 2009 TU Fall 2009 TU Spring 2010 TU Reassigned (Total)
1.90 6 5.89 00.000

Years of Service: Specialty:
4 ESL, VESL, Intensive English, Spanish

Leadership: List involvement in committees or other service
Student Teacher mentor.
Last Name | First Name | MI | Year Retired:
--- | --- | --- | ---
Quinn | Denise | | 

**Status:**
- Shared W/other program (s):
- Emergency Hire: No

**Summer 2009 TU** | **Fall 2009 TU** | **Spring 2010 TU** | **Reassigned (Total)**
--- | --- | --- | ---
0 | 0 | 2.4 | 0.000

**Years of Service:**
- Specialty: many ESL and VESL

**Leadership:** List involvement in committees or other service

Denise has worked here on and off for many years. About 20 years ago, she was our coordinator. She works FT at CCSF.

---

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

**Last Name** | **First Name** | **MI** | **Year Retired:**
--- | --- | --- | ---
Reilly | Sheila | | 

**Status:**
- Shared W/other program (s):
- Emergency Hire: No

**Summer 2009 TU** | **Fall 2009 TU** | **Spring 2010 TU** | **Reassigned (Total)**
--- | --- | --- | ---
1.90 | 3 | 2.91 | 0.000

**Years of Service:**
- Specialty: 14 Literacy and VESL

**Leadership:** List involvement in committees or other service

---

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

**Last Name** | **First Name** | **MI** | **Year Retired:**
--- | --- | --- | ---
Rivera | Eloise | | 

**Status:**
- Shared W/other program (s):
- Part-time, ETNUM: No

**Summer 2009 TU** | **Fall 2009 TU** | **Spring 2010 TU** | **Reassigned (Total)**
--- | --- | --- | ---
0 | 2.4 | 5.29 | 0.000

**Years of Service:**
- Specialty: 7 ESL

**Leadership:** List involvement in committees or other service

Various ESL Committees

---

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

**Last Name** | **First Name** | **MI** | **Year Retired:**
--- | --- | --- | ---
Rivera | Teresa | | 

**Status:**
- Shared W/other program (s):
- Part-time, ETNUM: No

**Summer 2009 TU** | **Fall 2009 TU** | **Spring 2010 TU** | **Reassigned (Total)**
--- | --- | --- | ---
0 | 0 | 2.4 | 0.000

**Years of Service:**
- Specialty: 23 ESL

**Leadership:** List involvement in committees or other service
<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Roberts</td>
<td>Betty</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program (s):
- Part-time, ETNUM: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>3.6</td>
<td>3.6</td>
<td>0.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 10
**Specialty:** ESL

**Leadership:** List involvement in committees or other service

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Russell</td>
<td>Marian</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program (s):
- Emergency Hire: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>2.54</td>
<td>2.54</td>
<td>0.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 0
**Specialty:** ESL

**Leadership:** List involvement in committees or other service

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Saligman</td>
<td>Iris</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program (s):
- Part-time, ETNUM: Yes

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>5.4</td>
<td>6.5</td>
<td>0.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 10
**Specialty:** ESL, Basic Skills

**Leadership:** List involvement in committees or other service

- Student Teacher Mentor, various ESL committees

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Schiff</td>
<td>Cynthia</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program (s):
- Part-time, ETNUM: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>6.6</td>
<td>7.09</td>
<td>0.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 7
**Specialty:** ESL

**Leadership:** List involvement in committees or other service
Various ESL committees

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Seery</td>
<td>Patricia</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program (s):
Part-time, ETNUM Yes

Summer 2009 TU | Fall 2009 TU | Spring 2010 TU | Reassigned (Total) |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2.75</td>
<td>2.4</td>
<td>2.26</td>
<td>0.000</td>
</tr>
</tbody>
</table>

Years of Service: 7
Specialty: ESL

Leadership: List involvement in committees or other service
Various ESL committees. She also teaches in the Intensive English Program.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Singer</td>
<td>Ann</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program (s):
Part-time, ETNUM No

Summer 2009 TU | Fall 2009 TU | Spring 2010 TU | Reassigned (Total) |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>4.5</td>
<td>5.05</td>
<td>0.000</td>
</tr>
</tbody>
</table>

Years of Service: 4
Specialty: ESL

Leadership: List involvement in committees or other service
Various ESL Committees

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Statucki</td>
<td>Cara</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program (s):
Part-time, ETNUM No

Summer 2009 TU | Fall 2009 TU | Spring 2010 TU | Reassigned (Total) |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2.96</td>
<td>3.6</td>
<td>2.4</td>
<td>0.000</td>
</tr>
</tbody>
</table>

Years of Service: 2
Specialty: ESL

Leadership: List involvement in committees or other service
Promotion Test Development Committee; credit placement test reader.
Also teaches credit ESL and ENGL 120SL.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sukoski</td>
<td>Marti</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program (s):
Part-time, ETNUM Yes

Summer 2009 TU | Fall 2009 TU | Spring 2010 TU | Reassigned (Total) |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>2.96</td>
<td>3.6</td>
<td>6.5</td>
<td>0.000</td>
</tr>
</tbody>
</table>

Years of Service: 3
Specialty: ESL
Leadership: List involvement in committees or other service

A classified employee for 19 years, she served as the CSEA Classified union job steward. In ESL she has worked on redesigning the promotion tests. She is also teaching in the credit ESL program. She is a member of CATESOL.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tudor</td>
<td>Connie</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program
- (s):
- Part-time, ETNUM: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.90</td>
<td>3.6</td>
<td>3.6</td>
<td>00.000</td>
</tr>
</tbody>
</table>

**Years of Service:**
- 7

**Specialty:**
- ESL

Leadership: List involvement in committees or other service

Various College of Marin ESL committees; Mentor for Mentor Me Petaluma in the Petaluma Public Schools.

