

Board of Trustees Agenda Item

Board Meeting Date: March 1, 2010

Title of Item:

Faculty Employment as Tenured Faculty Members for 2010-2011 and Subsequent Years

Background and Analysis:

After careful review of the material presented by the tenure review committee for each candidate and the written evaluations and supporting materials submitted by the committee, Board approval is requested for the following Tenure/Re-Employment Recommendations:

De Anza College:

Michael Appio, Jason Damjanovic, Maria Delas, Harman Dhaliwal, Olga Libova, Bertrand Lo, Mary Sullivan, Deborah Wagner

Foothill College:

Anabel Arreola-Trigonis, Jeffrey Bissell, Samuel Connell, Kay Jones, Bruce McLeod, Simon Pennington, Andrew Ruble, Brian Tapia, Glenn Violet, Russell Wong

Recommendation: (specify if information only)

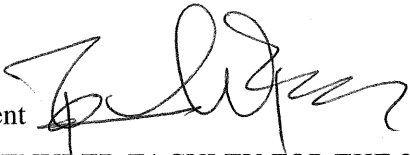
De Anza President Brian Murphy and Foothill President Judy Miner recommend approval.

Submitted by:	Dorene Novotny, Vice Chancellor of Human Resources and Equal Opportunity, ext. 6211
Additional contact names:	
Is backup provided?	Yes



MEMORANDUM

Office of the President
(408) 864-8705

DATE: February 16, 2010
TO: Board of Trustees
Chancellor Linda Thor
FROM: Dr. Brian Murphy, President 
SUBJECT: REEMPLOYMENT AS TENURED FACULTY FOR THE 2010-2011 AND
SUBSEQUENT ACADEMIC YEARS

The President of De Anza College recommends to the Foothill-De Anza Board of Trustees and Chancellor the reemployment of the following faculty members as tenured faculty for 2010-2011 and subsequent academic years. This recommendation is presented after careful review of the material presented by the Tenure Review Committee for each candidate and the written evaluations and supporting materials submitted by the Committee.

Phase Three -Year Four

Michael Appio

Division: Applied Technologies
Discipline: Manufacturing and CNC
Technology

Olga Libova

Division: Biological, Health and
Environmental Sciences
Discipline: Nursing

Jason Damjanovic

Division: Physical Education
Discipline: Physical Education/Men's
Basketball Coach

Bertrand Lo

Division: Physical Sciences, Math and
Engineering
Discipline: Mathematics

Maria Delas

Division: Special Education
Discipline: Disability Support Services

Mary Sullivan

Division: Counseling and Matriculation
Discipline: Health Services

Harman Dhaliwal

Division: Physical Sciences, Math, and
Engineering
Discipline: Mathematics

Deborah Wagner

Discipline: Biological, Health and
Environmental Sciences
Division: Medical Laboratory Technology

MEMORANDUM

Office of the President
(408) 864-8705

Date: February 16, 2010

To: Board of Trustees

From: Dr. Brian Murphy, President



The President of De Anza College recommends to the Foothill-De Anza Board of Trustees and Chancellor the reemployment of the following faculty members as tenured faculty for the 2010-2011 and subsequent academic years. This recommendation is offered after careful review of the materials presented by the Tenure Review Committee for each candidate and the written evaluations and supporting materials submitted by the Committee.

Michael Appio
Division: Applied Technologies
Discipline: Manufacturing and CNC Technology

Michael Appio is an outstanding teacher and an asset to the college. He is a dedicated teacher who focuses on the success of his students by developing a good rapport with them and utilizing two-way communication while teaching, which encourages students' comments and questions. An endless bundle of energy in the classroom, Michael possesses an infectious enthusiasm that engages students. He also uses practical examples to help students grasp operational and technical concepts. His leadership is admirable as can be seen in his serving as the department head over the past two years, serving as the division's representative on the Academic Senate, and serving on the Curriculum Committee.

Jason Damjanovic
Division: Physical Education
Discipline: Physical Education/Men's Basketball Coach

Jason Damjanovic is very popular with students and can teach a wide range of activities, which makes him a versatile member of the division. He utilizes a variety of teaching methods to bring students of various skill levels together so that they may maximize their potential. As the De Anza head men's basketball coach, he has attracted a wider diversity of players to De Anza. His players always succeed academically. Last year's team had an 86% transfer rate. Jason has also been involved in the community, where he has done public speaking, conducts clinics, leagues, and camps for youth. He continues to be a strong and positive ambassador for the college, not just for basketball.

