

We are hiring 21 New Full-time Faculty members this year

Thanks to years of planning by the Academic Senate, the work of the Planning and Resource Allocation Committee, our Program Review process, and the compelling data presented by Senate President, Sara McKinnon, we can finally hire 21 full time faculty.

How did we do that?

Spring 2011, the Planning and Resource Allocation Subcommittee on hiring, including Sara Lefkowitz, Sara McKinnon, and Michele Martinisi, Dean Nanda Schorske, and the VPSL Angelina Duarte compiled a list of disciplines in need of full time hires. The list was based on Program Review responses written by the disciplines and added to that were data from the Research and Planning Office. The subcommittee presented its findings to PRAC and in its end-of-year recommendations to the college president, PRAC recommended hiring 21 full time faculty. Dr David Wain Coon accepted the recommendation based upon Senate President Sara McKinnon’s compelling data showing how these full time hires would be “budget neutral” to the district.

In addition to the excitement about these new hires, we cannot help but feel equally optimistic about the fact that our program review process, our use of compelling data, the persistence of the Senate leadership, and our transparent, data-driven process are all showing signs that participatory governance works. We can be a college that makes sound and wise decisions, that honors the input of all facets of the college community, and that respects the important role faculty members play in setting the course for this college.

21 Full Time Hires!

Fall 2011, the search process will begin for the following positions:

- 1 Accounting
- 2 Counselors
- .5 Distance Ed/.5 English
- 2 English
- 1 EOPS
- 1 Geology
- 1 Library
- 1 Spanish/Italian
- 1 Basic Skills English
- 1 Basic Skills Reading Specialist

Spring 2012, the search process will begin for these positions:

- 1 Biology
- 1 Geography
- 1 Chemistry
- 2 Credit ESL
- 1 Drama
- 2 Non-Credit ESL
- 1 Spanish/French

What’s Inside:

Page 2: Finally....

Page 3: Incompletes and a Thank You to PT Faculty

Page 4: 2011-12 Senate members, websites and Tech news

The articles in this AS News were written by Yolanda Bellisimo.

Finally...

In the fall of 2006 Patrick Kelly, Derek Wilson and I met to talk about a new hiring procedure that would make it possible for faculty to determine their full time faculty needs through Program Review. At the time, the hiring procedure was controlled through the UPM contract with the district and was based upon a mathematical formula. We wanted a process that required input from faculty and department chairs, and a system that was transparent, highly participatory and based upon multiple factors both quantitative and qualitative.

It took us five years to get here, but finally!

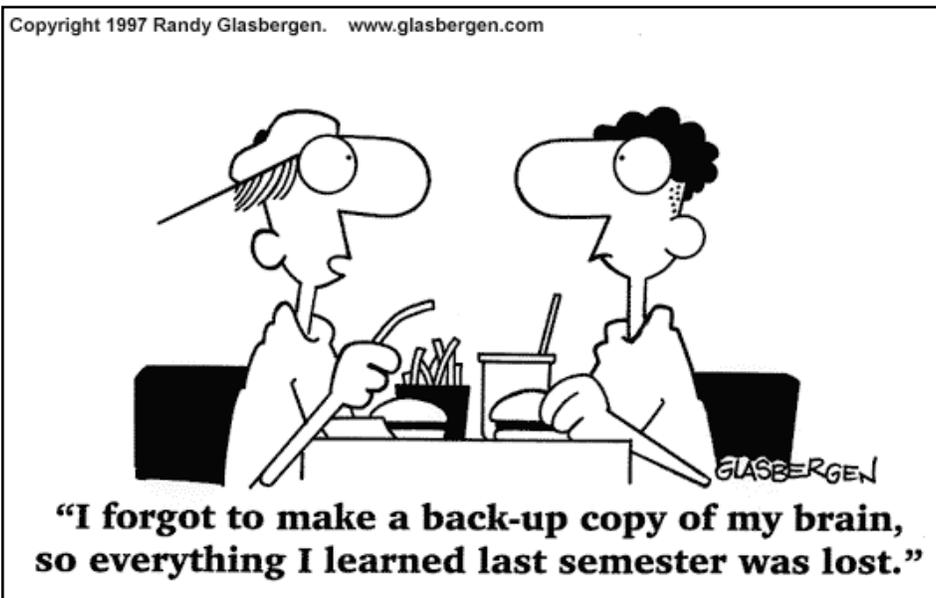
We want to thank all of the program review writers, and I think especially of Don Foss in Geology, Carl Cox in our library, Mike Ransom in Computer Information Systems and John Sutherland in English/Humanities, who desperately needed full time hires, completed the required program reviews each of four years to no avail but returned to the task this past year with equal persistence, if not faith that we would eventually pull through. Thank you for hanging in there.