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Winfield</td>
<td>Adria</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program
- (s):
- Adjunct, ETCUM: Yes

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>.85</td>
<td>0</td>
<td>0</td>
<td>00.000</td>
</tr>
</tbody>
</table>

**Years of Service:**
- 1.5

**Specialty:**
- ESL

Leadership: List involvement in committees or other service

Shared with the Intensive English Program and Credit ESL.

Additional Teaching Unit Requests

**III. FT Faculty Needs** (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)

1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

   Noncredit ESL has been a large and growing area of College of Marin for over 30 years. One FT instructor was hired in Fall 2009. However, we still have at least 9 FTE taught by part timers.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

   We have a harder time during the summer session when our pay scale reverts from being based on the salary schedule to being hourly at the community education rates. For many of us, our pay is reduced $10-$15/hour because of this. Therefore, many regular teachers do not teach in the summer.

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

   N/A

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

   One new FTer was hired in Fall 2009. (Thank you)

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data
that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

N/A

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

N/A

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

Our enrollment has been pretty steady over the last 3 years with a consistent number of around 300 on our wait lists at the beginning of each semester. Most are absorbed into classes through the noncredit open entry/open exit process.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

The immigrant population of Marin County has grown over recent years with the high schools in Novato and San Rafael reporting that from 20-50% come from families whose first language is not English. College of Marin's ESL program serves the parents and families of these students as well as the students themselves after graduation and occasionally before graduation.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

This year including Summer 2009, Fall 2009 and Spring 2010, we have taught the equivalent of 388 units. The majority of these units are taught by part timers. We have only one full timer.

The College of Marin lists Basic Skills, of which noncredit ESL is a part, as one major component of its Mission. In addition ESL is mentioned in Goal number 2: Academic Excellence.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

While part-time faculty are often excellent classroom teachers, promoting long-term student success means providing faculty who are available to students outside of the classroom and for program assessment and development. Full-time faculty identify with, commit to, and serve their colleges, their programs, and their students in a way that part-time faculty cannot be expected to do; many institutions do not even commit to hiring them back the subsequent term. Absence of full-time faculty often means there is no meaningful faculty voice to advocate for noncredit students and programs.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.

Since noncredit and credit ESL are in one department, College Skills, now, a number of our faculty teach in both areas.
## Faculty Members
### Nursing-2009

### I. Program Faculty

**List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carrouche</td>
<td>Carmen</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program(s): Full-time, tenured No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>16.209</td>
<td>14.064</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:** 4.5

**Specialty:** Psychiatric, Medical Surgical Nursing and Geriatric Nursing

**Leadership:** List involvement in committees or other service
- $1000 stipend for hi risk NCLEX -RN mentor

---

**List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Coombes</td>
<td>Judy</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program(s): Part-time, RETCUM No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>0.000</td>
<td>0.000</td>
<td></td>
</tr>
</tbody>
</table>

**Leadership:** List involvement in committees or other service
- Retired full time faculty and director

---

**List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Haghighi</td>
<td>Faranak</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Temp Pool No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.2</td>
<td>1.05</td>
<td>0.000</td>
<td></td>
</tr>
</tbody>
</table>

**Leadership:** List involvement in committees or other service
- 1 geriatric nursing

---

**List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Johnson</td>
<td>Molly</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Full-time, probationary No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>14.255</td>
<td>15.535</td>
<td>30.00</td>
<td></td>
</tr>
</tbody>
</table>

**Leadership:** List involvement in committees or other service
- Maternity Nursing

---

[http://programreview.marin.edu/TUReportFaculty.jsp](http://programreview.marin.edu/TUReportFaculty.jsp)
### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lama</td>
<td>Sudha</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program(s): Adjunct, ETCM No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>12.5</td>
<td>3.12</td>
<td>0.000</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:** 3

**Specialty:**

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Langinger</td>
<td>Jeannie</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program(s): Full-time, tenured No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>14.45</td>
<td>15.449</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:** 12

**Specialty:**
- Medical Surgical Nursing
- Pediatric Nursing
- Geriatric Nursing

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lefkowitz</td>
<td>Sara</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program(s): Full-time, tenured No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>10.7</td>
<td>11.585</td>
<td>11</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:** 7.5

**Specialty:**
- Medical Surgical Nursing
- Pediatric Nursing
- Emergency Nursing

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pieper</td>
<td>Mary</td>
<td>Warren</td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program(s): Full-time, probationary No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>15.6</td>
<td>14.305</td>
<td>0.000</td>
<td></td>
</tr>
</tbody>
</table>

**Leadership:**
- Assistant Director of Nursing
- Coordinator of Nursing
- Curriculum chair
- HI Risk student mentor
Years of Service: 3.5  
Specialty: Medical Surgical Nursing Critical care Simulation, Skills lab