Maria Delas
Division: Special Education
Discipline: Disability Support Services

Maria Delas is a superb counselor who works effectively to assist students evaluate their choices and determine the most adaptive options. She has a genuine desire to help them and demonstrates respect for individuality and sensitivity to diversity. Flexible, receptive, and diligent, she contributes to her department, helping it to serve students and more effectively meet its objectives such as working on Student Service Learning Outcomes (SSLOs) and department publications including the annual DSS event planner for students. Maria has been quite active in a networking capacity to agencies and organizations serving individuals with disabilities, which allows for her students to know current information on services and resources available to them.

Harman Dhaliwal
Division: Physical Sciences, Math, and Engineering
Discipline: Mathematics

Harman Dhaliwal has an excellent rapport with his students and is greatly appreciated for his clear explanations and inclusion of students in classroom activities. Harman's student evaluations are overwhelmingly positive. He is active in his department and division such as serving on a textbook selection committee, the Calculus SLO committee, the PSME Division Technology Committee, and a team to develop math review software modules. He incorporates technology into his classes, which has led to his students being exposed to mathematics in multiple formats and in ways that are different from the traditional lecture. He brings the same consideration and care he shares with students to his colleagues who consider it a pleasure to work with him.

Olga Libova
Division: Biological, Health, and Environmental Sciences
Discipline: Nursing

Olga Libova is a highly valued teacher, who instills in her students an excitement for learning and a passion for the nursing profession. She teaches the theory and related clinical experience for perinatal nursing and has quickly improved upon the structure of the courses to best meet the needs and learning opportunities for her students. Her efforts garnered high praise from all concerned. Her use of technology to enhance learning experiences has elicited high levels of critical thinking in students, and she models for her students the best examples of nursing clients from culturally diverse backgrounds. She sits on many departmental committees, and has collaborated with the Student Success Center to address any special ESL needs nursing students may have.

Bertrand Lo
Division: Physical Sciences, Math, and Engineering
Discipline: Mathematics

Bertrand Lo is a wonderful instructor, who explains concepts effectively and clearly. He engages students through his use of group work and by creating a comfortable environment in which students feel free to ask questions. He also prepares and motivates students not only to understand the material being taught but to be responsible for their own academics and careers. Beyond the classroom, he has actively participated in department activities such as helping plan a Mathematics department retreat and assisting in the development of programs to prepare and train mathematics tutors. He is also the faculty advisor for De Anza's Hong Kong Students' Association. His contributions in the classroom and department are admired by his colleagues.

Mary Sullivan
Division: Counseling and Matriculation
Discipline: Health Services

Mary Sullivan is a dedicated faculty member who has demonstrated her expertise and resourcefulness as a Health Services Coordinator. She is devoted to providing professional health care and health awareness to De Anza College's student, faculty and staff population. She has an outgoing and personal demeanor that engages students, which allows them to open up to her in her role as a nurse. Mary has impeccable organizing skills and has been charged with organizing several campus-wide and divisional events. Mary is respected for her competence and appreciated for her extremely hard work ethics and willingness to contribute to the De Anza educational experience.

Deborah Wagner
Division: Biological, Health, and Environmental Sciences
Discipline: Medical Laboratory Technology

Deborah Wagner is a highly valued instructor who is deeply devoted to the profession of Medical Laboratory Technology and to preparing her students for their careers. She has high expectations and models professional standards while helping students develop the critical thinking, technical, and procedural skills they need to be successful. Through her efforts and leadership, she obtained grant funds to develop and run the MLT program, and she is constantly expanding and developing varied strategies to engage and meet her students' needs. Under her leadership, the De Anza College MLT Program boasts a 100% pass rate on the national American Association of Clinical Pathologists MLT exam.



FOOTHILL COLLEGE

Office of the President

(650) 949-7200, (650) 949-7425 (voicemail)

(650) 948-4244 (fax) minerjudy@foothill.edu

To: Board of Trustees

From: Judy C. Miner

Date: February 16, 2010

Re: Tenure Recommendations

These recommendations are presented after careful review of evaluative materials that include self-evaluations, student evaluations of instruction, peer and administrative reviews. The following faculty members are enthusiastically recommended to the Board by their Tenure Review Committees and myself for a fourth contract and permanency beginning with the 2010-2011 academic year.