Thank you to Patrick Kelly for helping craft our initial proposal and for being our strongest advocate for a faculty-driven process, and to Derek Wilson for writing the original hiring questionnaire, and the 2007/2008 Senate for vetting the questionnaire that eventually went into the program review document.

Thank you to the members of the Planning and Resource Allocation Committee including faculty members Kathleen Smyth, Michele Martinisi, Ron Gaiz, Sara Lefkowitz, Win Cottle, and Sara McKinnon.

And especially thank you to Academic Senate President, Sara McKinnon, for her persistent, quiet, skillful advocacy and the brilliant work she put into creating the final budget tables that made the argument for new hires academically and monetarily sound.

-Yolanda Bellisimo



Incompletes

When filling out endless, hand-written incomplete forms, you may fear that the Admissions and Records Office staff will present you with a Dubious Distinction Award for posting the most number of incompletes in one semester; fear no more. Here is what you need to know to avoid the dreaded **Incomplete Dubious Distinction Award**.

Incompletes should only be issued for an unforeseeable emergency or a justifiable reason occurring at the end of the term. It is expected that the student has communicated to you the unforeseeable emergency or justifiable circumstances and is requesting your consideration of an incomplete.

Do not assume that the student wishes an incomplete if he/she has not requested it verbally or in writing. You should also request verifiable documentation from the student explaining the emergency or other justifiable circumstances.

Title 5 of the California Code of Regulations, Section 55021, Grading Policies says:

Incomplete: Incomplete academic work for unforeseeable emergency and justifiable reasons at the end of the term may result in an I symbol being entered in the students record. The condition for the removal of the I shall be stated by the instructor in written record. This record shall contain the conditions for the removal of the I and the grade assigned in lieu of its removal.

It is a good policy to inform students in your syllabi about how you handle incompletes and ask that they inform you in writing if they need to request an incomplete.

A Thank You to our Part Time Faculty Committee Members

We have over 50 positions for Academic Senate committees and college governance committees, not to mention UPM/district committees, student club advisors, and department-level ad hoc committees for updating course outlines, writing and assessing SLOs, and working on modernization plans. With a full time faculty numbering around 97, it would be impossible to meet all of these obligations without the volunteer help of our part time faculty. Keep in mind that their participation is **on their own time** and many part time faculty members are driving from one college to another over the course of a work week with teaching obligations all over the Bay Area. Part time faculty members are helping the full time faculty carry the weight of out-of-classroom activities and we owe them an enormous debt of gratitude. Here are last year's Academic Senate and college governance part time committee members:

PRAC

- Michele Martinisi
- Earl Hagstrom

Professional Development

- Anne Gearhart

Student Access and Success

- Karen Koenig

Instructional Equipment

- Ron Krempetz

Curriculum

- Caterina Labriola
- Rebecca Beal

Equivalency

- Meg Pasquel

SLO Committee

- Anne Gearhart
- Trina Miller
- Robert Ovetz
- Cara Statucki and Beth Patel
- Adria Winfield

Distance Ed

- Alisa Klinger
- John Erdmann

2011-2012 Academic Senate
<http://www.marin.edu/senate>

Officers:

- Sara McKinnon President
- Michael Dougan Vice President
- Becky Brown Secretary
- Yolanda Bellisimo Treasurer

Additional Full Time Members:

- Bonnie Borenstein
- Rinetta Early
- Hank Fearnley
- Arthur Lutz
- Dikran Martin
- John Sutherland
- Blaze Woodlief

Part-Time Credit

- Robert Ovetz
- Meg Pasquel
- Paul Cheney

Part Time Noncredit

- Rebecca Beal

The Technology Committee needs you!!!

The Tech Committee will be working on the Revised Comprehensive COM Technology Plan this fall. If you'd like to be able to give input to this process and the eventual plan, consider joining the committee. It will meet every Thursday from 2 to 3:30 pm (room TBD.) Please contact me at sara.mckinnon@marin.edu ASAP! This is your chance to advocate for things that have never been done before!



"This really is an innovative approach, but I'm afraid we can't consider it. It's never been done before."

Faculty Handbook

<http://marin.edu/faculty/handbook>

Student Learning Outcomes WIKI:

<http://com-academic-senate-slos.wikispaces.com/>

PRIE Institutional Planning Webpage:

<http://marin.edu/com/ODP/InstitutionalPlanningPage.htm>

(Scroll to the bottom of the page for links to many Institutional Research Reports)

Student Learning Outcomes (SLO) for GE and Institutional Level

<http://marin.edu/com/ODP/SLOTrackingTool.htm> (Website, 7-18-2011) **(NEW!)**

Student Learning Outcomes (SLO) for Student Services

<http://marin.edu/com/ODP/SSSLO.htm> (Website, 7-18-2011) **(New!)**

SLO Resources/Program Review Resources (New! updated 7-29-2011)

<http://marin.edu/com/ODP/sloprogramreviewresources.htm>