Leadership: List involvement in committees or other service

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ridley</td>
<td>Diane</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Status:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Shared W/other program (s):</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full-time, tenured</td>
<td>No</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Summer 2009 TU</td>
<td>Fall 2009 TU</td>
<td>Spring 2010 TU</td>
<td>Reassigned (Total)</td>
</tr>
<tr>
<td>17.65</td>
<td>16.55</td>
<td>00.5</td>
<td></td>
</tr>
</tbody>
</table>

Years of Service: 9.5  
Specialty: Medical Surgical Nursing Geriatric Nursing

Leadership: List involvement in committees or other service

Coordinates the preceptor experience

Additional Teaching Unit Requests

III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)

1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

   We have had difficulty recruiting part time faculty to teach pediatric and maternity nursing. In addition, we do not have sufficient substitutes for each of the clinical facilities in the Bay Area so that when teachers are ill we may need to cancel clinical for that day.

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

   We have replaced all of our retirees in nursing with new full time faculty.

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

   New full time faculty in the last 10 years include:

   Molly Johnson 2009
   Mary Piper Warren 2008
   Carmen Carrouche 2005
5. **Reduction in department TUs as a result of FT Faculty retirements or other significant causes?** Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. **Other reasons:** Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. **Changes in Student Demand:** Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

   We have grown by 10 students in each year as a result of Enrollment Growth funds. We have hired faculty and added sections to accommodate additional clinical groups and have increased the size of theory classes. We cannot accommodate all of the students who apply to the program each year.

8. **Current of forthcoming changes** that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. **Program Review Findings:** Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. **Other considerations:** Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. **Shared Resources:** If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
## I. Program Faculty

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adams</td>
<td>George</td>
<td>R</td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program(s):
- Full-time, tenured: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.0</td>
<td>16</td>
<td>17</td>
<td>0.0000</td>
</tr>
</tbody>
</table>

**Years of Service:** 15

**Specialty:**
- Weight Training
- Speed Training
- Track and Field
- Football
- Sport Psychology

**Leadership:** List involvement in committees or other service
- Professional Standards Committee Past Health and Safety Committee member
- National Strength and Conditioning Association member
- Past Wellness and Fitness Task Force Member

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Berringer</td>
<td>Steve</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program(s):
- Adjunct, ETCUM: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>9</td>
<td>9</td>
<td>0.0000</td>
</tr>
</tbody>
</table>

**Years of Service:** 10

**Specialty:** Baseball

**Leadership:** List involvement in committees or other service
- California Community College Baseball Coaches Association
- American Baseball Coaches Association Associate
- Scout - Atlanta Braves Marin Merchant's Baseball Club

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bird</td>
<td>Connor</td>
<td>G</td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program(s):
- Emergency Hire: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.0</td>
<td>6.0</td>
<td>4.0</td>
<td>0.0000</td>
</tr>
</tbody>
</table>

**Years of Service:** 2

**Specialty:** Physical Education

**Leadership:** List involvement in committees or other service

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blende</td>
<td>Sunny</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program(s):

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>0.0000</td>
</tr>
</tbody>
</table>

**Years of Service:**

**Specialty:**

**Leadership:** List involvement in committees or other service
<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campos</td>
<td>Carlos</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fredrick</td>
<td>Dario</td>
<td>M</td>
<td></td>
</tr>
<tr>
<td>Furuya</td>
<td>Bruce</td>
<td>T</td>
<td></td>
</tr>
</tbody>
</table>

### Years of Service:
- Campos (3 years)
- Fredrick (2 years)
- Furuya (9 years)

### Specialty:
- Campos: Nutrition
- Fredrick: Soccer Coach
- Furuya: Yoga Exercise Physiology Biomechanics Cycling

### Leadership:
- Campos: List involvement in committees or other service
  - Physiological Advisor for NorCal HS Mountain Bike League
  - American College Sports Medicine Member

- Fredrick: List involvement in committees or other service
  - Student Outreach Statewide Academic Athletic Committee
  - Clinician Men and Women's Basketball Consultant for Academics and Athletics

- Furuya: List involvement in committees or other service
  - Clinician Men and Women's Basketball Consultant for Academics and Athletics
<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Goldman-Rogow</td>
<td>Cheryl</td>
<td>L</td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program (s):
  - Full-time, tenured No

**Summer 2009 TU**
- 15.0

**Fall 2009 TU**
- 0

**Spring 2010 TU**
- 0.000

**Years of Service:**
- 9

**Specialty:**
- Sport and Exercise Psychology
- Health Education
- Coaching Education
- Swimming
- Aerobic Fitness

**Leadership:** List involvement in committees or other service
- Mentor Trainer for the Positive Coaching Alliance Association for Applied Sport Psychology
- Member American Psychological Association Member United States Olympic Committee
- Sport Psychology Registry Various COM Hiring Committees Past Student Learning Outcomes -Committee Member Past Discipline Review Committee Member Past Curriculum Committee
- Member Past Academic Senate Member Past Accreditation Committee Member Past IVC Revitalization Task Force Member

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Granucci</td>
<td>Dave</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Emergency Hire No

