# Signature Page

## Geology-and-Geography-2010

### I. Team Members

<table>
<thead>
<tr>
<th>Name</th>
<th>Member Type</th>
<th>Email</th>
<th>Contact Phone</th>
<th>Responsible for what part</th>
<th>Signature</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Don Foss</td>
<td>Primary Team Member</td>
<td><a href="mailto:don.foss@marin.edu">don.foss@marin.edu</a></td>
<td>7523</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Aftab Enty</td>
<td>Team Member</td>
<td><a href="mailto:aftab.enty@marin.edu">aftab.enty@marin.edu</a></td>
<td>7574</td>
<td></td>
<td></td>
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</tbody>
</table>

### II. Program Review Committee

<table>
<thead>
<tr>
<th>Name</th>
<th>Committee (Chairs)</th>
<th>Signature</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chris Schultz</td>
<td>Curriculum Committee Chair</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Blaze Woodlief</td>
<td>Educational Planning Committee</td>
<td></td>
<td></td>
</tr>
<tr>
<td>V-Anne Chernock and Erik Dunmire</td>
<td>Facilities Committee Co-Chairs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yolanda Bellisimo</td>
<td>Planning and Resource Allocation Committee Co-Chair/Academic Senate President</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nick Chang</td>
<td>Planning and Resource Allocation Committee Co-Chair/Instructional Equipment Committee Chair</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sara McKinnon and Becky Brown</td>
<td>Program Review Committee Chair and SLO Coordinators</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chris Schulz</td>
<td>Student Access and Success Committee Chair</td>
<td></td>
<td></td>
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<tr>
<td>Michael Irvine</td>
<td>Tech Committee Chair</td>
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</tr>
</tbody>
</table>

### III. Vice President of Academic Affairs

<table>
<thead>
<tr>
<th>Name</th>
<th>Signature</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nick Chang</td>
<td></td>
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</tbody>
</table>

### IV. Board of Trustees President

<table>
<thead>
<tr>
<th>Name</th>
<th>Signature</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eva Long</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
I. Consomable Instructional Operating Supplies

This section will be filled out by faculty and reviewed by the Department Chair, the Area Dean, the Technology Committee, PRAC.

Note: Please group requests into broad categories of items required to teach a class. Make ONE entry for each category. Please enter only if your costs have gone up or down or you need additional funds for some reason. Don't fill out if your supply budget has not changed.

Note: These are generally ongoing costs. One-time items go under Instructional Equipment.

<table>
<thead>
<tr>
<th>Priority</th>
<th>To Support:</th>
<th>Discipline Area</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>400 Students</td>
<td></td>
</tr>
</tbody>
</table>

**Broad Category (for example in Chemistry - "Chemicals")**

Geology & Geography Budgets

<table>
<thead>
<tr>
<th>Annual Cost</th>
<th>Previous Cost</th>
<th>Amount of Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>7000.0</td>
<td>6207.0</td>
<td>1000.0</td>
</tr>
</tbody>
</table>

**Type**

Increasing Cost

**How Long?**

Ongoing/Recurring

**Item to be shared with the following Department/Program: (Include any shared expenses)**

**Justification for Item (See Rating Rubric)**

1. Indicate how important this item is to the life of your discipline.

- ‘A’ means that your discipline cannot teach your course(s) without the requested equipment.
- ‘B’ means that your course(s) would be greatly enhanced with the requested equipment.
- ‘C’ means that you would like this piece of equipment for your course(s) but can wait for a future academic year.

In addition, how many times have you requested this item, but you have not received it?

A

<table>
<thead>
<tr>
<th>11100-22301-23200-191400</th>
<th>PT Classified Salary NonStudent</th>
<th>2,500.00</th>
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<tbody>
<tr>
<td>11100-22301-24000-191400</td>
<td>PT Class Sal Student Instructional</td>
<td>2,500.00</td>
</tr>
<tr>
<td>11100-22301-43000-191400</td>
<td>Instructional Supplies</td>
<td>2,000.00</td>
</tr>
<tr>
<td>12400-22301-43000-191400</td>
<td>Instructional Supplies</td>
<td>207.00</td>
</tr>
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</table>

All accounts should be in non-restricted accounts. If Prop. 20 funds are used, they need to be in accounts by July 1st to allow purchases for Fall Semester.

Supplies needed to run classes in academic year 2010-2011.

2. Is it necessary for students to succeed in a series of courses?

YES

3. How will access for students be improved? How many students (annually) will benefit from this request? Is it required to accommodate existing students? Would it be vital to attracting new students?

These supplies are essential to run classes and labs.