Anabel Arreola-Trigonis

Division: Counseling & Matriculation

Discipline: Counselor

Anabel has made notable contributions as coordinator of the Pass the Torch Program, allowing it to expand the scope of support to students in need. She has been able to balance her three areas of responsibility as coordinator, instructor and counselor with great professionalism. As an instructor, she has formalized the Member Training course, adding structure and focus. Anabel has a good rapport with students from diverse backgrounds. She has been a mentor and facilitated workshops for counseling peers. Anabel has also been an active member of the college community, serving on the Basic Skills Committee, and as a liaison with the Language Arts Division.

Jeffrey Bissell

Division: Physical Education & Human Performance

Discipline: Physical Education

The comments by Jeff's Tenure Committee throughout the review process pointed consistently to his energy, work ethic and positive interpersonal skills. His expertise and skill in recruiting student athletes and in working with diverse populations has made him a valued addition to the division. Jeff's coaching skills have improved immensely as he gained confidence in the past four years. According to Jeff, he makes it his job to coach and mentor student athletes to "understand the importance of taking responsibility for one's actions and be truthful when facing challenges." He has gained the respect of his colleagues and the Conference on Athletics for his ability to have successful seasons. Jeff's assignments have grown in responsibility and complexity, and he has been a leader in the development of Student Learning Outcomes for the division.

Samuel Connell

Division: Business & Social Sciences

Discipline: Anthropology

Sam's Tenure Committee was unanimous in their recommendation for tenure, citing his ability, knowledge, energy, innovation and enthusiasm. Student comments were solid as well, pointing to his diverse teaching style, interesting lectures and fairness of his evaluative methods. He has rebuilt the anthropology department, expanded offerings, opened an anthropology lab, and continues to work on campus abroad by bringing students to Ecuador and Belize during the summer. Sam has served on Curriculum Committee, as well as the Sustainability Committee, Technology Task Force and other division and college-wide committees. He has also published an Archeology workbook this year, as well as chapters in various forensic anthropology and archaeology volumes. Sam is a dynamic teacher with an engaging style. In his own words: "I think my style of teaching here at Foothill can be categorized by something I called 'engaged academic' teaching, which roughly translated means that I will bring the student into the world of scholarly thinking and ask them if they want to accompany me to that land of thinking, doubt, inquisitiveness, and learning."

Kay Jones

Division: Library

Discipline: Librarian

Kay has brought a rich background in librarianship to Foothill, along with a broad knowledge base, professionalism and engagement with students that the Tenure Committee feels has made her "an indispensable member of the library team." She excels at her job managing the Technical Services operations and staff, and combines approachability and a sense of humor with her knowledge of research strategies in supporting students, faculty and staff at the reference desk. She has been a positive presence in weekly librarian meetings. Kay has also served the college as liaison to the Business and Social Sciences Division, as well as serving on the Foothill Rubric Assessment Model for Evaluating Student Learning Outcomes and College Curriculum committees. Her unique personal and professional skills have garnered the respect of students, faculty and staff. The Tenure Committee unanimously and unequivocally recommends tenure.

Bruce McLeod

Division: Fine Arts & Communication

Discipline: Theater Arts

Bruce's Tenure Committee was impressed with his enthusiasm and "warm-hearted" nature, as well as his ability to successfully navigate the dual role of instructor/foreman for his hands-on experientially based classes. Throughout the entire review process, Bruce has proven to be a valuable addition to his department, the division and the College as a whole. Bruce developed a plug-in template for the department's production schedules. He has taken an active role in his department's curriculum, with revisions to classes, certificates and degree programs as well as development of online instruction for several theatre technology classes now offered as hybrid courses. Bruce was instrumental in the construction and opening of the Lohman Theatre. He is now looking at ways to generate revenue by using the space for outside events. Bruce has served the division and the college as a representative on Faculty Senate, and as a member of the Academic Council. He has also worked on articulation with local high schools, and has been involved with outreach to high schools and organizations. Bruce is admired by colleagues and respected by his students who enjoy his teaching style. Bruce's attitude about teaching is best summed up in his own words, "I see former students transferring and working in the field and I am energized. The best hours of the day are always those spent in the classroom."