**Summer 2009 TU**
- 1.0

**Fall 2009 TU**
- 3.0

**Spring 2010 TU**
- 3.0

**Reassigned (Total)**
- 0.000

**Years of Service:**
- 1

**Specialty:**
- Basketball

**Leadership:** List involvement in committees or other service

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Haley</td>
<td>Jean</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Adjunct, ETCUM No

**Summer 2009 TU**
- 6

**Fall 2009 TU**
- 6

**Spring 2010 TU**
- 6

**Reassigned (Total)**
- 00.000

**Years of Service:**
- 26

**Specialty:**
- Swimming

**Leadership:** List involvement in committees or other service

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hartfield</td>
<td>Nicole</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Emergency Hire No

**Summer 2009 TU**
- 15.0

**Fall 2009 TU**
- 0

**Spring 2010 TU**
- 0.000

**Years of Service:**
- 9

**Specialty:**
- Sport and Exercise Psychology
- Health Education
- Coaching Education
- Swimming
- Aerobic Fitness

**Leadership:** List involvement in committees or other service
<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lager</td>
<td>Warren</td>
<td>E</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:** 1

**Specialty:** Softball

**Leadership:** List involvement in committees or other service

- Coach Rep to BVC for Swimming and Diving COM Rep to BVC for Intercollegiate Athletics
- Chairman of Zone 3 Pacific Swimming (SF - Oregon Border) Senior Chairman of Pacific
- Swimming Past Health and Safety Committee member Past President and Vice President of
- California Community College Coaches Association Five hiring committees

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Limm</td>
<td>Pete</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:** 41

**Specialty:** Golf

**Leadership:** List involvement in committees or other service

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>McLoughlin</td>
<td>Susan</td>
<td>C</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:** 2

**Specialty:** Physical Education and Health Education

http://programreview.marin.edu/TUReportFaculty.jsp
<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nelson</td>
<td>Tannea</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Powers</td>
<td>April</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Purcell</td>
<td>Shawn W</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program(s):
  - Nelson: Yes
  - Powers: No
  - Purcell: Yes

**Summers:**
- Nelson: 4.0, 2.0, 0.00
- Powers: 5.5, 7.0, 0.00
- Purcell: 6.0, 6.0, 0.00

**Specialties:**
- Nelson: Adapted Physical Education
- Powers: Basketball Sport Psychology
- Purcell: Triathlon Training

**Leadership:**
- Nelson: Sabbatical Committee
- Powers: -IDEA Member
- Purcell: National Academy of Sports Medicine Member, American Psychological Association Member

**List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer**

### Nelson Tannea
- Full-time, tenured: Yes
- Summer 2009 TU: 4.0
- Fall 2009 TU: 2.0
- Spring 2010 TU: 0.0
- Reassigned (Total): 0.00

### April Powers
- Emergency Hire: No
- Summer 2009 TU: 5.5
- Fall 2009 TU: 7.0
- Spring 2010 TU: 0.0
- Reassigned (Total): 0.00

### Shawn W Purcell
- Adjunct, ETCUM: Yes
- Summer 2009 TU: 6.0
- Fall 2009 TU: 6.0
- Spring 2010 TU: 0.0
- Reassigned (Total): 0.00

**Leadership:**
- Nelson: Sabbatical Committee
- Powers: -IDEA Member
- Purcell: National Academy of Sports Medicine Member, American Psychological Association Member
### Rocky Alice

**Status:** Shared W/other program(s):
Adjunct, ETCUM: Yes

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>6</td>
<td></td>
<td>0.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 31

**Specialty:** Yoga

**Leadership:** List involvement in committees or other service

### Scarcella Joseph

**Status:** Shared W/other program(s):
Other No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0</td>
<td>3.0</td>
<td>0.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 3

**Specialty:** Athletic Injuries

**Leadership:** List involvement in committees or other service

### Shaver Roberta

**Status:** Shared W/other program(s):
Adjunct, ETCUM: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.0</td>
<td>2.0</td>
<td>3.0</td>
<td>0.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 26

**Specialty:** Tennis

**Leadership:** List involvement in committees or other service

### Smith Lindsay

**Status:** Shared W/other program(s):
Adjunct, ETCUM: No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.0</td>
<td>9.0</td>
<td>3.0</td>
<td>0.000</td>
</tr>
</tbody>
</table>

**Years of Service:** 1

**Specialty:** Volleyball

**Leadership:** List involvement in committees or other service

### Smyth Kathleen

**Shared W/other program**
Status: Full-time, tenured Yes

<table>
<thead>
<tr>
<th></th>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>4.0</td>
<td>17</td>
<td>18.0</td>
<td>00.000</td>
</tr>
</tbody>
</table>

Years of Service: 19

Specialty: Physical Education Health Education

Leadership: List involvement in committees or other service

- PE Program Coordinator
- Marin Services for Women Volunteer Personal Fitness Trainer
- Co-coordinator for St. Patrick's youth volleyball program
- Volunteer coach for St. Patrick's youth volleyball
- CPR training for COM PE faculty
- Numerous hiring committees
- Past Academic Senate member Past Curriculum Committee member

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

Last Name: Studholme
First Name: John
MI: B
Year Retired: Shared W/other program

Status: Emergency Hire
No

<table>
<thead>
<tr>
<th></th>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1.0</td>
<td>9.0</td>
<td>5.0</td>
<td>00.000</td>
</tr>
</tbody>
</table>

Leadership: List involvement in committees or other service

- Co-director Coevers NorCal

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

Last Name: Vaughan
First Name: Michele
MI: 
Year Retired: Shared W/other program

Status: Adjunct, ETCUM
No

<table>
<thead>
<tr>
<th></th>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1.0</td>
<td>3.05</td>
<td>5.05</td>
<td>00.000</td>
</tr>
</tbody>
</table>

Leadership: List involvement in committees or other service

- Wellness and Fitness Advisory Committee

Additional Teaching Unit Requests

III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)
1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.
   - We have 4 full time faculty instructors

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.
We do not have a difficulty finding part-time instructors.