4. What student learning or other outcomes are expected? Is it important to the achievement
of student goals?
Many of the SLO's of our lab courses refer to the implementation of experiments and lab exercises that the students perform.

5. How will these outcomes be measured for future planning? What data or evidence supports your request?
The outcomes will be measured through assessment. These supplies are used in the foundational educational process of our labs.
# Faculty Members

## Geology-and-Geography-2010

### 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>
<tr>
<td>Florsheim</td>
<td>Joan</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Foss</td>
<td>Donald</td>
<td>j</td>
<td></td>
</tr>
<tr>
<td>Locke</td>
<td>James</td>
<td>K</td>
<td></td>
</tr>
</tbody>
</table>

#### Status:
- **Bero David**: Shared W/other program(s): Emergency Hire No
- **Florsheim Joan**: Adjunct, ETCUM No
- **Foss Donald**: Full-time, tenured Yes
- **Locke James**: Regular

#### Years of Service:
- **Bero David**: 4.0
- **Florsheim Joan**: new
- **Foss Donald**: 30.0
- **Locke James**: 30.0

#### Specialty:
- **Bero David**: Mr. Bero teaches Geology 120, 120 lab and Extended or weekend field Geology courses
- **Florsheim Joan**: new Hydrology
- **Foss Donald**: 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.
- **Locke James**: Geology

#### 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**
- **Mr. Bero has not as of yet for he is still an emergency hire, participated in the shared governance system**
- **Mr. Bero has not as of yet for he is still an emergency hire, participated in the shared governance system**
- **Mr. Bero has not as of yet for he is still an emergency hire, participated in the shared governance system**

#### Reassigned (Total):
- **Bero David**: 00.000
- **Florsheim Joan**: 00.000
- **Foss Donald**: 00.000
- **Locke James**: 00.000

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http://programreview.marin.edu/2010/TUReportFaculty.jsp

2/8/2011
Status: Shared W/other program(s):

Part-time, RETCUM 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 to 6</td>
<td>00.000</td>
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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

Last Name | First Name | MI | Year Retired: |
----------|------------|----|--------------|
Meyers    | Nicole     |    |              |

Status: Adjunct, RETCUM No

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

Last Name | First Name | MI | Year Retired: |
----------|------------|----|--------------|
Newton    | Steve      |    |              |

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>
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<td>3 to 6</td>
<td>00.000</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

Last Name | First Name | MI | Year Retired: |
----------|------------|----|--------------|
Peri      | Andy       |    |              |

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>
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</thead>
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<td></td>
<td></td>
<td>9</td>
<td>00.000</td>
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</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)

3.0 0.000 0.000

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.

At present one full time instructor splits their load between offerings in Geology and Geography. To maintain the first year of the curriculum this individual is often forced to teach as many as five separate preparations per semester and is often required to teach overload schedules as high as ten T.U. This condition has existed since the Jim Locke retired in 2006. Prior to Jim's retirement the conditions were approximately the same. Requests for full time replacements for each of the following teachers has over the years fell on deaf ears, Geologist Ken Miller retired in 1998, Geologist-Biologist Dave Bavers died in 1996, the retirement of two Geographers from CoM one in the early 1990's and one in the late 1980's and lastly the retirement of Harry Bartlett Geographer from IVC in 1985. Don Foss is the last full time instructor in Geology and Geography still teaching at the College of Marin. He will retire in May of 2011.

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.

Jobs in both Geology and Geography are abundant, high paying and according to the latest statistics have extremely high ratings in overall job satisfaction. Therefore finding part time instructors in either of these disciplines is very difficult, especially for day time offerings.

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?

The department has had only one retirement in the past ten years, that being Mr. James K. Locke. However two full time Geology instructors and one full time Geography instructor have retired in the last twenty years and over the last thirty years we have been burdened with the loss of six full time instructors in Geology and Geography and not one of them has been replaced. This reduction in force has nearly killed these two viable and highly productive disciplines. Currently one full time instructor, as stated above, splits the load with four part time instructors filling out the departmental offerings. In total the two disciplines average approximately 30 units per semester, all of which are within the freshman year of college. We can no longer extend our offerings into the sophomore year of college and satisfy the requirements necessary to complete the AS degree in Geology, or transfer as a junior to the four year institution.

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 instructors have been hired in either Geology or Geography in the past 31 years, though requests for additional full time hires have been requested, begged, at every possible opportunity.

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).

As a result of the reductions in full time instructors from retirement or death the department has been forced to reduce our offerings to the first year of study in both Geology and Geography. We have seen a reduction of over 60 teaching units per year as a result of the failure of the district to replace these highly skilled instructors. This is very unfortunate when one recognizes that Geology as a profession has the number one slot in employment opportunities and contentment with their profession.