Simon Pennington

Division: Fine Arts & Communication
Discipline: Art History

The Tenure Committee for Simon found that he was “not only excellent in the performance of his principle duties but is equally outstanding in the numerous contributions he makes to the College and the District.” Simon’s pedagogical skills are exemplary. He shows a sensitivity to students that leaves a positive lasting impression. His colleagues feel that he “...brings the historical to life by making it relevant to the present.” Simon has provided invaluable support to the District in terms of his vital role on the Curriculum Committee, the Foothill Rubric Assessment Model for Evaluating Student Learning Outcomes Committee, and his support and presentations at several College Heritage Month activities. He has developed new courses in Asian Art and Islamic Art as well as an online A.A. Degree in Art History. Simon also spearheaded the introduction and administration of ArtStor (an online library of digital images). Despite his accomplishments, Simon feels there is still much more to learn and do. He is working on collaborative, multi-disciplinary courses and plans to keep taking coursework to keep up with his discipline and the latest educational design technologies.

Andrew Ruble

Division: Fine Arts & Communication
Discipline: Art/Ceramics

In the words of his Tenure Committee, Andrew is “one of the most valued and respected members of the Fine Arts and Communication Division.” This is a sentiment shared by his students. With Andrew’s guidance, the Ceramics Program has grown in scope and quality, and the facilities have shown remarkable improvement, with very little financial impact to the College. Andrew has embraced the latest in educational technology, using video instruction to enhance his teaching. Videos of his classroom demonstrations can be found and reviewed by students on YouTube. It was noted in Andrew’s evaluations that his demonstrations are excellent and that he is a “master teacher.” Andrew is also a respected artist in the community. There have been several exhibitions showcasing Andrew’s ceramic work, and he has recently been awarded the prestigious Rydell Visual Arts Fellowship for 2010-2011 for working artists.

Brian Tapia

Division: Business & Social Sciences
Discipline: Philosophy

The Tenure Committee was unanimous in its recommendation for tenure of Brian Tapia, noting his “exceptional ability in the classroom” and “expertise in all areas of philosophy.” Brian has an easy and welcoming style that encourages student participation and involvement. His students sign up for multiple courses from him, and he is responsible for the renewed interest in forming a philosophy club on campus. As the sole full-time faculty member in the philosophy department, Brian has been actively developing Student Learning Outcomes, doing program review, rewriting course outlines to ensure they meet state standards and ensure articulation, and revising the degree program to better match with similar programs at other colleges. Brian is passionate about teaching, and has much to offer his peers in pedagogy and collaboration. He has been an asset to the division and the College, serving on the curriculum, scholarship and professional development committees, as well as being a mentor for the Puente Program. Brian has incorporated suggestions by the committee for integrating technology into his courses and has found that multimedia can ‘deepen the discussion.’ According to Brian, “Teaching philosophy has never been merely a job for me, it is a way of living and engaging with the world...”

Glenn Violet

Division: Business & Social Sciences
Discipline: Business

Glenn's Tenure Committee cited his mastery of subject matter, ease of communication with students, and commitment to teaching and learning in their unanimous recommendation for tenure. In the classroom, he has incorporated committee recommendations into his teaching methods and developed his teaching style. He has been active in his division's curriculum committee, including development of two new AA degrees in Entrepreneurship and Marketing. Outside the classroom Glenn has been a valued leader at Foothill, establishing the Foothill Entrepreneur Center, and advising the Business, Accounting, Economics, and Indonesian Students Clubs. He has been hard at work building a strong coalition through collaboration with Silicon Valley companies. Glenn has also attended several major business conferences and presented seminars/workshops at the National Association of Community Colleges for Entrepreneurship (NACCE). Glenn demonstrates a high-degree of respect and professionalism toward members of his division.

Russell Wong

Division: Adaptive Learning
Discipline: Learning Disabilities

The Tenure Committee was impressed with Russell's remarkable resilience and flexibility, as well as his tremendous personal and professional growth during their review. He has an ability to connect with students, and offers them a wide array of services to meet their academic and individual issues. He has made major contributions in Adaptive Learning to the Student Tutorial Evaluation Program/Learning Disabilities Program, as well as designing a tutorial program. Russell is regarded as an important member of the Adaptive Learning Division team; he participates fully in program review, curriculum revision, and in assisting with updating and adjusting the service model provided by Adaptive Learning in light of the severe budget cuts the division has faced. Russell's passion for teaching is evident. In his own words, "I love teaching and strive to motivate students through building a learning community that fosters each person's full academic potential."