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?
   -1 full time faculty has retired in the last 10 years
   -We have 12 units taught by RETCUM faculty each year

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.
   - There has been 0 new full time faculty hires in the last 10 years

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).
   -Our teaching units have not been reduced due to FT Faculty retirements

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.
   -No

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.
   - We are not looking to add additional units
   -We are looking to add a full time instructor to better serve our students
   -We currently have around 60% of our units being taught by part-time instructors
   -We currently only have 2 full-time coach/instructors for our 9 teams

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.
   -Student-athletes demand a lot of attention and they are a big cohort for College of Marin
   -Full time coaches are around to recruit more athletes to the campus and to guide them better when they are on the campus
   -With full time coaches our retention rates and transfer rates will go up as a department
   -Full time coaches will bring more full time students to campus

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
   -This instructor would teach under P.E., Athletics and Health Education
## Faculty Members
### Physics-2009

### I. Program Faculty

**List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer**

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Farriss</td>
<td>Wes</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program(s): Adjunct, ETCUM N

**Summer 2009 TU**
- Fall 2009 TU
- Spring 2010 TU

<table>
<thead>
<tr>
<th>Years of Service:</th>
<th>Specialty:</th>
</tr>
</thead>
<tbody>
<tr>
<td>18.000</td>
<td>Physics and Astronomy.</td>
</tr>
</tbody>
</table>

**Leadership: List involvement in committees or other service**

- Former adviser to the Science Club.

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grist</td>
<td>Gregory</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Adjunct, ETCUM N

**Summer 2009 TU**
- Fall 2009 TU
- Spring 2010 TU

<table>
<thead>
<tr>
<th>Years of Service:</th>
<th>Specialty:</th>
</tr>
</thead>
<tbody>
<tr>
<td>18.000</td>
<td>Physics and Astronomy.</td>
</tr>
</tbody>
</table>

**Leadership: List involvement in committees or other service**

- Former adviser to the Science Club.

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Miller</td>
<td>David</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Emergency Hire No

**Summer 2009 TU**
- Fall 2009 TU
- Spring 2010 TU

<table>
<thead>
<tr>
<th>Years of Service:</th>
<th>Specialty:</th>
</tr>
</thead>
<tbody>
<tr>
<td>16.5</td>
<td>List all areas of specialty and/or equivalency</td>
</tr>
</tbody>
</table>

**Leadership: List involvement in committees or other service**
List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

Last Name First Name MI Year Retired:
Yassa Sami

Status: Shared W/other program(s):
Adjunct, ETCUM N

Summer 2009 TU Fall 2009 TU Spring 2010 TU Reassigned (Total)
18.00 00.000

Years of Service: Specialty:
4 Physics.

Leadership: List involvement in committees or other service

Additional Teaching Unit Requests

III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)
1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and
population shifts.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
# Faculty Members
## Social-Sciences-2009

### I. Program Faculty

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bellisimo</td>
<td>Yolanda</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**  
Shared W/other program(s):  
Full-time, tenured  
No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>30</td>
<td>9</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:** 10  
**Specialty:** Political Science, Social Science, History, Ethnic Studies  

**Leadership:**  
List involvement in committees or other service
- President, Academic Senate;  
- member Planning and Resource Allocation Committee;  
- member National Council for the Social Studies;  
- member State Academic Senate Standards and Practices Committee;  
- member WASC Accreditation Team for LACC in Spring 09.

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Big Eagle</td>
<td>Duane</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**  
Adjunct, ETCUM  
No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>12</td>
<td>00.000</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:** 10  
**Specialty:** Ethnic Studies, Native American Literature  

**Leadership:**  
List involvement in committees or other service

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cheney</td>
<td>Paul</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**  
Emergency Hire  
No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>12</td>
<td>00.000</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:** 5  
**Specialty:** Political Science
### Leadership: List involvement in committees or other service

#### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fearnley</td>
<td>Hank</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program(s):
  - Full-time, tenured No

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Summer 2009 TU</td>
<td>Fall 2009 TU</td>
<td>Spring 2010 TU</td>
<td>Reassigned (Total)</td>
</tr>
<tr>
<td>30</td>
<td></td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:** 32

**Specialty:**
- Library Sciences, Political Science, History

#### Leadership: List involvement in committees or other service

Member of the steering committe of the Marin Chapter of the World Affairs Council.