When this instructor first came to MCCD we offered Mineralogy, Petrology, Geomorphology, and other related second or sophomore level courses. Due to the reduction in work force we have not had the ability to teach any courses above Historical Geology which is the second course one would take in Geology major. The same holds true with Geography in that with a reduction of three FTE in the discipline literally every course above the first semester of the curriculum has been eliminated.

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

I have no knowledge of any other reason for the decline in full time instructors within these two viable disciplines, Geology and Geography, other than the districts short sighted vision for saving money. Geology majors are required to take three semesters of Calculus, three semesters of Calculus based Physics, three semesters of Chemistry as well as all the other prerequisites for transfer. Geology has been the number one field of employment for scientist nearly every year for the past twenty years, as defined by studies posted in the Journal of Higher Education and Time Magazine. Geology as a profession has one of the highest ratings of job satisfaction. Yet we expand in our offerings in courses that lead to fields of employment known to be impacted with far too many highly trained and yet still unemployed scientists. Could it be that Marin folks, although using more resources than most of Earth's population cannot stomach the reality that it is either Mined or Crowned on this planet? It is beyond my ability to reason.

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.

When one can only offer the first semester of a discipline one should expect to see a decline in enrollment yet the numbers in Geology and Geography are equal to or slightly above many of our competing disciplines. However as Geology and Geography are the only disciplines in the Ward Austin Science Building that do not have a Laboratory Technician and our budget is the smallest of all the science disciplines offered at CoM, in fact Geography does not have a budget, then it is safe to say that the district must realize a far greater income per FTSE from Geology and Geography than from any other science offerings at CoM. Over the past 30 years, Geology and Geography have realized an 86% reduction in full time instructors yet our load has not fluctuated greatly. In 1992 one of the full time Geology instructors was carrying the second highest load in the district at over 870 WSCH.

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 last full time Geologist at the College of Marin, Don Foss, has physical disabilities that will force him to retire at the end of the spring 2011 semester, if finances permit. Therefore two disciplines, Geography and Geology that 30 years ago had six full time instructors and part time instructors that brought the total load offered to the equivalent of eight full time instructors will be down to zero full time staff. This is unacceptable by any standard. Current directives from the State of California mandate that an instructor must have a minimum of a Masters Degree in the discipline she of he is teaching. Therefore the district can no longer double up on the offerings an instructor is able to teach. It is therefore an absolute necessity that this district hire one full time Geologist and one full time Geographer this semester, spring 2011. In doing so I will be able to introduce these fine new teachers to the incredible resources we have collected and purchased for use in these disciplines over the past 90 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.

In our last program review we requested that the district hire one additional full time Geology teacher and one full time Geographer that had the ability to teach Geographic Information Systems, one of the hottest new fields in computer generated cartographic data. Enrollments are steady and rising slightly yet our ability to offer more than a rudimentary smattering of first semester or at best the freshman year course offerings continues to be our biggest obstacle. Every student that graduates with a degree in Geology from Sonoma State University or other local State College or University finds a high paying job. The same is true in Geography. It is therefore imperative that the district act to support these disciplines and act soon.

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.

As stated above Geology and Geography majors support all the other physical and biological sciences offered at CoM as well as those courses necessary for transfer. Through the years many of our students have managed to acquire jobs in the field of Geology or Geography both locally and during the summer months. Last summer three of our Geology majors at CoM worked as exploration geologist in Nevada, Alaska, and Montana looking for gold
deposits. Is this not our goal, to offer educational opportunities that lead to high paying and satisfying jobs? Geology and Geography are two disciplines that fit this admirable goal.

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.

Simply stated it is a matter of resources. The Geology department at the College of
1. Please make any comments on the Five Pathways, Student Access and Success, Facilities, Curriculum and SLO sections.

2. Please comment on the instructional equipment requests, technology requests and other instructional materials requests sections. Please comment especially on any specific priorities without which this program cannot function.

3. Please comment on the faculty and staff sections.
   With the impending retirement of Mr. Don Foss, the disciplines of Geology and Geography will need to be taught entirely by part-time faculty -- unless full-time faculty are recruited and hired. As this program review illustrates, the disciplines have been struggling in recent times, with no replacement of full-time faculty who have retired. In order for these disciplines to remain viable, the Dean COMPLETELY supports the request to hire AT LEAST one full-time faculty member in Geology and one full-time faculty member in Geography.

4. Please itemize expenses currently covered by external funds that may revert back to general funds.

5. Other comments
   The disciplines of Geology and Geography are in desperate need of revitalization and the hiring of these full-time faculty members would allow the Department of Life & Earth Science to do just that.