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kennedy</td>
<td>Robert</td>
<td></td>
<td>2010</td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program(s):
  - Retired this year Yes

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Summer 2009 TU</td>
<td>Fall 2009 TU</td>
<td>Spring 2010 TU</td>
<td>Reassigned (Total)</td>
</tr>
<tr>
<td>3</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:** 32

**Specialty:**
- Business, Economics

#### Leadership: List involvement in committees or other service

Past Member Academic Senate; resource to PRAC; Reassigned time for research and long range planning.

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minasian</td>
<td>Victor</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**
- Shared W/other program(s):
  - Full-time, tenured No

<p>| | | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Summer 2009 TU</td>
<td>Fall 2009 TU</td>
<td>Spring 2010 TU</td>
<td>Reassigned (Total)</td>
</tr>
<tr>
<td>30</td>
<td></td>
<td>00.000</td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:** 32

**Specialty:**
- History, Cultural Geography, Humanities

#### Leadership: List involvement in committees or other service

none
<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
<th>Status:</th>
<th>Shared W/other program(s):</th>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
<th>Years of Service</th>
<th>Specialty</th>
<th>Leadership: List involvement in committees or other service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ovitz</td>
<td>Robert</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>12</td>
<td>00.000</td>
<td></td>
<td></td>
<td>5</td>
<td>Political Science</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pacula</td>
<td>Norman</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>30</td>
<td>00.000</td>
<td></td>
<td></td>
<td>32</td>
<td>Business, Economics</td>
<td>None</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rivera</td>
<td>Roberto</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>6</td>
<td>00.000</td>
<td></td>
<td></td>
<td>17</td>
<td>Ethnic Studies</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Turner</td>
<td>Walter</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Additional Teaching Unit Requests

II. Additional Unit requests for NEW classes or extra sections (requests for returned units has different process).

<table>
<thead>
<tr>
<th>Specialty:</th>
<th>Units/Class</th>
<th>Number of Sections/Year</th>
<th>Existing or New Course</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>3</td>
<td>2</td>
<td>Existing Course</td>
</tr>
</tbody>
</table>

To meet Program requirements for the following:

- [ ] Health/Safety
- [ ] Scheduling
- [ ] Title 5/Ed.Code
- [ ] Waitlists

Other:

So that students can complete the education certificate in one semester. In this economic climate, students are trying to complete the certificate program as fast as possible in order to qualify for jobs as classroom aids. By offering both classes in the sequence in one semester, students can get through the program in 18 weeks and begin working.

If it is for a new course, has the outline been submitted and approved by curriculum, UDWC and the Board?

Yes

Justification for new units:

1. Why do you feel this is an important addition to your overall curriculum and/or number of offerings?
2. Is it or will it be required for a degree or certificate?
3. Is it a new state law requirement?
4. How will this improve access, student learning outcomes and success?
5. Do you have evidence to support the need for your request? If so, please explain and/or attach.

It provides students with skills and a certificate that will help them get jobs.

It is required for the certificate.

Access will be improved by giving more students an opportunity to complete the program in a timely manner.

Enrollment in these two courses doubled from fall 2009 to spring 2010. There is demand for workers in this field and students have a strong desire to finish the
program, get certificated, and go to work in one semester instead of two.

**Shared Resources:** If you have requested additional units that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.

These units will be used by the Education Discipline, which is a part of the Social Science Department.

---

**III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)**

1. **Please indicate if there are NO FT faculty in your discipline.** Please provide data regarding the length of time this discipline has been without a full time instructor.

2. **Non-availability of part-time instructors in a subject area.** Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. **RETCUM Faculty:** How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

4. **New FT Faculty:** How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

5. **Reduction in department TUs as a result of FT Faculty retirements or other significant causes?** Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. **Other reasons:** Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. **Changes in Student Demand:** Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. **Current of forthcoming changes** that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. **Program Review Findings:** Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. **Other considerations:** Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. **Shared Resources:** If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
# Faculty Members
## Spanish-2009

## I. Program Faculty

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Koorhan</td>
<td>Margaret</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Martinisi</td>
<td>Michele</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ostojic-Portello</td>
<td>Radica</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Status:
- Shared W/other program(s):
  - Adjunct, ETCUM No

### Summer 2009 TU | Fall 2009 TU | Spring 2010 TU | Reassigned (Total)
- 6.0          | 00.000

### Years of Service:
- 4

### Specialty:
- Spanish grammar and conversation

### Leadership: List involvement in committees or other service

- UPM

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Martinisi</td>
<td>Michele</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ostojic-Portello</td>
<td>Radica</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Status:
- Shared W/other program(s):
  - Adjunct, ETCUM No

### Summer 2009 TU | Fall 2009 TU | Spring 2010 TU | Reassigned (Total)
- 16.00        | 00.000

### Years of Service:
- 6.0

### Specialty:
- Spanish grammar; Italian grammar and literature

### Leadership: List involvement in committees or other service

- UPM

---

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ostojic-Portello</td>
<td>Radica</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Status:
- Shared W/other program(s):
  - Adjunct, ETCUM No

### Summer 2009 TU | Fall 2009 TU | Spring 2010 TU | Reassigned (Total)
- 20.00        | 00.000

### Years of Service:
- 16

### Specialty:
- Spanish grammar, literature, film, Study Abroad

### Leadership: List involvement in committees or other service

- Academic Senate, Dept. Chairmanship 2007-, UPM, Study Abroad, International Education
List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pagani-Magnone</td>
<td>Rossana</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program(s):
- Full-time, tenured: Yes

<table>
<thead>
<tr>
<th></th>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>40.00</td>
<td>00.00</td>
<td>00.00</td>
<td>00.00</td>
</tr>
</tbody>
</table>

Years of Service: 10
- Spanish grammar, literature, film, study abroad. Italian grammar and literature

Leadership: List involvement in committees or other service
- Curriculum Development

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Petrovsky</td>
<td>John</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program(s):
- Temp Pool: No

<table>
<thead>
<tr>
<th></th>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>4.0</td>
<td>00.00</td>
<td>00.00</td>
<td>00.00</td>
</tr>
</tbody>
</table>

Years of Service: 26
- Spanish grammar, conversation and film

Leadership: List involvement in committees or other service
- Co-Director of Bay Area Latino Film Festival

List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Phelps</td>
<td>Judith</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program(s):
- Adjunct, ETCUM: No

<table>
<thead>
<tr>
<th></th>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>8.0</td>
<td>00.00</td>
<td>00.00</td>
<td>00.00</td>
</tr>
</tbody>
</table>

Years of Service: 8.0
- Spanish grammar and conversation

Leadership: List involvement in committees or other service
List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Richardson</td>
<td>Carol Sue</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:** Adjunct, ETCUM

**Shared W/other program(s):** No

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>6.0</td>
<td>00.000</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:** 4.0

**Specialty:** Spanish grammar, conversation; Spanish for Health Care Professionals; ASL

**Leadership:** List involvement in committees or other service

Vieira Victoria

**Status:** Part-time, RETCUM

**Shared W/other program(s):** Yes

<table>
<thead>
<tr>
<th>Summer 2009 TU</th>
<th>Fall 2009 TU</th>
<th>Spring 2010 TU</th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.0</td>
<td>00.000</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Years of Service:** 30+

**Specialty:** Spanish grammar and conversation; French grammar and conversation

**Leadership:** List involvement in committees or other service

Former Provost, Indian Valley Colleges; Director, Latino Educational and Cultural Foundation

---

**Additional Teaching Unit Requests**

**III. FT Faculty Needs** (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)

1. Please indicate if there are **NO FT faculty in your discipline.** Please provide data regarding the length of time this discipline has been without a full time instructor.

2. **Non-availability of part-time instructors in a subject area.** Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. **RETCUM Faculty:** How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

4. **New FT Faculty:** How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.
5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
### Faculty Members

**Speech-2009**

#### I. Program Faculty

List of Faculty Members and Total Faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blackman</td>
<td>Bernie</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Status:**

Shared W/other program

### Other No

#### Summer 2009 TU

- Fall 2009 TU: 3
- Spring 2010 TU: 3

Reassigned (Total): 0.000

**Years of Service:**

6 mo

**Specialty:**

Speech, Organizational Comm

**Leadership:** List involvement in committees or other service

#### Borenstein Bonnie T

**Status:**

Shared W/other program

### Full-time, tenured Yes

#### Summer 2009 TU

- Fall 2009 TU: 30.00
- Spring 2010 TU: 0.00

Reassigned (Total): 0.000

**Years of Service:**

8

**Specialty:**

Mass Media, Speech, Drama, Film, English Basic Skills,

**Leadership:** List involvement in committees or other service

Department Chair, PAC Member, UPM Exec Council Member, Puente Mentor, Member Latino Educational and Cultural Foundation, Faculty Advisor for Students for Social Responsibility and Legal Affairs Club

#### Epperson Viona

**Status:**

Shared W/other program

### Adjunct, ETCUM

#### Summer 2009 TU

- Fall 2009 TU: 0.00
- Spring 2010 TU: 0.00

Reassigned (Total): 0.000

**Years of Service:**

12

**Specialty:**

Speech

**Leadership:** List involvement in committees or other service

#### Gaiz Ron

**Status:**

Shared W/other program

### Full-time, tenured No

#### Summer 2009 TU

- Fall 2009 TU: 30.00
- Spring 2010 TU: 0.00

Reassigned (Total): 0.000
### Years of Service: Specialty:
- 29 Speech, English, English Skills, ESL

### Leadership: List involvement in committees or other service
- Academic Senator, AGS Faculty Advisor
- Muslim Students Assn., Faculty Advisor Budget Committee
- Access Committee for Master Plan
- Numerous Selection Committees

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Glenn</td>
<td>Cathy</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Status:</td>
<td>Shared W/other program (s):</td>
<td>Adjunct, ETCUM</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Semester</th>
<th></th>
<th></th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Summer 2009 TU</td>
<td>Fall 2009 TU</td>
<td>Spring 2010 TU</td>
<td>00.000</td>
</tr>
</tbody>
</table>

### Years of Service: Specialty:
- 2 Speech

### Leadership: List involvement in committees or other service
- Sabbatical Leave Committee, Coordinator
- IPC Data Advisory Group
- Program Review Committee
- Condensed Calendar Committee

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>O'Keefe</td>
<td>Patricia</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Status:</td>
<td>Shared W/other program (s):</td>
<td>Full-time, tenured</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Semester</th>
<th></th>
<th></th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Summer 2009 TU</td>
<td>Fall 2009 TU</td>
<td>Spring 2010 TU</td>
<td>30.000</td>
</tr>
</tbody>
</table>

### Years of Service: Specialty:
- 7 Speech

### Leadership: List involvement in committees or other service

### List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stahl-Rico</td>
<td>Gina</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Status:</td>
<td>Shared W/other program (s):</td>
<td>Adjunct, ETCUM</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Semester</th>
<th></th>
<th></th>
<th>Reassigned (Total)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Summer 2009 TU</td>
<td>Fall 2009 TU</td>
<td>Spring 2010 TU</td>
<td>00.000</td>
</tr>
</tbody>
</table>

### Years of Service: Specialty:
- 4 Speech

### Leadership: List involvement in committees or other service

### Additional Teaching Unit Requests

**III. FT Faculty Needs**

1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

Noncredit ESL has been a large and growing area of College of Marin for over 30 years. It has NEVER had a FT instructor.
2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

We have a harder time during the summer session when our pay scale reverts from being based on the salary schedule to being hourly at the community education rates. For many of us, our pay is reduced $10-$15/hour because of this. Therefore, many regular teachers do not teach in the summer.

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

Hello

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

The noncredit ESL program has grown about 60% since 2002. We consistently have waitlists of around 300 students. In 2002 this was spread over a smaller number of classes, so it was hard to get into a class. Now, although it is much the same, it is spread over more classes, so that by the end of 12 weeks many of these students have gotten into class.

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

Hello

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

The immigrant population of Marin County has grown over recent years with the high schools in Novato and San Rafael reporting that from 20-50% come from families whose first language is not English. College of Marin's ESL program serves the parents and families of these students as well as the students themselves after graduation and occasionally before graduation.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.

This year including Summer 08, Fall 08 and Spring 08, we will teach the equivalent of 372.4 units. 100% of these units are taught by part timers. We have NO full timers. Do I really need to say more? The College of Marin lists Basic Skills, of which noncredit ESL is a part, as one major component of its Mission. In addition ESL is mentioned in Goal number 2: Academic Excellence.

8. Current of forthcoming changes that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

While part-time faculty are often excellent classroom teachers, promoting long-term student success means providing faculty who are available to students outside of the classroom and for program assessment and development. Full-time faculty identify with, commit to, and serve their colleges, their programs, and their students in a way that part-time faculty cannot be expected to do: many institutions do not even commit to hiring them back the subsequent term. Absence of full-time faculty often means there is no meaningful faculty voice to advocate for noncredit students and programs.

9. Program Review Findings: Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. Other considerations: Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. Shared Resources: If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.
Faculty Members
Work-Experience-2009

I. Program Faculty
List of Faculty Members and Total faculty Units separately for Fall, Spring and Summer

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>MI</th>
<th>Year Retired:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boyd</td>
<td>Sandy</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Status: Shared W/other program(s):
- Full-time, tenured
- No

Summer 2009 TU  | 8.3 | Fall 2009 TU  | 00.000 | Spring 2010 TU  | 00.000 | Reassigned (Total)  |

Years of Service: 13
Specialty: Work Experience

Leadership: List involvement in committees or other service
- Past membership on Curriculum Committee and Academic Standards.

Additional Teaching Unit Requests

III. FT Faculty Needs (Please fill this out ONLY if you are stating a need for new full time faculty in your area.)

1. Please indicate if there are NO FT faculty in your discipline. Please provide data regarding the length of time this discipline has been without a full time instructor.

2. Non-availability of part-time instructors in a subject area. Please provide evidence demonstrating the difficulty in finding part-time instructors to teach in the subject area.

3. RETCUM Faculty: How many FT faculty have retired in the past ten years. How many units are now taught by RETCUM faculty each year?

4. New FT Faculty: How many NEW FT faculty have been hired in past 10 years? Please list each faculty name and the year of employment. If this instructor is shared with another department, please list the equivalent FTE% for your department. Please list instructional equivalencies as necessary and if faculty member was the result of retreat rights.

5. Reduction in department TUs as a result of FT Faculty retirements or other significant causes? Please provide data that illustrates a change in teaching unit allocation as a direct result of FT faculty retirements within your department and how this may change in the coming year(s).

6. Other reasons: Have there been other causes for a reduction in units in your discipline? If so, please explain and provide evidence.

7. Changes in Student Demand: Recent or forthcoming growth as a result of added sections due to enrollment demands. Provide evidence that illustrates the need for additional faculty due to increased student demand such as numbers of sections added and/or courses with waitlist totals showing a need for additional sections. What is the % of FTEF for this increase in units? If there has been a decline in student growth, please explain why.
8. **Current of forthcoming changes** that illustrate the immediate need of additional FT faculty within this department. Please outline all relevant circumstances that justify the priority of a FT hire in addition to those already outlined above. Consider changes in the field, changes in the job market and population shifts.

9. **Program Review Findings:** Indicate what trends you identified in your last program review that support the need for full time faculty hires. Tie these to the department and college mission.

10. **Other considerations:** Include such information as matriculation needs, changes in student demand or community and job market needs, response to legislation, or rapid growth of the discipline.

11. **Shared Resources:** If you have requested FT faculty that will be used by more than one department, please indicate here. Please indicate which disciplines and/or departments and the number of combined students/faculty or classes he/she would serve. Please indicate how it will improve access or outcomes and if it is needed for health and safety concerns or required by law.